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# IMPACT OF DEVELOPMENT PROGRAMS ON EMPOWERMENT OF RURAL WOMEN IN JIJEL

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## ABSTRACT

This research document aims to highlight the role of rural development programs approved by the State in order to restore development to the rural world and to empower rural women through various programs and policies which enabled them to exercise their development role, despite the great challenges they encounter. The rural renewal policy has changed the lives of rural women, since thanks to the support funds allocated by the State, which make it possible to encourage rural women to develop and create private investment projects in various fields, traditional industries, agricultural and other industries. The role of rural Algerian women in this support has become apparent. In order to integrate women in the rural world, the State has set up local rural development projects with the objective of developing and improving the standard of living of the rural world. And develop women in particular. These projects have contributed to developing the work of women in agricultural and artisanal activities. We have noticed that rural women can support themselves and their communities and help build thriving rural economies if they have the opportunity to produce.

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## Introduction.

Rural development is an integrated strategic tool to improve the economic and social life of the rural community. Therefore, it includes, in addition to agricultural development, the development of various aspects of rural society. Rural development contributes to the development of rural people to become more capable, willing and understanding of work. It also aims to achieve rural agricultural development that is capable of survival, continuity and life, without harming the environment and natural resources of water, land, living organisms and social construction in the region (Hashemi 2012). The World Bank has defined rural development as a strategy to develop the economic and social life of a group of people living in poor rural areas and which includes extending the benefits of development to the poorest (Aqari, 2016).

The International Fund for Agricultural Development (IFAD) defines rural development as "the process of improving the opportunities and well-being of rural people", as it is a process of changing the characteristics of rural communities in addition to agricultural development in order to achieve social and environmental goals that are not limited to economic goals alone, but rural development includes health and education (UNDP, 2013).

Rural women have a role to play in the development process, as their role revolves around their contribution to improving food security and eradicating rural poverty through agricultural and rural development, and to their economic and social empowerment. Rural women's issues have received

worldwide attention since the United Nations passed a law enshrining, for the first time in history, the principle of equal rights between women and men. Many in the development community agree that rural development policies and approaches should be reconsidered to enable rural women to participate in the rural development process. Development should focus on development programmers (UNDP, 2020).

Therefore, the subject of rural women is considered one of the modern geographical studies, as they represent an important role in achieving rural development and work to improve the quality of life in these areas and raise the standard of living in them, as well as creating employment opportunities. Despite the fact that women are the most important pillars of society, they suffer from marginalization, particularly in rural areas, despite having the capacities that qualify them to emerge as actors who contribute to the development process. It is necessary to highlight them and to know their needs and the means of empowering and training them. Through this research paper, we pose the following problem: What is the impact of development activities provided by the state through schemes to support rural women's empowerment in rural development?

This research was undertaken with the aim of finding out the impact of the development activities implemented by the Algerian state for the social and local development and empowerment of rural women in the study area, and we adopted the research by analyzing data from the programmers and mechanisms supporting rural development and identifying the level of economic and social empowerment of women and whether there is a real impact on rural development through empowerment.

The number of rural communities is 979 out of a total of 1541. 64% and 4/1 of these rural communes are located on the high trays, and almost two thirds of the communes are located in the north, but 64% and 11% in the south (Bessaoud, 2006) Rural communes dominate the north of Algeria, the department of Jijel was chosen because it is predominantly rural, despite being a coastal state, with an urbanization rate of 18% in 1977, rising to 45% in 1998 (National Bureau of Statistics 2008). The south of the state is dominated by the mountainous highlands, where population density is low and employment is agricultural.

### **1. The trajectory of rural development in Algeria after 2000.**

Following independence, Algeria embarked on a series of bold initiatives, from the ambitious "agricultural revolution" aimed at modernizing production to sweeping agrarian reforms designed to empower rural communities. These efforts were not only essential for food security but also recognized the unique role of the agricultural sector in the nation's economy and identity. Geographically, rural areas constitute a vast four-fifths of Algeria's surface, while administratively, nearly 6% of municipalities are classified as rural, housing roughly one-third of the population. However, despite its undeniable significance, the rural population has witnessed a steady decline, shrinking from 68.6% in 1965 to just 30% in 2008 (National Statistics Office 2008).

The millennium saw a concerted effort towards rural development in Algeria. The National Agricultural Development Plan (PNDA) was launched within the National Agricultural Development Program (2000-2004), evolving into the National Agricultural and Rural Development Program (PNDAR) by 2002. Further solidifying this focus, a promising new strategy, the Rural Renewal Program, was launched in October 2006 (MDDR.GOV 2016). Commitment to rural development was further strengthened by two additional programs - the High Plateau Development Program and the Southern Development Program.

Launched in 2002 under the slogan "For better governance of the regions," the Rural Renewal Program (PSRR) prioritized rural communities in remote and isolated areas. Partially implemented in 2007 and 2008, it offered a comprehensive guide for neighborhood projects aimed at integrated rural development (PPDRI). These projects, in turn, were an extension of the pre-existing Rural Development Program (PPDR). The PSRR ran from 2009 to 2013 and emphasized community participation and integration, aligning with the broader goals of the Rural Renewal Support Program (Kaidi, 2020).

- The first area is the modernization of villages and palaces, with the aim of improving living conditions in rural areas through village and infrastructure restoration programs.
- The second axis: the diversification of economic activities in rural areas, including the various activities in rural areas, agriculture, traditional and craft industries, tourism, small and medium-sized enterprises, etc.
- The third axis: the protection and enhancement of natural resources, including agricultural areas, forests, mountains, water resources, oases, etc.

▪ Fourth theme: Protection and enhancement of tangible rural heritage and intangible products such as local produce, heritage buildings and monuments, cultural sites and local historical and cultural events (Shaabna, 2017).

## **2. Rural women in rural development planning priorities.**

International Rural Women's Day is celebrated on 15 October each year, this is the day set by the United Nations General Assembly since 2007, this day comes in order to examine all the efforts made by rural women that make them an important element throughout the world and given the role played by rural women in achieving development, the United Nations decided to celebrate 43 October as International Rural Women's Day so that it becomes the equivalent of 2016 % of the agricultural workforce in developing countries (FAO, 2016). At national level, the Algerian government's policy in this area aims to support the role of rural women in development and the local economy by raising awareness and providing literacy training in a feminist environment, as well as granting micro-credits to rural women to help them enter various fields, By seeking to integrate rural women into the formal labor market, the Ministry of National Solidarity, Family and Women's Affairs has set up an integrated national program under the slogan "Algerian women are essential partners in sustainable local development, in order to support women's entrepreneurship and empower them economically" (Abed, 2022).

On 15 October, on the occasion of the International Day of Rural Women, a National Committee for Rural Women was set up, divided into State Committees represented by the 13 different ministerial sectors and other bodies, all concerned with monitoring and supporting rural women (Boufama 2020).

Rural renewal has changed people's lives, and the lives of rural women, through the support funds mobilized by the State, which encourage rural women to develop private investment projects in various fields, traditional industries, agricultural industries and others, and the share of Algerian rural women who have benefited from this support has emerged in cheese-making, bee-keeping, poultry farming, traditional industries and fruit tree planting (Chaabneh, 2017): and in order to integrate women into the rural sector, the State has developed a number of mechanisms, the most important of which are:

▪ Implementation of 9,000 women rural development projects as part of the 2004-2009 five-year programs, which aims to develop and improve the standard of living and cultural life of 800,000 rural families, and to develop women in particular. These projects have contributed to the development of women's businesses in the fields of agriculture and handicrafts.

▪ What you need to know Women benefit from development program and projects in the agricultural sector thanks to their integration into the Program for:

- Land recovery by transfer.
- Steppe development program.
- Conversion programs Agricultural systems and programs.
- Support programs Youth employment.

▪ According to the Minister Delegate for the Family and the Status of Women, the number of women who obtained a farmer's card in 2011 reached 39,000 nationwide.

▪ 2008 of a new type of loan for rural women, an interest-free seasonal loan with a maximum duration of one and a half years, which rural women can benefit from either by providing guarantees in return, or as part of collective guarantees obtained by women by joining cooperatives set up by rural women.

▪ In this respect, zero-interest loans have been developed to take advantage of public schemes designed to help people into work in the economic sector, as well as the bodies involved in support organizations and banks financing projects.

▪ In addition, measures have been put in place in the field of the achievements of rural women, including the decision to allow them to benefit from all the facilities necessary for their promotion and development in the economic and social field (C.E.A., 2013).

▪ The integration of women into the agricultural sector has been achieved through the project to create 10,000 production and livestock units within the framework of municipal rural activation cells for the benefit of rural women at national level (Directorate of Agriculture 2020).

▪ The number of establishments active in the agricultural sector reached 13227 30 as at 2018 June 2020 (Directorate of Agriculture 2020).

Loans granted up to 30 November 2022 amounted to 966234 loans, with rural women acquiring more than 63%.

Table 1. Loans granted to women.

Breakdown of loans granted by gender		
	Number	%
Women	611420	63.28
Men	314354	36.72
Total	925774	100

Source: Ministry of Agriculture 2020.

Agriculture accounts for 13.52% and handicrafts for 17.61%, which means that over 30% of loans go to agriculture (national agency for microcredit management 2022).

### **3. Support systems and mechanisms for rural women in the agricultural sector.**

Bank loans have been allocated to rural women for rural development, under the aegis of the national agency for support and development of entrepreneurship (NASDE), created by Executive Decree no. 96-296 of 6 September 1996, formerly known as the national agency youth support and employment agency by Decree no. 20-392 of 22 November 2020, when it became the national agency for microcredit management, which is a public body of a special nature that supports young people with project ideas for The creation and expansion of micro-enterprises in various sectors, with the exception of the commercial sector, provided that the amount of the investment does not exceed 10 million Algerian dinars, followed by the National Agency for the Management of Microcredit (ANJEM), which was created by presidential decree and three executive decrees regulating it and putting it into practice, and these legal texts are:

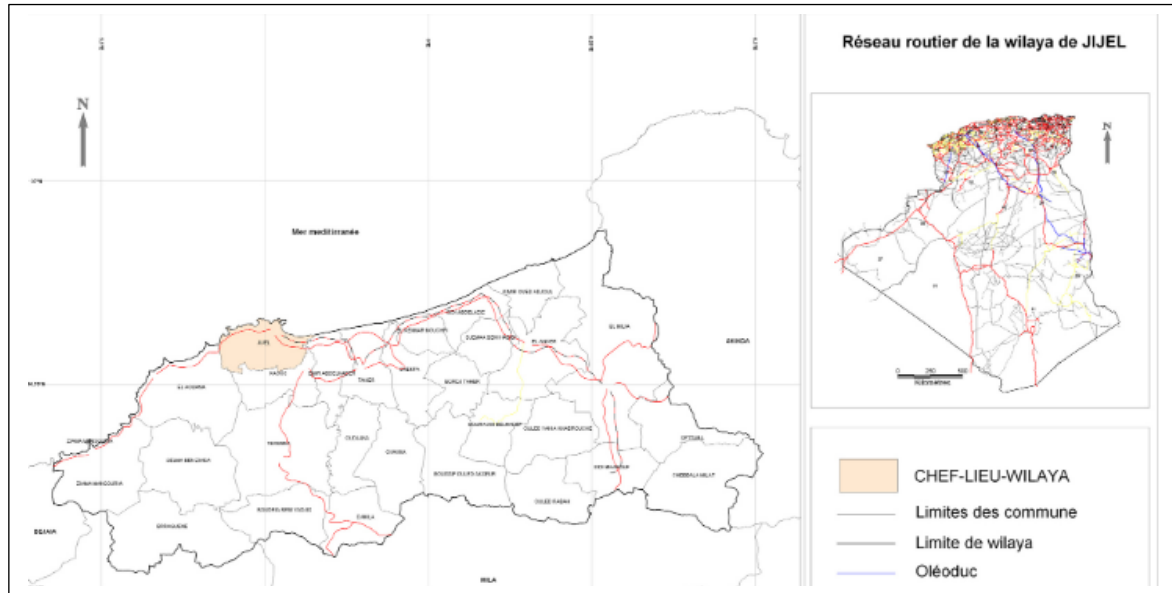
- Presidential Decree No 04/13 of 22 January 2004 on the Microcredit Agency.
- Executive Decree No 04/14 of 22 January 2004 setting up the National Microcredit Agency.
- Executive Decree No 04/15 of 22 January 2004 setting the conditions and level of assistance granted to microcredit beneficiaries.

This loan is part of the social development targeted by the public authorities, which aims to promote the ability of individuals and populations to look after themselves, achieve a decent standard of living and permanent employment. National unemployment insurance fund (NUIF), the National Unemployment Insurance Fund, was set up by Executive Decree n° 94-188 of 6 July 1994 in application of Legislative Decree n° 94-01 of 11 May 1994, which is the main pillar on which it relies for the protection of people at risk of losing their jobs non-administratively for the purposes of Economic, (Boumediene Kaidi, 2022) This scheme works to reintegrate the unemployed and keep them in work. In 2004, this scheme introduced the possibility of financing the activities of workers aged between 35 and 50, and its aim is to protect people made redundant for economic reasons within an estimated three-year period, not forgetting the idea of creating medium-sized and small businesses for young people who want to work.

### **4. Study area: rugged terrain and modest rural development.**

The Provence of Jijel is located in the north-eastern region of Algeria, with a seafront length of 120 km, representing 10% of the length of the Algerian region's seafront, and is bordered to the south and south-west by the provence of Mila and Sétif, to the east by the Skikda, and to the south-east by Sétif, while to the west it is bordered by Béjaïa, while its surface area is estimated at 2398 km<sup>2</sup>, mainly mountainous, as most of its municipalities are mountainous the provence of Jijel is made up of 11 districts comprising 28 municipalities of Jijel is characterized by a mountainous relief, as it alone comprises 82% of the total area, reaching some peaks of up to 1800 m, the most important trees are cork oaks, marine pines and olive trees, while those covered with bushes are considered pastoral areas, and sums up the general distinctive character of the state into two regions: the plains region in the north and the mountains region in the south (Benguergour, 2013).

Jijel has three centers of polarization, the state capital Jijel, Tahir and Milia, and due to poor development in the rest of the municipalities, we record internal migration flows through the three main poles of the state (Boulahwash, 2000) and to solve the problem of polarization in the main cities and reduce the phenomenon of population migration, The table shows the change in the nature of society from rural par excellence in 1977 to urban in 2008 as a result of internal migration to centers of polarization due to development in the major urban.



*Figure 1. Location Map.*

Table 2. Changes in rural and urban populations.

year	urbain population	%	rural population	%
1977	57794	18	266863	82
1987	472312	26	351460	74
1998	572685	45	314295	55
2008	636948	62.59	238311	37.41

Source: ONS 2008.

The total surface area of the study area is 239663 hectares according to the statistical guide of the development and town planning department of the province of Jijel for the year 2008, and is generally distributed as follows:

- Forests occupy an area of 115 hectares, or 48% of the total area of the province.
- The total surface area of agriculture is 99022 hectares, or 32.41%, and despite this surface area, it is limited to coastal municipalities and inland plains only (Directorate of Agriculture 2022). Returning to the analysis of the economic study, it can be seen that agriculture is the main economic activity in the state, accounting for 41.29% of the state's total surface area, and the number of jobs in the agricultural sector in 1966 was 12805 workers, falling to 5852 workers in 1998 and rebounding in 2008 following development programs to reach 40036 workers (the development and town planning department of the province of Jijel 2022).
- field Handicrafts The State's handicrafts include several Distinguished craft activities through which the culture and traditions of the region's peoples are showcased, in order to provide materials An important priority that can be used to boost local development and promote handicrafts (Khadra, 2021), Thus, creating additional jobs for the benefit of the sector, considering that the craftsman has become an economic operator. Among the most important factors contributing to the

promotion of crafts in the region and the advancement of craft activity in the State, particularly in rural areas.

#### **5. Women's economic empowerment for rural development.**

The word rural women in Algeria has emerged since the nineties in a modest way, today we see concerted efforts from all sectors for women, they are studied at the Ministry of Agriculture, the Ministry of Labour, Employment and Social Solidarity and the Ministry of Tourism and Handicrafts through the development of strategies that include support programs for rural women By creating activities that offer employment opportunities to support rural women, the State is determined to take care of rural women in every way, from health (breast cancer awareness campaign, October 1) to social assistance (micro-enterprise membership of social security bodies) in addition to (awareness-raising, training, guidance and support) The neighborhoods cell method was adopted through the development of the neighborhoods cell solidarity program by Executive Decree no. 08-37 of 27 September

This decision defines the tasks of the Cellules de Solidarité de Quartier (neighborhoods solidarity units), how they are set up, how they operate and their relationship with the various sectors and players at regional level, where they are located and what they do. The Cellule de Solidarité de Quartier is made up of a multidisciplinary team comprising a psychologist, a social worker and an agricultural or economic engineer. The Ministry has 274 units throughout the country.

As far as the rural women's unit in the Jijel is concerned, there is a unit at the level of the Directorate of Agricultural Services with branches in all the municipalities of the province working for the promotion of rural women, this unit is the result of the efforts of the State, which prepared and embodied the guidance, accompaniment and technical support program for rural women through the creation of the rural women's unit at the National Agricultural Extension Institute in 2001, while agricultural training is determined by Executive Decree no. 243-16 of 22. 09. 2016 is the application of scientific research The field of extension now includes a wide range of communication and learning activities organized by rural people by teachers of various disciplines, including agriculture and agricultural marketing, this element has a close relationship with rural women, In other words, the more rural women are guided, made aware of and trained in modern agricultural production methods and techniques, the more agricultural worms there are and vice versa, and this is where the commemoration of the International Day for Agricultural Training and Extension, which falls on 01 October each year, comes in.

#### **6. The proportion of rural women in Jijel benefiting from this program.**

The province of Jijel was chosen as a model area for the implementation of the Food and Agriculture Organization of the United Nations project between 1998 and 2000. In terms of training and technical support, as well as economic and social advancement of rural women and encouraging the emergence of a broad associative movement for this segment (Shaabneh, 2017), rural women have in turn benefited from funding to materialize some of their agricultural activities and obtain improved breeds of dairy cows, This project has also led to the emergence and establishment of a national association for rural women and a number of local associations, including the "Afaq" association for rural women in Borj Tahr, with 30 participants, and another in Sidi Abdel Aziz, with 25 participants,

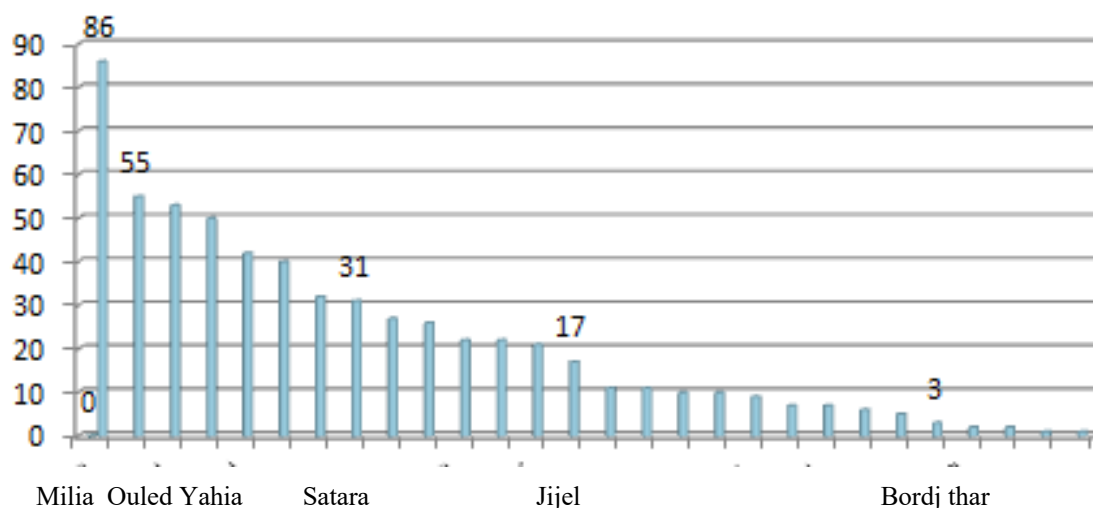
The Association des Communes Locales de Sidi Abdel Aziz recently benefited from a project funded by the European Union with a total budget of 5 million dinars for the development of dairy cattle rearing and the pottery industry, while the second project came at the initiative of the European Union under the name "Helping rural women in the Burj Al-Tahr region", The second project, "Helping Rural Women in the Burj Al-Tahr Region", was initiated by the European Union and has now been put into practice on the ground, providing funding for micro-investments in beekeeping, where 72 rural women have benefited from a project to build beehives, plant various fruit trees, and maintain and equip a health centre for treatment. With the rehabilitation of a vocational training center and a primary school in Burj Al-Tahr (Department of Planning and Urban Development 2022).

#### **7. Rural women in the wilaya of Jijel and their obsession with rural development.**

The number of rural women in the province of Jijel has been known since ancient times for their challenges and their adaptation to the climatic conditions and rugged mountainous terrain of the region, the number of rural women reached 124695 rural women in 2014 (according to the Directorate of

Programming and Budget Monitoring) and the real challenge is how to link this human energy to rural development projects? The initial objective was to enable them to obtain a farmer's card, as the Algerian state has implemented a series of policies to support farmers and agricultural producers in order to encourage agricultural investment to promote the agricultural sector, so the National Fund for Agricultural Control and Development (FNRDA) has emerged since 2000, which works to support farmers in all agricultural projects represented in fruit farming, extensive farming, greenhouse farming, livestock and beekeeping.... etc.

Since 2006, this fund has been transformed into the national agricultural investment development fund (NAIDF) and has affected many agricultural products, in addition to the Funds National control of agricultural production, which has been applied in the province of Jijel to milk production in order to strengthen the pillars of development in the agricultural sector. Support has been directed towards disciplines related to agriculture, both farming and animal husbandry (Khadra, 2021), and the support is aimed at stabilizing the rural population, serving the land and revitalizing the rural area with various activities that in turn improve living conditions and the availability of employment opportunities, and thus the achievement of rural development. Benefiting from the support would contribute to the promotion of rural women, in particular women farmers, who have all the ingredients that qualify them to succeed in projects with an agricultural dimension.



*Figure 2. Women carrying farmer's cards.*

The number of rural women who obtained a farmer's card reached 609 farmers, distributed at municipal level according to the character of each state between coastal and mountainous, the number of beneficiaries was recorded spread over four agricultural activities, the number of beneficiaries reached 144 beneficiaries, the agricultural activity of livestock ranked first in recent years amounted to 75 benefits, beekeeping ranked second with 41 benefits, this agricultural activity is necessary because of the climatic and natural conditions that help produce the best types Honey in the best conditions, olive farming The total benefit reached 25, in 2018 the largest number of beneficiaries was recorded with 21 beneficiaries, while other agricultural activities remain very symbolic applications, one case was recorded in each of dairy, poultry and horticultural productions (Directorate of Agriculture 2022).

The integration of rural women is a prerequisite for the achievement of integral development in general the event focuses on the essential role of rural women and their contribution to improving food security and eradicating rural poverty through agricultural and rural development, as they constitute as farmers, agricultural workers and horticultural workers, rural women have made great progress, accounting for 64 percent of projects financed by women. The aim is to improve the status of rural women as part of the development of the national program for the sector, with the aim of encouraging rural women to contribute to rural development. Successful rural development aims to educate women



to increase productivity in the first place, as farmers in the State have recently tended to fatten calves, which used to be the preserve of men.



*Figure 3. Rural woman farmer.*

- Cattle rearing especially in the municipality of Ouled Yahya Khedrouche and wajana.
- Sheep farming in waJana and Bouraoui Belhadif.
- Goat rearing Commune of Oujana.
- Beekeeping Birds and rabbits are scattered throughout the state.

The number of women farmers involved in animal production in the field of cattle breeding is estimated at 16.49% of the total number of women farmers in the jijel, and 16.16% of women farmers are beekeepers, a small number compared to other activities (Chamber of Agriculture 2022).

Breakdown of Agency beneficiaries by activity, this support included 4 activities, the largest share of which concerned cow farming with 11 projects, representing 65% of the total activities supported by the Agency, followed by poultry farming with 3 projects (18%), then goat farming with 2 projects (12%). In the end, we can see that the projects least requested by the Agency from women are farming, with one project accounting for 6%. Thus, the percentage of subsidies in animal production was 94% and the percentage of subsidies in crop production was 6%.



*Figure 4. Rural artisan woman.*

## **8. Conclusions and recommendations.**

The mechanisms of support implemented have led to the well-being and prosperity of rural women and the promotion of gender equality. The programs and projects supporting rural women have helped them to access resources and contribute to rural development. Through this study, we have concluded that rural women can be a powerful force in fighting poverty. To achieve this goal, it is necessary to intensify training and education to allow initiatives and entrepreneurial ideas in the agricultural and traditional industries fields. The mechanisms of material support, especially microcredit, have enabled rural women to enter several fields, especially animal husbandry and oil extraction. For this reason, we have stressed the importance of placing women's needs at the top of the priorities in national agricultural programs. This is the main point called for by the Food and Agriculture Organization of the United Nations. We also need to work on increasing the area of agricultural land, encouraging investments in agricultural processing, and encouraging traditional industries in the rural sector. The rural sector is the most promising sector at present and one of the most important sectors for creating job opportunities for low-income people, especially women. Rural women empowerment and improving their condition is achieved as follows:

- The support mechanisms implemented in rural development have enabled rural women to access resources, services, and opportunities, and have become a driving force in fighting poverty in rural areas.
- Contributing to spending and thus enhancing the capabilities of rural women and empowering them are reflected in the form of an improvement in the level of well-being in general among children, families, and communities, which in turn contributes to building human capital for future generations and in social and economic growth in the long term.
- Empowering rural women is not considered a basic need for rural development alone, but also one of the most important components of social, economic, and sustainable development
- Rural women have come to rely on bank loans to start their own business
- The National Agency for Microcredit Management is the most attractive for rural women
- The world of agriculture is no longer monopolized by the elderly and illiterate, but has evolved and has become attractive to educated women (university graduates).
- Rural women have become a bet that the state relies on to increase national production.
- Rural women are considered the jewel of the rural area, as they represent a large and vital proportion, which led to the establishment of mechanisms to support this category in order to develop the rural area and achieve rural development.
- Rural women have received great national attention, as we can see in many occasions, most notably International Women's Day, as it is an occasion in which they showcase all that they have achieved and raise the problems that they are still struggling with, which are an obstacle to their ambitions. The Algerian rural woman has always been a fighter, and the future of women is contingent on the future of their communities, as she carries in her behavior the qualities of the society in which she grows.
- Rural women have an active role and an effective contribution to economic development, whether directly or indirectly. They need to be aware of and driven towards development while preserving their identity. They have a place, roles, and skills that must be exploited, and society must realize their dimensions.

### **8.1. Rural women in Jijel province face a number of challenges that limit their participation in economic and social development. Some of the most important of these challenges include:**

- **Illiteracy:** According to the Directorate of Social Affairs and Solidarity, there are 11,312 illiterate women in rural municipalities in Jijel province. These women are concentrated in mountainous municipalities, such as Bordj El Bahri, Ouled Asker, Ouled Rabah, Iragane El Chehna, and Blidaf. Illiteracy is a major obstacle to development, as it prevents women from accessing education and training opportunities, which can help them improve their lives and the lives of their families.
- **Lack of agricultural training centers:** Almost half of the rural municipalities in Jijel province (13 municipalities) do not have a training center or even a branch. This limits the opportunities for rural women to learn about modern agricultural techniques.
- **Lack of infrastructure:** Many rural municipalities in Jijel province lack infrastructure, particularly roads and paths. This makes it difficult for rural women to move around and limits their access to basic services.

- Refusal of some rural women to accept interest-bearing loans: Some rural women who dream of starting businesses are hesitant to take out interest-bearing loans from the government. This limits their opportunities to start small businesses.
- Cultural heritage: Cultural heritage can sometimes prevent rural women from owning land. This limits their opportunities to engage in economic activities.
- Weak resources in rural areas: Rural areas often have weak material and human resources. This limits the opportunities for development in these areas.

### **8.2. Solutions to the problems faced by rural women in Jijel province.**

- Conducting awareness campaigns to increase social acceptance of women's employment, especially in non-traditional sectors, and providing the necessary training for this.
  - Encouraging women's self-employment, providing them with the necessary facilities to obtain loans, expanding lending opportunities for them, and taking measures to reduce the risks of investment and production.
  - Providing support services for working women, especially encouraging the establishment and development of nurseries and kindergartens, and improving supervision over them to support women's participation in the labor market and their continued presence in it.
  - Providing the components to support the role of rural women in agricultural production and livestock, increasing their participation in meeting the daily needs of their families, directing the efforts of local associations to enhance this trend, and providing institutional support for them in financial, technical and administrative aspects.
- Implementing the necessary procedures to ensure the safety and health of working women, and providing the appropriate working conditions to achieve this.

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