



# Covid-19 and the category fragile teaching with Ph.D rank

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## 1- The nature of work relationship for this category

Many Algerian universities suffer from a huge shortage of teachers, amounting to 40,000 professors. While the number of professors present in the sector is currently 60 thousand professors, who oversee the supervision of one million and 700 thousand students, and nearly 80% of the working professors are employed through the **contracting process** (slimani,2019).

As for the permanent staff members with the rank of assistant professor, lecturer and professor, they have a permanent working relationship regulated by Law No. 08/130 of May03, 2008, where they work a weekly hourly size of approximately 06-09 hours within 32 weeks of the year, and benefit according to This relationship of all rights and compensation in kind and non-kind (**law n. 08/130 of May 03, 2008**).

As for the category of temporary professors who are hired to cover the lack of supervision, they are contracted under temporary contracts for a period of one hexagon calculated by (16 weeks), and the contract can be renewed for another hexagon or not (as needed). This relationship is regulated by Law No. 01/293 of October 01, 2001, as it was stated in Article Seven thereof that the maximum number of weekly hours during which a single participant can work does not exceed 08 hours per week in all university institutions (**law n. 01/293 of October 2001**).

Often, those researchers with a Ph.D. degree are not granted full size teaching estimated at 8 hours per week, rather they are granted between 01.30h-04.30h hours on average( about three lessons per week), and the goal of this policy is to give the opportunity for the largest number of unemployed in Working with this form of contracting as a temporary solution and to evade direct employment for these people.

Also, Law 29/293 does not give these unemployed any rights of any kind, such as those that are permanently granted to permanent professors as social protection, grants, rewards, social services, and holidays, etc.

## 2- The compensatory system for this working class

According to the law regulating the employment relationship for the unemployed category with a Ph.D. degree with the university institutions referred to previously (01-293), the work system and hence the compensatory system is by the hour, unlike the permanent teachers who receive monthly compensation supplemented and grants ...According to the appendix mentioned in Article 05 of Law 01/293, the teacher with a Ph.D degree and contractors with university receive a compensation system of 750 Algerian dinars for each hour of work, or an amount of 04 euros.

If the average work for this category is 4.30 per week, then the compensation will be 3,375 dinars per week (18 euros) and 14,000 dinars per month (72 euros). Note that the value of the minimum wage in Algeria is set at 20,000 dinars or the equivalent of 120 euros. Also, the average wage in Algeria is 35,000 Algerian dinars, or 180 euros.

We have classified this category into vulnerable categories for financial considerations primarily because:

- The compensation paid to this category is very small and does not rise to the minimum wage.
- The compensation paid to this category is very small and does not rise to the average wage in Algeria.

- The compensation paid is unstable and his arrest is related to the suspension of lessons for any reason, unlike the compensation paid to the permanent professors, they are not suspended.

The compensation paid for this category does not correspond to the performance performed.

Compensation paid far from the remuneration of the permanent professors (100,000 dinars / 600 euros per month).

The paid wage does not meet the individual needs of a simple person, so let alone a research professor who needs books, internet, housing, and many scientific and non-scientific requirements. Despite everything that was presented, this category accepts work with these compensations, knowing that they are exploiting the ugliest exploitation by the Ministry of Universities.

### **3-Corona virus (covid-19) and return to unemployment**

In a precautionary measure to limit the spread of the Corona virus ( covid-19). The Algerian government has taken measures to prevent and control the spread of the virus. The beginning of the procedures was through the decision to close schools and universities, while continuing to pay the wages of employees. The exception is the suspension of compensation paid to temporary teachers at universities as contractors due to suspension of employment.

This is the decision that introduced this contracting category to approximately 06 months of unemployment without any dues or compensation such as those that were paid to other categories, such as artists who received compensation in excess of 50,000 dinars (250 euros) and compensation handed over to many who were affected by the interruption of their work at 10,000 dinars (50 euros).

This prejudice made this group suffer financially, as it has no income other than that which is paid to it as compensation for work at the end of the year, not monthly, and which often goes to pay off borrowing debts.

Also, the value of the amount is not sufficient to meet the individual needs for one week only.

Socially, after university graduates were seen as a prestigious category in society, and because of the unemployment experienced by many Ph.D. holders, society became aware of science in general and holders of diplomas in particular a contemptuous view, and the value of the rule is that work does not happen with a higher academic degree, but rather in other ways.

"Naeem" is a 30-year-old man, holding a PhD in sociology for a year, working as a contractor in an Algerian university with little financial compensation, he established a marriage project at the end of this year, but because of their suspension from work and consequently the lack of financial income for the sake of his marriage project for later in the coming year. And many cases are similar to cases of Naeem.

"Aziz", a 28-year-old, who has a PhD in Sociology, appeals to the Ministry of Higher Education and Scientific Research, via his tweet on Facebook, to strive to restore consideration to this marginalized and fragile category because their current situation has become tragic and pushes them to work in any activity that meets their needs, especially as they have families to provide for them. He says: "Some of us have been exploited without pay. As for the current compensation and the way it is being treated with contempt, humiliation and humiliation ...".

It also raised that the ministry should bear its responsibility towards this category that holds the highest academic degree, and it is unreasonable to leave it to an unknown fate unlike other category that do not hold higher degrees and may only perform acrobatic acts as an artist and be compensated with significant amounts.

## **Conclusion**

There are many cases of **Aziz** and **Naeem** who have upheld their rights but no one has heard of them. Let the Corona virus (covid-19) complicate the economic situation of the country, and thus complicate the conditions of many vulnerable category such as the ones we covered in this study.

## **References**

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