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**Mechanisms to ensure Financial Balance in
National Social Security Fund
(case study)**

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بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

{يَرْفَعُ اللَّهُ الَّذِينَ آمَنُوا مِنْكُمْ وَالَّذِينَ أُوتُوا الْعِلْمَ دَرَجَاتٍ}

[المجادلة: 11]

قال رسول الله صلى الله عليه وسلم:

(إِذَا مَاتَ الْإِنْسَانُ انْقَطَعَ عَنْهُ عَمَلُهُ إِلَّا مِنْ ثَلَاثَةٍ: إِلَّا مِنْ صَدَقَةٍ جَارِيَةٍ، أَوْ عِلْمٍ يُنْتَفَعُ بِهِ، أَوْ وَلَدٍ صَالِحٍ يَدْعُو لَهُ)



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Dedication

I dedicate my dissertation work :to my family, my parents, who helped me so much and with hem I'm here today, we motivated me to complete my university career at the best level.

I dedicate my dissertation: to my beloved family, my dear sister **Iman** and my brother **Ayoub, Hosni**.

To my dear **grandmother**.

To my sister and friend and my companion **Souhila**, i wish you more success and brilliance.

To her family.

To my dear **Soraya** and her daughters.

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To my **aunts**, and her **children's**.

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ABSTRACT

Our study aims to highlight and analyze the mechanisms for sustaining the financial balance of the Social Security Fund for the self-employed people (Ghardaia agency), during the years (2014-2019), based on the mechanisms of attracting self-employed people, and the impact of these mechanisms on the increase in the number of participants and the income of the Fund.

The study concluded that the incentive mechanisms in which the fund operated from 2016 directly and positively affected the fund's balance and the fund continued its activity through modernization and attempted to find solutions to expand social coverage of risks, especially health coverage, by adjusting the use of the healing card, After its initial experience in developing incentive procedures for enrollment, the Social Security Fund continued to record a significant increase in the number of participants in 2019 by 2% and to record positive incomes estimated to increase by 8%, therefore this constant thinking calls for trying to find ways to maintain the fund's financial balance in the presence of a single source of funding (contributions).

Keywords:

Social security, financial balance, contributions, cash receipts, cash expenses, new affiliated, incentive mechanisms.

الملخص

تهدف دراستنا لإبراز وتحليل آليات استدامة التوازن المالي لصندوق الضمان الاجتماعي لغير الأجراء (صندوق الضمان الاجتماعي لغير الأجراء (محل الدراسة)) خلال السنوات (2014-2019)، بالاعتماد على آليات استقطاب العمال الغير الأجراء، وتأثير هذه الآليات على الزيادة في عدد المشتركين، ومداخيل الصندوق.

خلصت الدراسة إلى أن الآليات التحفيزية التي عمل بها الصندوق بداية من سنة 2016 أثرت على رصيد الصندوق بشكل مباشر وإيجابي حيث واصل الصندوق نشاطه من خلال العصرية ومحاولة إيجاد الحلول لتوسيع مجال التغطية الاجتماعية للمخاطر خاصة التغطية الصحية من خلال تعديل استعمال بطاقة الشفاء، إن صندوق الضمان الاجتماعي لغير الأجراء واصل بعد تجربته الأولية في وضع الإجراءات التحفيزية للالتحاق بالانخراط وهذا بتسجيل الزيادة المعتبرة في عدد المشتركين سنة 2019 بنسبة 2% وتسجيل مداخيل ايجابية قدرت نسبة زيادتها ب 8% وبالتالي يستدعي هذا التفكير الدائم في محاولة إيجاد الطرق التي يحافظ بها الصندوق على توازنه المالي في ظل وجود مصدر تمويلي وحيد (الاشتراكات).

الكلمات المفتاحية:

ضمان اجتماعي، توازن مالي، اشتراكات، مداخيل، نفقات، منخرطين جدد، آليات تحفيزية

Le résumé

Notre étude vise à mettre en évidence et analyser les mécanismes de maintien de l'équilibre financier de la Caisse de sécurité sociale des Non-salariés(Ghardaia) au cours des années (2019-2014), sur la base des mécanismes d'attraction des travailleurs Non-salariés, et l'impact de ces mécanismes sur l'augmentation du nombre de participants et le revenu du Fonds.

L'étude a conclu que les mécanismes d'incitation dans lesquels le fonds a opéré à partir de 2016 ont directement et positivement affecté le solde du fonds, et le fonds a poursuivi son activité par la modernisation et a tenté de trouver des solutions pour élargir la couverture sociale des risques, en particulier la couverture santé, en ajustant l'utilisation de la carte de récupération, Après avoir développé une première expérience dans l'élaboration de procédures d'incitation à l'inscription, la Caisse de sécurité sociale a continué d'enregistrer une augmentation significative du nombre de participants en 2019 de 2% et d'enregistrer des revenus positifs estimés à augmenter de 8%, et donc cette réflexion constante appelle à essayer de trouver des moyens de maintenir l'équilibre financier du fonds en présence d'une seule source de financement (contributions).

Mots clés:

Sécurité social, Equilibre Financier, Recettes, Dépenses, Nouveaux immatriculé, Cotisations, mécanismes d'incitations.

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List of shortcuts and icons

CNAS	Caisse Nationale Des Assurances Sociales
CNR	Caisse Nationale Des Retraites
CASNOS	Caisse Nationale De Sécurité Sociale Des Non-Salariés
CACOBATPH	La Caisse Nationale des Congés Payés et du Chômage-Intempéries des Secteurs du Bâtiment
SAA	Société Nationale d'Assurance
CAAR	Compagnie Algérienne d'Assurance et de Réassurance
CAAT	Compagnie Algérienne des Assurances
CCR	Compagnie Centrale de Réassurance
BEA	Banque extérieure d'Algérie
CPA	Banque extérieure d'Algérie
DA	DINAR ALGERIENE
NA	NUMBER OF AFFILITED
NP	NUMBER OF PARTICAPNTS

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Introduction

Introduction

A. Foreword

Institutions today are based on a set of economic and financial components that are in line with the requirements of sustainable development to support the technological and electronic development imposed on them by the reality of the knowledge economy based on the need to improve services oriented to society. This emergence has led to the need to protect individuals and societies from the risks of globalization and other financial, technological and social risks. The total number of insurance companies competed to offer the best insurance services to individuals and attract the largest number of insurers globally.

In Algeria in particular, insurance institutions are divided into two categories: private insurance and social security institutions. Social security institutions seek to provide the largest social coverage of risks (natural disaster risk, disability risk, sickness, death and retirement...) These institutions are a system based on compulsory solidarity and redistribution of resources, divided into funds covering different groups (employees, self-employed people and unemployed).

Our study included focusing on the Social Security Fund for the self-employed people as one of the important insurance funds, such funds are not intended to make profits but to provide the necessary protection, so this fund is committed to providing the sum of appropriate and stimulating mechanisms to attract the largest number of insurers as the source of income to maintain the continuity of its financial balance.

B. From this point of view, the problematic features are as follows:

What are the financial balance mechanisms of the National Social Security Fund for self-employed people?

To address this problem and try to understand the subject in all its aspects, we analyzed it into a set of:

Sub-questions:

- 1) Why do social security systems exist?
- 2) Is there any difference between social security in Algeria and other international systems?
- 3) What are the funding sources of national Social Security funds?
- 4) How do the mechanisms for attracting self-employed people control the financial balance of the Fund?
- 5) What are the incentive measures adopted by the state to attract self-employed people?

Introduction

C. Hypotheses

To study and analyze this topic and try to answer the following questions we can put the following hypotheses to discuss them and test their validity:

- The Fund does not have a major source of funding to ensure the continuity of its financial balance;
- The Fund relies on the set of incentive mechanisms to attract self-employed people to increase the fund's contributions and thereby support the fund's income;
- Incentive mechanisms are an exceptional measure that directly and positively affects the fund's revenues.

D. Aims of the study

- To Find out the most important foundations of social coverage for social security funds;
- To Develop preliminary approaches to the social security model in Algeria compared to international models;
- To Try to know how the Fund is financially managed under the limitations of resources Funding;
- To disclose the Fund's activity and the most important incentive mechanisms at its disposal to increase the number of affiliated and participants;
- To identify and modernize the various legislation and laws enacted by the state in order to adapt the fund to the country's financial changes.

E. The importance of the study

The importance of the topic is based on knowing the total mechanisms that affect the financial balance of the Fund and studying the aspects related to the financing resources of the Social Security Fund by studying the situation at the level of Ghardaia agency, and trying to know the lack of regulatory reasons that reduce the importance of compulsory payment of contributions.

F. Reasons for choosing this topic

Objective reasons:

- The topic is related to the speciality;
- Attempting to find solutions related to the fund's financial balance problems;
- Trying to uncover the most important reasons why most self-employed people are not involved in the fund.

Self-causes:

- Assessing the importance of the topic;

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- Trying to formulate future policies for the possibility of reducing the number of funds in addition to the focus of great attention to such topics and trying to find solutions in them.

G. Study limits

We have identified the scope of our study in the following:

✚ **Temporal space:** To be able to study the subject we preferred to choose the period from 2014 to 2019.

✚ **Spatial space:** we conducted a case study in the social security fund for self-employed people, Ghardaia agency located in The First May Square in the center of the city Ghardaia, where we studied in the department of finance and accounting based on the total documents submitted by the agency and the head of the department.

H. Research methodology and tools used

To be informed, we have adopted the descriptive approach in the theoretical aspect by introducing a set of concepts and definitions related to the subject, as well as using the case study curriculum and analytical approach in the applied side of the analysis of the Fund's outputs and documents.

As regards the study tools used, we have relied on laws, official Gazette, some books, interventions, postgraduate notes, interviews with the Fund's frames and information obtained from the Internet, for the case study, we have used the observation of documents and tables obtained from the Fund's database, and the Accounting and finance department.

I. The structure of the study

The structure of the research is divided into a general introduction followed by two chapters and then the conclusion of the study, we have in the first chapter: an overview of the Social security system including some definition about social security, the objectives of the system and the development of social security, a second section dealt with the reality of social security by mentioning the most important international models of social security, then the prospects for social security in Algeria, and finally we tried to explain the relationship between the unemployment index and social security.

The second chapter focus on the case study dealt with the first topic of providing the Social Security Fund “CASNOS”, collecting information and tools used in the study, then analyzing the study variables and explaining the concepts of financial balance and the relationship of actions and incentive mechanisms to the financial balance of the fund then we analysis and discussion of the results using outputs **Microsoft excel office** and analyzing them.

Introduction

J. Study model

Independent variable: the National fund for social security for self-employed (CASNOS).

Dependent variable: Financial balance.

K. Study difficulties

- The time of completion of the applied study coincided with the emergence of the Covid 19 pandemic, which hindered the process of enrolling in the institution and the university;
- Difficulty matching terms when translating, especially those related to social security used in the study of the situation;
- Difficulty communicating with the supervisor due to slow internet connection.

Literature review

Concerning the literature review that dealt with the issue of social security and its balance mechanisms, we have based our topic on some studies that are closely related to this research. We have:

Local studies:

Including the Study of Hawaria BENDAHMA (2014/2015), entitled Social Protection in Algeria, an analytical study of the Social Security Fund (a case study of the Social Security Fund Tlemcen), the study approach adopted is the descriptive analytical approach with a case study which was aimed at addressing the capacity of financial resources in achieving the financial balance of the social security sector in Algeria for (2005-2013) where it focused on major reforms of the social security system and its foundations, concluded that there is a significant development during the study period and the increasing in services of social security facilities in the context of the developments of system as well as the development of 151 economic and social projects for unemployed people in various economic and social fields, which helped to 377 direct and permanent positions opened in 2008.

The study of **Mourad Tahtan** and **Ibrahim Mazioud**, (2015), entitled the Benefits and Mechanisms of Sustainability of the Financial Balance of Social Security Funds in Algeria, which aimed to research the mechanisms adopted by

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social security to maintain its financial balance and try to identify the main reasons that hinder this balance, where he based in his study on the descriptive-analytical approach, and concluded his study there are limitations in the sources of financing these funds (CNAS CASNO CNSR) ‘The credit of social security funds in Algeria was determined by two main sources of funding for contribution financing, which was set at (35% 15%). The second source of the state budget also talked about social coverage, which covers only about 50% of the working population, while the coverage rate for an active population remained stable at 43% during the period 2003/2010.

Karima BENZAADA’s study (June 2015), entitled *The Reality of Social Security in Algeria*, which aimed to highlight the great role that social security plays for the benefit of workers and their families, it relied on the descriptive curriculum, its study highlights the close correlation between the historical development of Algerian social security and the associated reforms from 1970 to 2000. The researcher suggested some of the mechanisms that the authorities should apply, such as creating new taxes for social finance and expanding the contribution pot, leading to increased resources, carrying out actuarial studies regularly and making the necessary adjustments, whatever it takes.

The Study of **Hamid GAROUMI** and **Najia DAHAK**, (2015), entitled *Social Security in Algeria, the case study of CASNOS of Bouira state from 2010 to 2013*, aimed to show the legislative system of social security funds in Algeria and how to applies it. Their study was based on the descriptive approach to the list of legislation related to the system in addition to a case study, wich concluded that the concept of social risk is defined from different angles and how to address social protection of these risks of all kinds and focused on the foundations of social security based on technical and theoretical theory of economics. His study analyzed 3 funds(CNAS, CASNOS, CNR) with an example of how to pay the contributions and how to collect it.

❖ **Foreign Studies:**

Poela Profeta (2000) explained in his thesis (*The Political Economy of Retirement and Social Security*), adopt the descriptive aspect, as well as the analysis in his study , revolves about: "what will be the Impact of the ageing process on the current Social security and Retirement programs ?, the Researcher divides his thesis into six topics. The purpose of his research is to provide a positive answer to the association between retirement and Social security and to analyze what a the economic and political elements are that determine the

Introduction

existence of retirements and Social security. The thesis of Paola calls attention to analyze the equilibrium level of retirement and Social security in a dynamic economic and demographic environment. The conclusion of this study is Social security is derived from the political interaction between two groups of agents, young and old, which differ in size, wage, and persistence.

The study of CHRISTOPHER, Seminar for Social Security Actuaries and Statisticians: Actuarial Aspects of Pension Reform (Moscow, Russian Federation, 3-5 July 2002), concluded in his topic of risk management and regulation of defined contribution pension schemes, there is a complementary pension scheme is voluntary with employers often encouraged to set up occupational schemes and individuals either required or encouraged to belong them. He mentioned his ideas about pensions. His study was limited in the risk of pension that related with investments. but he covered all solution that related to the additional technical provision, this will often the guarantees on the amounts ultimately payable to affiliates or to provide for the expenses necessary to continue the business in order to pay the contracted benefits.

The study of **NATIONAL ACADEMY OF SOCIAL SECURITY** Social security finances: findings of the 2015 trustees Report July 2015 the study were based on a selection for what is the trustees' Report? who pays for social security? how actuaries project the future? and the trustees Report that means a Board of Trustees for the Social Security trust funds and that requires the Board to report annually to Congress on the status of the funds.

Workers and employers pay for Social Security through mandatory contributions under the Federal Insurance Contributions Act (FICA). The study identified the importance of actuaries' expectations in evaluating assumptions about future demographic-economic trends that are affected by the social security system such as employment, wage levels, productivity, inflation, interest rates, birth rates, death rates, and immigration. This study concluded that, In the short term, legislation is needed to ensure that DI will continue to pay all benefits scheduled in law. A temporary reallocation of the existing 6.2 percent tax rate would strengthen DI and equalize the OASI and DI trust funds so that both funds can pay all legislated benefits until 2034. In the longer term, timely revenue increases and/or gradual benefit adjustments can bring the program into long-term balance, ensuring that Social Security will continue to pay all promised benefits for the next 75 years and beyond.

Introduction

The study of researcher VINCENT Touzé studies (2016), **SUSTAINABILITY OF PENSION SCHEMES: BUILDING A SMOOTH AUTOMATIC BALANCE MECHANISM WITH AN APPLICATION TO THE US SOCIAL SECURITY**. To avoid pension systems to depend upon choices that politicians would not take willingly, governments can introduce specific and mandatory rules to allow for automatic adjustment mechanisms (AAMs).

This paper tried to discuss how to develop a general form of Automatic Balance Mechanisms based on the intertemporal minimization of a discounted quadratic loss function. In this thesis, the researcher organizes his paper as follows; first, he addresses the issue of AAMs: what part do they play in adjusting, stabilizing and balancing ?; second, he builds a "Smooth" "ABM", assuming a trade-off between present and future receipts, third, he applies "ABM" to the "US" Social Security, and he talks about Solvency from an accounting point of view. This paper has identified different types of AAM in the US and Sweden that can be implemented and has shown how they contribute to better solvency. He concluded that Sweden is the only country that strengthens its AAMs with an ABM that ensures financial stability. Similarly, he proposes to build an ABM starting from a dynamic optimization setting. For a given planning horizon, we obtain formulae that determine how receipts and expenditures must be adjusted at each period.

Comparison between literature review and current study:

First: analyzing the literature review

In studying some of the previous studies, both Algerian and foreign studies, we found that both studies are based on clarifying the importance of the principle of inclusiveness in the social security system. Local studies were based on the way they deal with the social security system on the importance of adapting the social security system to changes in the country, especially financial and political. All the local studies we dealt with were in 2015-2016, in line with Algeria's arrival to achieve the greatest social coverage of risks, especially in terms of health coverage and the heavy expenditure on the system.

Foreign studies were based on clarifying the importance of social security for retirees and the disabled, as well as digitally based on the importance of actuarial studies in the advancement of this system and its ability to achieve maximum coverage and insurance as well as inclusiveness, and the system was able to overcome its financial difficulties until at least 2030.

Introduction

Second: What distinguishes this study from literature review

We think that our study is. The first reference in a local study in English, talking about social security, and analyzing the financial balance of the social security fund for self-employed people after the incentive mechanisms especially after the year 2016;

The study addressed the fund's financial balance in light of the continuity of the stimulus measures brought in by the system until 2019.

Chapter one

Management of Social

Security Funds

Introduction

Social security is a global system that has known several developments, political and economic development of countries, so the organizations have paid great attention to the subject, especially in the late 19th century, to provide the necessary protection for individuals and their families when exposed to various risks and disasters (natural, physical, (risk of retirement, disability... by providing protection and ensuring the minimum income related to their livelihood.

In this chapter, we will try to explain the various concepts related to social security and try to differentiate them from other systems, and global social security systems and in Algeria in particular

- ✚ **Section one:** An overview of the social security system
- ✚ **Section two:** the reality of social security system

Section one: An overview of the Social security system

In this section, we shall try to explain the term Social Security in various aspects, its development, its main objectives, the ways to explain the risks, its classification and its relationship to social security and social protection. Through this section we shall also try to clarify the most important differences between the social security system and its similar systems.

1.1.1 The Concept of Social Security

In this part, we will try to explain the concepts related to social security and take the most common definitions for global regulations.

A. The Definitions

The International Labor Organization (ILO) has sought to adjust the meaning of social security through its international agreements. Its standard definition:

• Definition1:

« Social Security is the protection which society provides for its members through a series of public measures against the economic and social distress that otherwise would be caused by the stoppage or substantial reduction of earnings resulting from sickness, maternity, employment injury, disablement and death, the provision of medical care and the provision of subsidies for families with children »¹.

* ILO defines social security from different aspects (Economic and social coverage);

* The organization offered different risks that can be covered by a social security system;

* The ILO has also identified different funding approaches by which social security benefits are provided. These include social insurance, social assistance, employer mandates, and demogrant or social allowance schemes.²

¹ James MIDGLEY and MARTIN B, **Challenges to Social Security: An International exploration**. Auburn House, USA, 1996, P.3.

² Idem.

• Definition2:

The word «insurance" has two meanings, the insurance in the narrow meaning, which is insurance against deprivation and extreme poverty with a minimum level of assistance. The other meaning, the insurance in the absolute sense, which is the insurance of a certain level of life, ensuring a minimum level of income which the individual considers being deservedly according to this, Social Security is a comprehensive expression intended to foster Social Solidarity among individuals by providing assistance and benefits to employees and families in old age, disability and death, work injury and sickness and maternity and failure to work.¹

• Definition3:

According to **ACOLIN** « Social Security is an institution or group of institutions that insured individual's resources, to address any social risk ». ²

Social security as a human right: The right to social security is an economic and social right enshrined in a set of international covenants,

« Everyone as a member of society has a right to social security as stated in the Universal Declaration of Human Rights, **Article 22:** Everyone, as a member of society, has the right to social security and is entitled to realization, through national effort and international co-operation and following the organization and resources of each state, of the economic, social and cultural rights indispensable for his dignity and the free development of his personality »³.

We conclude from the previous definitions that social security is a system based on the principle of social solidarity, which gives its members the possibility of benefiting from various rights and benefits, working with a set of legislation and special laws related to it in order to embody the principle of protecting individuals and their families from various social risks such as disease, disability, ageing... etc..., in return for the obligation of its participants to pay their contributions according to their financial means.

¹Hawaria BENDAHMA, Social protection in Algeria analytical study of social security fund (case study on social security fund Tlemcen)., thesis MA, speciality Public Finance Management, University of Aboubaker BELGAID, Algeria, Tlemcen, 2015, p.29. (Adapted)

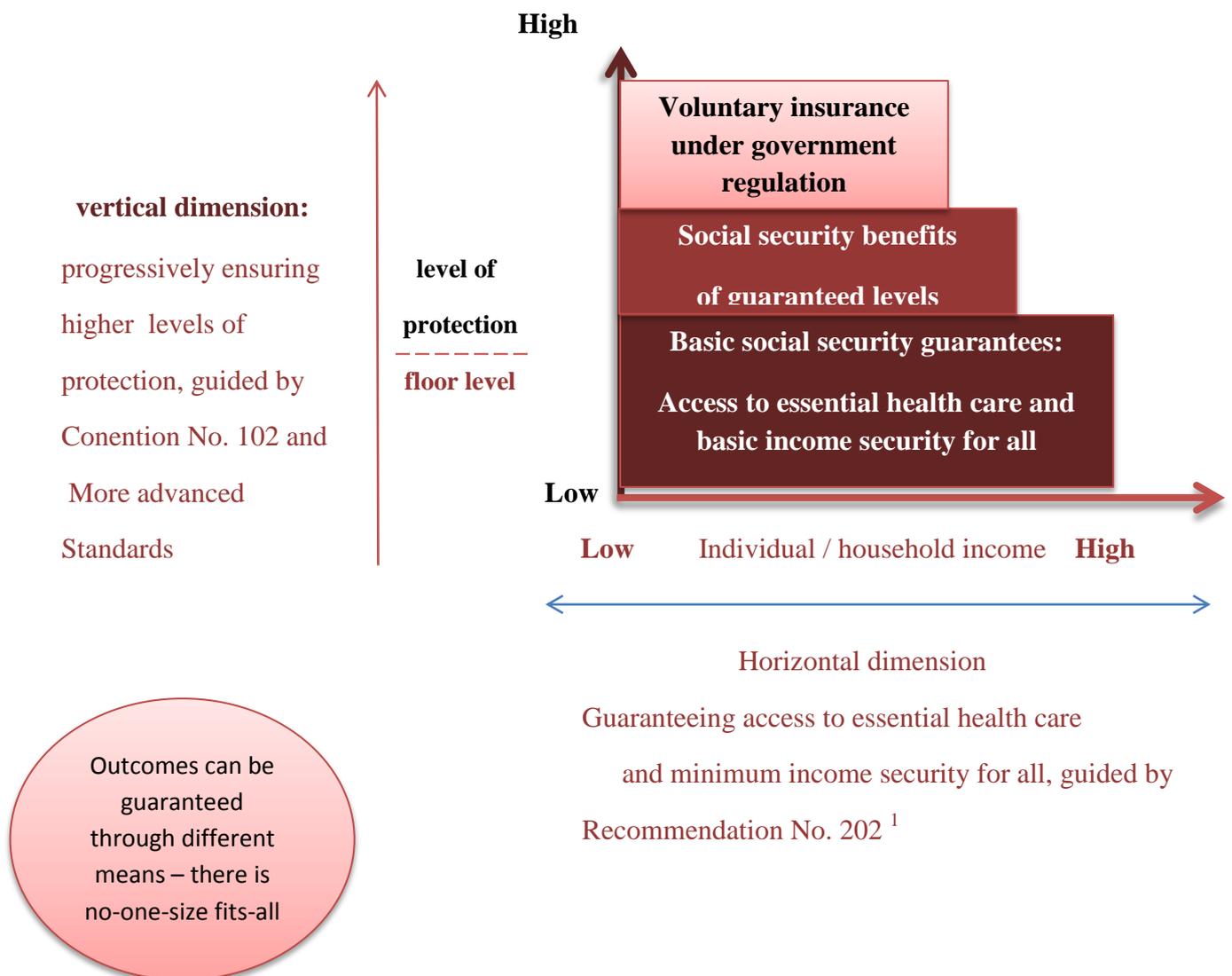
ILO: International Labour Organization: an international organization that is part of the United Nations and whose aim is to protect the rights and improve the working conditions of employees all over the world, since 1996.

² Karima BENSAAADA, an essay of The reality of social security in Algeria., the magazine of economics and development, NUM04, University of Media, Algeria, June 2015, p.6. (Adapted).

³ International Labour Conference, report VI of Social security for social justice and fair globalization, published, Geneva, 2011, p.11.

Figure No (1-1): The two-dimensional strategy for the extension of social security

This two-dimensional strategy for the extension of social security should aim at building comprehensive social security systems in line with national priorities, resources, and circumstances. It can be illustrated as follows:



¹ The strategy of the International Labor Organization. Social security for all: building social protection floors and comprehensive social security systems / International Labor Office, Social Security Department. – Geneva: ILO, 2012, p.11.

The principles to be applied by Member States when extending social security coverage along the horizontal and vertical dimensions are set out in Recommendation No. 202, 8 where the overall and primary responsibility of the State is singled out as an overarching principle that frames the other principles.¹

The Recommendation No.202 set that States should establish and maintain national social protection floors, These guarantees should ensure at a minimum that, over the life cycle, all in need have access to essential, health care and basic income security. These together ensure effective access to essential goods and services defined as necessary at the national level. This is what we explained earlier in the figure.

B. The development of the social security system

✚ The first social insurance schemes were established in Germany in the 1880s by **Chancellor Otto von Bismarck** to provide for the payment of monetary benefits to manual workers in the event of sickness and employment injury.²

- **Health insurance:** this insurance was applied for the first time in Germany in 1883;
- **Casualty insurance:** first applied in 1884 by the government of Germany. It covered:
 - Occupational diseases;
 - Employment injury;
 - Road accidents.³
- **Disability insurance:** The disability insurance was first approved in Germany in 1889, Retirement and disability benefits are due in the following cases:
 - Termination of the service of the insured to reach the legal age;
 - Separation of service by legal provisions;
 - Proof of disability according to medical documents.⁴

✚ The Social Security System in Algeria:

The social security system in Algeria is not created after independence, as some believe, but its roots extend to the colonial period.

1. Pre -1962

The first appearance of the social security system in Algeria dates back to 1949, and exactly on June 10th on the Organization of Social Security in Algeria, and two orders No.04 and 49 in 1945. It established the social security system in

¹ Ibid., p.4.

² JAMES Midgley and MARTIN B, Op. Cit., P. 4.

³ Hawaria BENDAHEMA, Op. Cit., P20. (Adapted)

⁴ Ibid, p.p21, 22. (Adapted)

Algeria, which initially determined the nature of the insured risks, the beneficiaries and how to compensate;

- ❖ Regulatory aspect a decree was issued on 20/02/1950 of regulation for social security funds in Algeria, It is the first preparation for the publication of the Basic Social Insurance Fund;
- ❖ Two executive decisions, the first applied on 28/03/1951, the second on 30/07/1951 that The social security bodies have identified three major funds as follows:
 - Central Algerian Fund for Social Insurance;
 - Occupational Social Insurance funds;
 - Insurance funds for a private system¹.

Note: The central fund is a public institution which has an administrative nature that is financially independent, which goes under the supervision of the general governor and managed by an administrative Council.

2. Stage 1970:

❖ The right to health and social security was recognized and guaranteed to all by the Algerian State in 1976 covenant. In the 1976 constitution, all citizens were recognized for the right to protect their health.

On the organizational level, the social security system in Algeria was characterized by multiple systems:

- ✓ 11 insurance systems covering all employees according to their job;
- ✓ Multiple constituent funds (70 social security funds and 11 retirement funds), with the agricultural sector not regulated and insured;
- ✓ The promulgation of Executive Decree 116/70 on the administrative organization of social security authorities. The emergence of six basic funds, which constitute the social security system, has allowed for the rehabilitation of the agricultural organization and its inclusion in the general insurance system.²

3. Stage: after 1983

In 1983, the radical transformation of Algeria's social security system was guided by the concept of a comprehensive unified social security system.

During this phase, five laws appeared at once on 2/07/1983 that related to social security, Labor accidents, occupational diseases, mandate holders and Social security disputes.

¹ Qwi BOUHNIA, an essay of Self-management of the National Social insurance fund: regulatory framework and disability, a magazine of Policy and law books, NUM07, University of Ouargla, Algeria, June 2012, p.136. (Adapted).

² Fatima Zohra KATBA, Mechanism to maintain the financial balances of social security funds, master thesis, Department of science Economique, University of Arbi BENMHIDI - Oum El Bouaghi, Algeria, 2017, p.28. (Adapted).

- **Law No. 11-83** Related to social insurance, **clause No.2** for **law No.11-83**, social insurance covers these risks:

Sickness;

Maternity;

Disablement;

Death.¹

- **Law No.12-83** related to retirement²

- **Law No.13-83** related with labor accidents and occupational disease, **clause No.02**: The provisions of this law apply in the area of labor accidents and occupational diseases to which a worker is subjected, whatever sector of activity he or she belongs to.

Persons benefiting from the provisions of this law:³

- ✓ Students who have technical education;
- ✓ Persons who conduct training in a course prepared for their operational rehabilitation or readjustments;
- ✓ Youth protection orphans for incidents caused by or during a safe work;
- ✓ Prisoners who perform work while carrying out a sanction;
- ✓ the students;
- ✓ Persons involved in political assignment or organizations or Professional affiliations.

- **Law No.14/83** related with obligations of a social security system.⁴

- **Law No.15/83** related to disputes.⁵

Note: Beginning in the year 1988, Algeria abandoned the socialist system, adopting the rules of a market economy, and entering the private sector in addition to the public government sector, so the legislator had to adapt these profound transformations with the social security system so that it would turn to self-management (private).

²<https://www.mtess.gov.dz/ar/2/السياسة-الوطنية-للضمان-الاجتماعي/>, on 02/14/2020 at 08.39pm. (Adapted)

³ الجريدة الرسمية، القانون 83/13 المادة 4، الضمان الاجتماعي.

⁴<http://wartilani.hopital-dz.com/guideenarabe/19.htm>, on 02/14/2020 at 9.00 pm. (Adapted).

⁵ الجريدة الرسمية، القانون 83/15 الضمان الاجتماعي.

4. Fourth stage: 1990-1999

- **1990:** Faced with economic difficulties and policies that Algeria has known in the 1990s and as part of a policy of cyclical employment, the CNR then had decided to offer starting possibilities in retirement before age 60 or even age 55. These provisions were coupled with rates of relatively high pension, this system of retirement has a rather generous character. However, it excludes very large fringe workers in the informal sector.¹

- **1992: executive decision No.07-92** of 1992/01/04, includes the legal status of social security funds and administrative and financial regulation of social security as follows:

- ✓ National Social Insurance Fund for employees (**CNAS**);

- ✓ National Retirement Fund (**CNR**);

- ✓ National Social Security Fund for self-employed people (**CASNOS**).²

- **executive decision** No. 94-188 of 26 Muharram 1415 A.H. of 06 July 1994 containing the Basic Law of the National Fund for unemployment Insurance (Government Gazette No. 44 of 07 July 1994)³.

This measure was applied at the time when unemployment insurance was established for which the employee was paid 2.5% and the wage was 1.5% (the total share is 4%).

- On 1997/02/04 the government established **CACOBATH** that came in response to the seasonal insurance of the sectors' work for the construction sectors, public works and irrigation This fund covers or is liable to compensate owners of irrigation, public works and construction sectors⁴, in addition to FNPOS Established by law 16-83 issued on 1983/07/02.⁵

- Beginning in 1999, a new concept of family abuse was enshrined in the 1999 Finance Act, which, for a specified period, was reintroduced. The user's financial guarantee of family performances **with a transition period defined as follows:**

The year 1999: 75% State, 25% employee.

The year 2000: 50% State, 50% employee.

¹Nacer-Eddine HAMOUDA & Clair El Moudder, an essay of Algeria's pension system is at a crossroads. the pension system in the south: stakes and challenges, NUM03, Algeria, October 2018. (Adapted).

²Naima ZIRMI, **Social protection between concept, risks and development in Algeria**. Seventh International Meeting on "Insurance industry, practicality and development prospects - State experiences ", University of Hassiba BEN BOUALI, Chlef- Algeria, on 03-04 Decembre2012, p.p 5.6. (Adapted).

³https://www.cnac.dz/site_cnac_new/Web%20Pages/Ar/AR_TextesReglementaires.aspx , on 02/15/2020 at 00:39 AM. (Adapted).

⁴الجريدة الرسمية، العدد08، الصادرة بتاريخ5/02/1997، ص.4

⁵الجريدة الرسمية، العدد28، الصادرة بتاريخ4/02/1997

The year 2001: 25% on the State, 75% on the employee.
As of 2002: 100% is employee responsibility.¹

5.Stage 2010:

Diversification of sources funding: In order to uphold the principle of supplementary funding for social security under financial law Social Security 2010, which allowed for the upgrading of the funding capacity for health treatment for the national system.²

6.Stage 2015:

- ❖ **Decision** dated 24 Rabi 'al-Awwal 1436 AH corresponding to January 15/ 2015, defining the internal organization of the National Fund for Social.
- ❖ **Decision** dated in 13 Jomadah El awwal in 1436 corresponding 3 February 2015, Adjust and complete the decision dated on 13 Rabi 'al-Awwal 1435 corresponding to 15 January 2014 that Determine The composition of the National Social Council shall be determined³.
- ❖ **Decree No. 268-15 of 10-13-2015** establishes the conditions and qualifications for the use of social security performance by certain socially insured groups who practice parliamentary custody, employed or those who are abroad and have their rights.⁴

C. Principal objectives of the Social Security system:

- ✓ reducing income insecurity, including the eradication of poverty, and improving access to health services for all people, to ensure decent working and living conditions;
- ✓ reducing inequality and inequity;⁵
- ✓ one of the most basic objectives of any social security system must be to address poverty (poverty continues to be one of the major problems in Irish society and in particular, the problem of family poverty);⁶
- ✓ Social Security offers retirement benefits between ages 62 to 70. Benefits are increased for each month that claiming is delayed from age 62 to 70;
- ✓ Benefits in kind include coverage of expenses such as medical expenses, surgery, pharmaceutical, hospital, etc..., these expenses are covered if a registered doctor has prescribed the treatment;

¹ <https://www.mtess.gov.dz/ar/2/السياسة-الوطنية-للضمان-الاجتماعي/> p2 on 02/14/2020, 01:15AM. (Adapted).

² Mourad TAHTEN and Ibrahim MAZOUZ, an essay of the reality and mechanisms of ensuring financial balance in social security funds of Algeria., a magazine of law and science, NUM(2)29, University of Djelfa, Algeria, p265. (Adapted).

³ الجريدة الرسمية، العدد17، القرار المؤرخ في 15/02/2015، ص13 (الضمان الاجتماعي)، بتصرف.

⁴ Decree, NUM, 268-15, of 10-13-2015, p8.(Adapted).

⁵ ILO, ILC, Report VI of social security for social justice and fair globalization, 2011, p8

⁶ IAS working group, **transformation in social security systems**, International institute of administrative sciences Brussels, USA, 1997, p80.

- ✓ Retirement pension is a benefit to which claimants are entitled based on career and reaching a given age;¹
- ✓ When you start receiving Social Security retirement or disability benefits, other family members may also be eligible for payments. For example, benefits can be paid to your spouse:
 - If they're age 62 or older;
 - At any age, if they're caring for your child (the child must be younger than 16 or disabled and entitled to Social Security benefits on your record).²
- ✓ The social security system redistributes income at varying rates depending on income and age (Each young participant at the beginning of his or her activity shall have participation from them to retirement or maybe to a participant of the same age for, for example, satisfactory reasons).

1.1.2 The concept of Risks:

In this study, we address the relationship between risk and social security coverage of the possibility of such risks.

A The definition:

“The definition of **WILLIAMS & HEINS** for the risk: the uncertainty that can be measured. The possibility of measurement is achieved in those situations where probability theory can be used to measure the degree of uncertainty”.³

When defining risk within the concept of uncertainty about loss, you must distinguish between two types of risk: objective risk and subjective risk:

○ **Objective risk:**

Objective risk is defined as the change or relative difference of actual loss from the expected loss, if an insurance company has a specific statistic that states that the probability of fire in a given geographical area is 1%, if there are 10,000 homes in this area, statistically the fire risk is expected to occur for 100 homes, but this percentage may not be exactly achieved in one year, i.e. 90 houses may burn in one year, or 100 houses may burn in another year, so there's a change of 10 homes, and that's the relative difference of actual loss from the expected loss is what's known as the objective risk.⁴

¹ Elias BART, **social security systems around the globe**, PWC, Europe, Middle East, Africa and India, January 2014, p 13.

² Securing today and tomorrow, understanding the benefits, 2020, p11, <https://www.ssa.gov/pubs/EN-05-10024.pdf>, on 19/02/2020, at 01:45.

³ Abd Ahmad ABOU BAKER & Walid, **risk and Insurance Department**. Yazuri Scientific Publishing and Distribution House, Arabic Edition, Amman Jordan, 2009, p26. (Adapted).

⁴ Ibid, pp 29-30. (Adapted).

In broad terms, risk involves exposure to some type of danger and the possibility of loss or injury. In general, risks can apply to your physical health or job security. In finance and investing, risk often refers to the chance an outcome or investment's actual gains will differ from an expected outcome or return. Risk includes the possibility of losing some or all of the original investment.¹

○ **Subjective risk:**

Subjective risk is what an individual perceives to be a possible unwanted event. Most people realize, for instance, that it's possible for them to have an accident, or a heart attack or some other health problem. Or that they will lose money buying lottery tickets. How much subjective risk people experience depends on their history and their expected possibility of its occurrence—subjective probability.²

The participants face several risks when saving for retirement:

- **Market risk:** the value of the investments in the individual account may fluctuate and could suffer significant falls in value in adverse market conditions;
- **Economic risk:** real rates of returns on investments may prove unsatisfactory as a result of difficult economic conditions or mismanagement of the economy, for Example because of inflation or poor economic growth rates;³
- **Default risk:** investments made on behalf of the pension scheme members may default or lose value as a result of financial problems within the issuing company;
- **Management risk:** the managers of the pension scheme may prove incompetent or even criminally negligent in the management of the investments, or otherwise in the management of the scheme;
- **Expense risk:** the level of expenses of administration, or deductions to generate profits for the pension management company, may be or become too high, leading to an inequitable charge on the savings of the individual members;
- **Political risk:** the government may interfere in the operation of the pension system, sequester assets, reduce contribution requirements, or direct investments towards social or political objectives, without regard to whether the returns are economic.⁴

Note: The retirement savers are exposed to the risk of decreasing the monetary value of money over time and it is also possible that it is exposed to

¹ <https://www.investopedia.com/terms/r/risk.asp>, on 19/02/2020, at 13:08 PM.

² <https://thismatter.com/money/insurance/risk.htm>, on 13/02/2020, at 16:41pm.

³ Christopher D. DAYKIN, **Risk management and regulation of defined contribution schemes**. Seminar for Social Security Actuaries and Statisticians: Actuarial Aspects of Pension Reform, Moscow, Russian Fe, duration, 3-5 July 2002, p1.

⁴Ibid, p2.

monetary risks such as inflation, so it is advisable that the receiving body for funds for retirement run the funds and not hoards them to enter the cycle of subscriptions financing retirement.

C. The traditional means of facing social risks:

The individual's need for protection to face the social dangers that he faced in his daily life was not the birth of the current century, but rather extended to a period not near.

○ **Saving:**

The saving is defined as the imprisonment of part of the income from the spending, not the consumption of all income, but rather the individual's declaration of not spending part of his income received in an exception to his/her health and activity, to be appointed by this saving portion in mitigating the effects of risk when it occurs.

○ **Social services:**

It is the provision of assistance to those affected by a disaster, and it is in the form of cash or in-kind services.

○ **Civil responsibility:**

Civil liability is a means of social protection for the individual according to the theory of error, which requires compensation for the damage he caused, but this theory is not sufficient because sometimes a person may not be responsible for the damage, such as disease. Aging and compensation often requires legal recourse.¹

D. The risks Covered by a Social Security System:

1. Health insurance:

The disease has two main characteristics: Uncertainty cost. The disease is an unexpected and unprogrammed incident, and the cost varies according to the type of disease. Thus, the disease insurance is considered as a guarantee against the dangers resulting from the disease cases to which the beneficiaries can be exposed and thus help them to face the expenses of treatment, and also protect them from the loss of part or all income resulting from their activity. This is technically expressed as compensation in kind or material terms and monetary compensation².

¹Ahmed GAROUMI & Najia DAHAK, **Social security in Algeria (case study on Bouira CASNOS)**. magazines of Economics, Management and Commercial Sciences, NUM13, Bouira, 2015, p86. (Adapted).

² Karima BEN SAADA, op.cit, p11. (Adapted).

2. Disability insurance:

The purpose of disability insurance is to provide a pension to the insurer who has been out of work and who has not reached the legal retirement age and classifies disability insurance by the value of the grant into 3 categories: ¹

Category I: The disability grant is estimated at 60% of the average annual position fee, and each disability is still able to exercise another paid activity;

Category II: The disability grant is estimated at 80% of the average annual position fee and means every disability who cannot exercise any other paid activity;

Category III: The disability grant is estimated at 80% of the annual position fee, plus 40% for the assistant, and one of the two conditions is required to benefit from disability insurance: Work must be at least 60 days or 400 hours during the 12 months preceding the interruption, or work at least 180 days or 1200 hours within 3 years before to the cessation of work or medical inspection of disability.

3. Insurance of Occupational Diseases:

Occupational diseases. The legislator has recognized that occupational diseases are all poisoning, mold, and morbidity due to a particular source or occupational qualification, and identifies the list of diseases of potential occupational origin, the list of works that they cause, and the duration of exposure to the appropriate risks for all duration of the work under the regulation. ²

The legislature has expanded the social coverage of employment accidents and occupational diseases. This is illustrated by the content of articles 36 of Act NUM 83.11 on social security, which stipulates in article 3 that "all workers, whether or not they are attached to the procedure, shall benefit from the provisions of this Act, and the regime which applied to them prior to the entry into force of this Act."³

4. Insurance of unemployment:

This type of insurance regulates the provisions for involuntary unemployment and is intended to compensate these workers for their lost wages as a result of compulsory unemployment, In order to benefit from this grant, the following conditions must be met:

- The person searches for work has his or her name fixed in the office log and expresses his or her true intention to work;

¹ Said RAHIM & Bilal CHICKI, **Adoption of the actuarial study in social insurance (case study on CNAS AND CASNOS 'insurance maternity')**. magazine of MÂAREF Revue academic, NUM22, Bouira, June 2017, p363. (Adapted).

² Badis KACHIDA, **Guaranteed risk and mechanisms for resolving social security disputes**. thesis M.A., Specialization Business Law, University EL hadj LAKHDAR, Batna, Algeria, 2010, p36. (Adapted).

³ Tayeb SMATI, **Social Security disputes in Algerian legislation**. Scientific Books House, 2008 edition, p 43, (Adapted).

- The ability of unemployed for work;
- The strike on work or referred to disciplinary boards or dismissed according to an administrative decision is not subject to this law.¹

5. Insurance of death:

The aim of death insurance is to protect the family of the insured in the event of his death, and the extent of the damage suffered by the deceased varies according to the circumstances. So are the people who support them and the extent of their needs, yet it is difficult to determine the amount of compensation individually commensurate with each case and most of the compensation in the case of death goes to the benefit determination.²

Algeria participates with many countries in the type of risks covered by the social security system.

Also, ISSA Organization has identified what is the main role of social security that related to risks:³

« Although the role of social security is to respond effectively to life-cycle risks of the population covered, the management, financing administration, and delivery of benefits and services supporting this role are also subject to risk. The risks inherent in what social security institutions do are multifaceted, changing, and often complex. The nature of risk depends on outside trends and factors as well as how the institution carries out and monitors tasks internally ».

1.1.3 The difference between social security and similar schemes

Social security differs from similar systems in terms of the legal nature, type of coverage and in the target and those responsible for it.

A. The difference between social security and Social assistance:

Social assistance is exported from the State in the form of social security financed by the State Treasury, and this funding is disbursed only to the needy and the poor. He means those who have proved to the state that they are superior and poor, or that this financing may be issued by charitable associations whose owners are struggling to assist to the poor class in society, while we talk about social

¹ Fatima Zohra BELBACHIR, **The impact of the social security system on the movement of National economy.** Master thesis, speciality finance monetary and insurance, Mostaganem, Algeria, 2015, p16. (Adapted).

² Ahmed GAROUMI & Najia DAHAK, op.cit, p92. (Adapted).

³ ILO, ISSA, report of Actuarial work for social security, 2016, p56.

ISSA The **International Social Security Association (ISSA)** is an international organization bringing together national [social security](#) administrations and agencies. Founded in 1927, the ISSA has more than 330 member organizations in 158 countries.

security as a system of progress by the state funds. We are talking about a source of financing based on the participation of the insured.¹

The insurer obtains social security benefits as soon as the entitlement is available without an investigation of his or her social condition because the obligation to do so is determined by law where the insurer if he or she does not receive such a right, can claim the insurer (the Social Security Authority) for that right. Similarly, aid recipients are unable to force the state to pay it.²

We must differentiate between Social security and Social insurance. The first is global and means all kinds of social protection offered to citizens, whether through social insurance or social assistance or other kinds of services and care, while social insurance one of the means of social security, in the field of achieving both social protection and social security. It seeks to cover a specific social risk in exchange to Collect contributions by insured and business owners, and then redistribute these participations for those who verify the insured risk.³

Social insurance is indeed one of the means that is used by social security to achieve its goal of social security which the State seeks to achieve for its citizens by insured their income if they are cut or undercut, or in cases where they are confronted with social risks, whether permanent or temporary.⁴

We infer from this that :

- ✓ Social security a comprehensive legal system (compulsory);
- ✓ Social insurance is a means of security to protect individuals from risks such as income discontinuity in disability.

B. Private insurance in Algeria:

Private insurance: is a commercial company whose objective is to profit, which undertakes to cover losses and damages to the insurer if the insured's risk is realized, This is in return for premiums paid by the insurer as agreed upon on the day of the conclusion of the insurance contract.

- In Algeria until order 07/95, the insurance process was monopolistic by the government, which is practised by companies specified by Decree NUM 82/85 on 30 April, as follows:⁵

¹ Zrara SALHI WASSAA, **The risks guaranteed in the Social Security Law.** Doctoral thesis, [Specialization](#) in rights, University Mantouri Constantine, Algeria, 2007, p53. (Adapted).

² Fatima Zohra KATBA, op.cit, p17. (Adapted)

³ KHaled IBRAHIM & Hasen KORDI, **Social protection and the development under current variables.** seminar on social protection and development, the University of Naif Arab for security science, Riyadh, on 24/26/2014,p19. (Adapted).

⁴ Zrara SALHI WASSAA, op.cit, p42. (Adapted).

⁵ ADEL Qamer, The effectiveness of the funding resources available to Algerian social insurance institutions, Master thesis., [Specialization](#) social security, University of Djilali Bounaama Miliana, Algeria, p.13

- National Insurance Company **SAA**;
- Algerian Insurance Company **CAAR**;
- The Algerian Central Transportation Insurance Company **CAAT**;
- Algerian Reinsurance Company **CCR**.

Commercial insurance: one of the major claims the medical associations have taken against providing medical care for the aged through social security is that commercial insurance will provide this service. However, the fact is that commercial insurance does not solve the problem for many reasons, the very people who need insurance most will not buy insurance. Second, after the individual reaches a certain age he cannot buy insurance. Third, commercial insurance exists for the sole purpose of making money.

Note: Commercial insurance consists of one or more types of coverage designed to protect businesses, their owners and their employees.

Medicare, is the federal health insurance program in the USA for people of 65 years of age or older. People under the age of 65 who have certain disabilities, permanent kidney failure, or amyotrophic lateral sclerosis (Lou Gehrig's disease) may also qualify for medical care. The program helps with the cost of healthcare, but it does not cover all medical expenses or the cost of most long-term care. You have options on how to obtain Medicare coverage. If you choose to get original Medicare coverage (Part A and Part B), you can purchase Medicare Supplement Insurance (Medigap) from a private insurance company. Medigap covers some costs that Medicare does not cover, such as co-payments, co-insurance, and deductibles.¹

Section two: the reality of social security

In this research, we will try to develop an approach between the various global social security systems, and determine the prospects of social security in Algeria by explaining the most important Algerian social security funds, after identifying the various concepts related to insurance on unemployment and clarifying some of the differences related to the most important terms in this subject.

1.2.1 The international systems of social security

The social security system varies from country to country according to economic policies and political approach, average living, and the social coverage is according to the most important risks to society in that country in addition to its priorities.

¹ Medicare, securing today and tomorrow, <https://www.ssa.gov/pubs/EN-05-10043.pdf> in 13/08/2020,2:07AM, p01.

A. The European systems:

The European Code of Social Security, its Protocol, and the European Code of Social Security (Revised) are the basic standard-setting instruments of the Council of Europe in the field of social security. Although the Code and the Protocol date back to 1964 they have proved to be valuable tools in defining common European social security standards that can be used for orientation in the reform process going on in many European countries, especially in central and Eastern Europe.¹

- The organization **ILO** and a European Code of Social Security, in the field of social security system work closely for making international interpretation of social security standards;
- **The European Code** of Social Security, its Protocol and the European Code of Social Security (Revised) attempt to persuade member states to apply the minimum standards and not just the process of unification.

The Code and Protocol also respect the diversity and individuality of the national social security systems. All social security systems are different; they are the product of the distinctive social, political and economic traditions of the states in which they have evolved. The provisions of the Code and Protocol represent goals for every member state of the Council of Europe. They explain what must be achieved but leave every state to determine how it will be achieved. The goals are designed in such a way that they can be applied to all types of social security systems, whether entitlement is based on employment, specific categories of occupations, and the whole economically active population or upon the residence.²

The European social security system has developed according to the European code and its protocol that issued us the following:

- ✓ The Revised code 1950 and The Parliamentary Assembly of the Council of Europe agreed to prepare a draft of the code and transfer the task of preparing it for social security experts;
 - ✓ The European Code of Social Security 1964;
 - ✓ The European social charter in 1965, it entered into force in 1999.
- **The financing of social security (Article 70):** this article ensures that the financing of social security does not cause hardship to the people. It declares that social security should be collectively financed, in other words, that it should be financed through a system of solidarity whereby people are concerned with financing for the greater good rather than their individual needs. It also ensures that workers in systems where social security is financed by contributions from

¹ Jason NICKLESS, J(2002), European Code of Social Security: short guide, Strasbourg cedex, the council of Europe publishing, p5

² Jason NICKLESS, *ibid.*, p7.

employers and employees are not forced to bear an unfair proportion of the burden.¹

The minimum standards of the Code were increased by the Revised Code in a number of ways. The minimum levels of personal scope were increased, for instance, the provisions relating to sickness benefit in the Code required the following minimum coverage:

- For those systems that protected prescribed classes of employees: 50% of all employees; or For those systems that protected prescribed classes of the economically active population: 20% of all Residents or All those residents whose means fall below the set level defined in Part XI, Article 67, of the Code.²

The Revised Code extended these minimum levels as follows:

- All employees, including apprentices; or
- Prescribed classes of the economically active population amounting to at least 80% of that population.³

The problems caused by the ageing population mainly stem from the fact that retirement systems are financed on a pay-as-you-go basis; this means that the economically active population pays for the benefits of the economically inactive population. As average life expectancy has increased considerably over the last two decades this means that a larger portion of society is economically inactive.⁴

✓ The provisions of the Code and the Protocol are the objectives of each member State of the Council of Europe: explain what needs to be achieved but leave it to each state to determine how this is applied (while maintaining minimum social security standards and having the freedom of choice if it exceeds this limit). These goals are designed in a way that can be applied to all types of social security systems.

✓ About social charter:⁵

- Article 8: The right of employed women to protection of maternity;
- Article 11: The right to protection of health;
- Article 12: The right to social security;
- Article 13: The right to social and medical assistance;

¹ Jason NICKLESS, *ibid*, p10

² Council of Europe, European treaty series – No.48, **European Code of Social Security**, 16.IV.1964, p5

³ Article 14, paragraph 1, of the Revised Code.

⁴ Jason NICKLESS, *Op. Cit.*, P. 12.

⁵ *Ibid.*, P. 16.

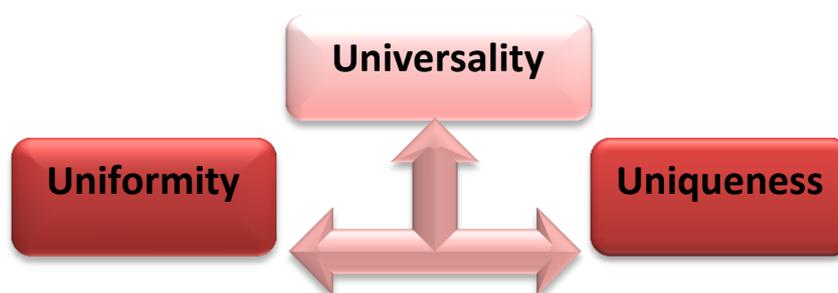
- Article 14: The right to benefit from social welfare services ;
- Article 16: The right of the family to social, legal and economic protection.

The European Code emphasized the necessity of observing all the criteria that fall within the scope of social security, as it put the difference between social assistance and social security has also been made, and some appropriate solutions have been provided to the problem of ageing compared to economically active young people, which have also addressed the concept of labour accidents, maternity periods, disability, etc.

B. The British system:

William Beveridge, British economist and politician, he advocated, early in the 20th century the introduction of social insurance in Britain. His system achieved a consecration in 1942 with the publication of his report to Parliament on “social security and related benefits”, in which he intended to combat the five major social evils of the day: need, sickness, ignorance, misery and idleness..¹

Figure (1.2): The basics of the Beveridgien system.



source: Aya SIDIMOHAMMED, Imen SOUFI, The social protection system in Algeria

- **Universality:** It covers all risks and the whole population: employees, the self-employed, employers, the inactive, the unemployed, retirees, housewives, even annuitants. It results from a right linked to citizenship, where benefits are open to all nationals and foreigners provided they reside in the territory.

¹ Aya SIDIMOHAMMED, Imen SOUFI, The social protection system in Algeria, in <http://www.ciriec.ulg.ac.be/wp-content/uploads/2016/10/REIMS-SOUFI-AG-Papier.pdf>, at 10:22 AM,p8

- **Uniformity:** citizens must receive similar benefits in return for equal participation, so they are identical for all and they are independent of the professional situation of the person, they are flat-rate based on a vital minimum.¹
- **Uniqueness:** the services come under the same public service. A single system, i.e. single fund, means the centralization of funds and the social security institution.

C. The French system:

- **Financing:** The social security system is financed from national insurance contributions paid by employers and workers and from taxation and earmarked charges.
- **Participations:** You have to pay social security contributions calculated as a certain percentage of your earnings. Your employer deducts these contributions from your earnings and pays them to the competent authority in charge of collecting them. If you are self-employed, you pay the contributions which are calculated on your professional income.²

France's traditional approach to social security means that it only deals with social protection that is covered by the participations that members are obliged to make. It offers core benefits when one of the risks, it covers occurs. Since this core social protection does not guarantee that all expenses resulting from a risk (such as sickness) or the situation of the insured person (such as an old-age pension) will be reimbursed, complementary social protection is needed. In practice, this tends to come from personal savings, a mutual insurance system or complementary social insurance.³

D. The Tunisia System:

In Tunisia at the end of the XIX, the social security system appeared in a modern sense, in 1898. It has sent a system of caution to state agents. Currently, the Tunisian social insurance system runs essentially two funds: The National retirement and Social Welfare Fund (CNRPS covers State agents (532000 agents) in 2000, Most of them are employees. The fund was sent back to 1976 after the consolidation of two former funds, the National retirement Fund and the Social Security Fund.⁴

Tunisia has added some improvements to its system:

Tighter control over employers in their workers' permits with the National Social Security Fund

¹ Aya SIDIMOHAMMED, Imen SOUFI, Ibid., P. 9.

² European Commission, your social security rights in France, European Union, Reproduction is authorised provided the source is acknowledged, July 2013, pp6/7

³ Eliane Chemla, report of THE FRENCH SOCIAL SECURITY SYSTEM, Broadening the Moral and Legal Space for Social Justice, (ed. M. Wujczyk), Geneva 2016, p116

⁴ Social protection in the countries of the Southern and Eastern Mediterranean (current conditions and prospects), Euro-Mediterranean Trade Union Forum, Publication: Serafin Arellaga Peace and Solidarity Foundation, Print :(Graficas Almeida), Registration Number M-23.833-2003, p6, (adapted).

The National Social Security Fund has been insured for occupational accidents and occupational diseases since 1995 (this insurance was operated by public or private insurance companies that are not subject to any control in principle, allowing the landlord to declare a number below the number of its real workers).¹

The social security system in Algeria, Morocco, and Tunisia is a structure under French influence and is based on French insurance; another system structure under British influence is the principle of inclusiveness in Egypt and Jordan.

E. The Morocco system:

All employees in Morocco who use persons subject to this system are required to:

- By join the National Social Security Fund, so that each person who is involved in this fund must indicate the number of his or her involvement in his or her bill, correspondence, and memos ;
- The registration of professional trainees on the National Social Security Fund so that each operator is obliged to show in the employment card and performance paper the number of the employee's registration number granted to the National Social Security Fund to the wage. On the other hand, every worker is accountable to the National Social Security Fund for making wage declarations and for the performance of their participation duties² .

The system remains entrusted with the operation of social security to the National Social Security Fund, which is a public institution placed under the administrative custody of the Minister in charge of employment.

This fund entrusted with the following execution: ³

- family benefit;
- the benefit short-mediums following:
- the daily compensation granted in the event of sickness or accident that does not involve legislation on occupational accidents and occupational diseases;
- daily maternity benefits;
- subsidies for death;
- compensation for the loss of employment to workers in the process;
- the benefit long medium as following:
- pensions guaranteed for retirement;

¹ Ibid., P. 9.

² Periodic note concerning the obligation to participate in the National Social Security Fund, chapter 2, law 1-72-184 related with a social security system, Morocco, January 2005,p6, in

<http://adala.justice.gov.ma/production/legislation/ar/Nouveautes/%D9%86%D8%B8%D8%A7%D9%85%20%D8%A7%D9%84%D8%B6%D9%85%D8%A7%D9%86%20%D8%A7%D9%84%D8%A7%D8%AC%D8%AA%D9%85%D8%A7%D8%B9%D9%8A.pdf> at 11:06 PM, (adapted).

³ Updated form on January 24/2019, social security system, chapter 1, law 1.59.148, Ministry of Justice, p5, (adapted).

- The salaries granted to the deceased.

The labor market in the private sector for terms of social security:

The number of insured persons covered by the social security system administered by the National Social Security Fund was 3 283 679 insured in 2016. The annual change in the number of new authorization and in the number of insured who have been disauthorized before their benefit from the right to a pension (reduced number of insured) reflects a high level of flexibility in the labor market in the regulated private sector¹. This is not just about flexibility but rather about a structurally narrow operating sector with structurally discontinuous working relationships in its surroundings. The average annual rate between 1996 and 2016 for growth between the number of declarations and discontinuation from the Social Security system was 2.2%.

Note1:

1. Morocco suffers from the problem of authorization at the level of the agricultural sector (one out of every two wages for six months out of 12 months);
2. Moroccan contractors are very small structures that offer low levels of wages;
3. Morocco Events of the National Social Security Fund (CNSS), the collective system for the granting pensions(CMR), mutual assistance under the National Fund of Social Reserve organizations(RCAR). These funds allowed for the implementation of part of the rights set forth in the International Covenant on Economic, Social and Cultural Rights. To date, however, these rights are only served by the organized private sector procedure, which has a position of occupation, employees, agents and rights of the State. This means that two-third of active people 60% are not included in a pension system, 46% not included for healthy covered. The overwhelming majority of the activists do not benefit from private social insurance for work accidents and occupational diseases.²

We conclude that the country does not have a social protection system for children, unemployment persons, and persons with disabilities and it lacks a political mythology that widens the risks covered by Morocco's social-security system.

F. Egypt Social Security:

Poverty is Egypt's major social problem. More than a quarter of the population is poor in absolute terms. As in other countries, the spread of

¹ Economic, Social and Environmental Council, a document of Social protection in Morocco In fact, the outcome and the eans to strengthen Social welfare and security systems, NO.34, 2018, the Kingdom of Morocco, p13, (adapted).

² Ibid., P. 14.

poverty in Egypt has many reasons. One of them is the high vulnerability of many households to social shocks. Many families have fallen into severe poverty only after social risks occurred. Typical social risk groups like women-headed households or the disabled are over-represented among the poor, although the country has a whole range of highly developed protection systems.

The Goals of State-Led Social Security Policies:¹

Although individuals should, in principle, themselves be responsible for insurance against social risks, governments are also called upon to take responsibility for their citizens' social protection when necessary. Often, a household is unwilling or unable to take sufficient precautions, and state intervention is required to restore the economy's allocative efficiency and distributive justice. However, the state's social security strategy must be efficient and just in and of itself. Basically, individuals should provide for their own protection. Here, one may distinguish between:

- prevention mechanisms, which reduce the probability of social shocks;
- Mitigation mechanisms which reduce ex-ante the magnitude of their net impact and coping mechanisms and relieve the impact ex-post, once the shock has materialized.

A new Egyptian social security measure was enacted in July 1950, establishing noncontributory pensions for certain categories of persons and making provision for public assistance to other groups².

Existing social insurance has previously been limited to workmen's compensation (law of 1936, amended 1942), but other protective legislation has been adopted from time to time. Cash maternity benefits are payable under a law of 1933. The law on contracts of employment (1944) provides for compensation in certain cases, including sickness, dismissal, death, and (for women) leaving employment to marry. Rural health services provided through rural welfare centers have developed considerably since the first center opened in 1942.³

Note2: Egypt has also recently considered a proposed contributory social insurance for wage earners and salaried employees in commerce and industry.

¹ Markus Loewe, SOCIAL SECURITY IN EGYPT AN ANALYSIS AND AGENDA FOR POLICY REFORM, working paper2024, p5.

² U. S. Department of State reports; and Egypt, Ministry of Social Affairs: Draft Decree-Law on Social Security Scheme, Explanatory Note on Social Security Draft Law, and The New Egyptian Social Security Plan

³ Notes and brief reports, Egyptian social security Law, p20.

1.2.2 Prospects for Social Security in Algeria

Social security in Algeria is inclusive and social coverage includes the greatest amount of health coverage, death and retirement, etc. This coverage is also contained in a set of funds organized by their categories.

The number of conventions ratified by Algeria since 1962 has reached 60, including 53 in force:¹

Convention No. 3 on maternity protection (1919) of 19/10 1962;

Convention No. 18 on occupational diseases (1925) of 19 October 1962;

Convention No. 19 on equal Treatment - compensation for work accidents (1925) of 19/10 1962;

Convention No. 24 on Health Insurance - Industry (1927) of 1910/1962;

A. The Characteristics of social security in Algeria :²

- This is a compulsory system in which all employees in the State and employers, regardless of their activity and even the international itself, are required to participate as a social symbiotic system, and this is clear; in that, the worker and the employer participate in paying instalments and contribute the State in a form Subsidies to the Fund;
- It ensures continuity of income when the wage is interrupted by sickness, disability or old age;
- The cost of treatment is guaranteed during the disease;
- The state supervises the administration of this insurance through its insurance funds;
- It ensures that citizens continue their income after retirement and provides them with purchasing power.³

B. Social security funds in Algeria:

1. National Social Insurance Fund for employees (CNAS) :

A public institution with special conduct by article 49 of Act No. 01-88 of 12 January 1988. It which includes the Directive Law on Economic Public enterprises, which has legal personality and financial autonomy.

The most important tasks assigned to CNAS:

¹ Ministry of Labour, Employment and Social Security, List of international labor conventions ratified by Algeria, <https://www.mtess.gov.dz/ar/قائمة-اتفاقيات-العمل-الدولية-المصادق>, in 29/02/2020, at 18:20AM, (adapted).

² JADI ELWARDI, Legal system of the National Social Insurance Fund for employees in Algeria, Master thesis, specialization administrative law, University ARBI Tebessi, Algeria, 2016, p12, (adapted).

³ Ibid., P. 12, citing, NAIMA ZIRMI, Social protection between concept, risks and development in Algeria, Seventh [International Meeting](#) on "Insurance industry, practicality and development prospects - State experiences ", university of Hassiba BEN BOUALI, Chlef - Algeria, on 03-04 Decembre,2012.

- It conducts in-kind and monetary performance of social insurance, employment injury and occupational diseases;
- It ensures collection, control and collection disputes for performance financing participations;¹
- It grants a national registration number to social insurers and employees and give them a national number;
- It manages the performance due to persons benefiting from international treaties and agreements in the field of social security.

Structure of the National Agency CNAS:

The Central National Agency contains the following:
Regional agencies with 48 agencies responsible for registration, collection and compensation as well as payment centers which are distributed to the majority of the municipalities of the country and even sometimes specialized centers such as social security for the workers of the University's Ministry of Finance and others, UNFPA officials continue to aspire to more social and health facilities, as well as to the establishment of immediate payment centers, which are being distributed throughout the sector. ²

Categories subject to CNAS:

✓ **Employees:** Here it should be noted that employees who are employed in private or public institutions under the rules of private law are the workers who are employed under the above-mentioned article 03 of the Social Insurance Act No. 11/83³

This text neglected to mention a category of public employees affiliated with public institutions and, Employee term absence Review for historical considerations, mentioned in law 12/78 dated in 1978/08/05 included the basic law for workers. It did not distinguish between the employee and the worker. This is understood through Executive Decree No. 92-07 of 09/01/1992 which includes the legal status and administrative and financial management of social security funds. ⁴

criticism of article 03 of Act No. 83/11 on social insurance, as mentioned above: "**All workers, whether employed or attached to the procedure or employees of administrative and public institutions shall benefit from the provisions of this Act**"

¹ Yacine BENYAAGOUBE, The reality of financing Algerian social security funds (case study on CNR Mostaganem), Master thesis, specialization Audit and management control, University Abdhamid BEN BADIS–Mostaghanem- , Algeria,2016, p25, (adapted).

² Yacine BENYAAGOUBE, Ibid., P. 28.

³ Djamel ABASSA, Settlement of medical disputes in Algerian social security legislation, Doctoral thesis, specialization social law, University of Oran, Algeria, 2011, p40, (adapted)

⁴ Idem., citing from, decree 116-70 dated on01/08/1970 related to the organization of social security, No.68 in 1970.(adapted).

- ✓ **Beneficiary rights:**¹
 - Insured mate: Benefits from in-kind performances if he is not engaged in a paid activity;
 - An unrestrained child under 18 years of age ;
 - A young man under the age of 25 who has a minimum wage contract with a minimum salary;
 - Young under 21 years of age who continues their schooling;
 - The covered children are third-class footnotes and females without income of any age;
 - Children with chronic disease or disability prevent them from engaging in any paid activity.
 - The family of the insured or the wife's family.
- ✓ Category of students and future workers in overseas formation, like Staff members of diplomatic missions and students and workers who accept follow-up and configuration abroad.

Basic of participation:

The basis for social security participations consists of the sum of the elements of salary or proportional income and the results of work, except for:

Family-style performances: The performance of the family status and allowances for a family event, in particular:

- Family performance and study allowance under the title Social Security legislation;
- Compensation for the sole wage;
- The maternity, marriage and all other allowances paid for a family event.

Representative compensation for expenses:

- Mission expenses and charges.

Special grants and awards, in particular:

- Compensation for damage such as demobilization compensation;
- Special allowances and compensation, such as retirement pension compensation.

Compensation for residency and isolation:

- A rotating work system, a permanent periodic period of several weeks, requires actual work followed by a rest period during which the allowance is

¹ Yacine BENYAAGOUBE, Op. Cit., PP. 28.29.

not paid to the worker;
-A place of business away from any urban center and difficult to reach.¹

What is noticed! is that the subscription pool consists of the wage of the worker subject to social security contributions, which we interpret as the wage agreed between the worker and the employer or subject to collective agreements for each sector according to the position occupied by the worker, noting that the wage subject to social security contributions cannot be less than guaranteed minimum national salary.

2. National Social Security Fund for self- employed people (CASNOS)

The Fund's independence was obtained in 1995, (CAVNOS).

Self- employed is the persons who practice the free or industrial or commercial or agronomy activity. They benefit from an in-kind and cash-based performance such as death and disability grant, retirement, etc. However, this category cannot benefit from cash performance on the occasion of sickness (daily compensation) because they do not perform paid work that is subordinated to the dependency relationship, and the Fund pays and performs such performance: ²

- * craftsmen;
- * doctors;
- * lawyers;
- * business Owners.

participations that paid to CASNOS:³

* The participation due annually for self-employed who perform a special unpaid work shall be paid during a maturity period from March 1st each year and payable before May 1st of the same year. This is under clause 13 of Decree 35/85. In the case of Cessation from work during the civil year not eligible to have participated only if the Cessation from work happened after March 31st of the same year.

The basis for determining the proportion of participations and their distribution: ⁴

¹ CNAS, the users, in <https://cnas.dz/%D8%A7%D9%84%D9%85%D8%B3%D8%AA%D8%AE%D8%AF%D9%85%D9%8A%D9%86/> on 01/03/2020, at 23 :23PM

² Djamel ABASSA, Op. Cit., P. 41., citing from, clause01 from Executive decree No.07-92 dated 1992/01/04 The legal status of social security funds, and their administrative and financial organization, No 02 in 1992.

³ Ahmed GAROUMI & Njia DAHAK, social security in Algeria (case study on Bouira CASNOS), Op. Cit., P. 95.

⁴ Ali FILALI, Theoretical obligations to compensate, mofem publishing, Algeria, 2001, p36, (adapted).

Self-employed who are affiliated with the Social Security Authority for Self-employed are obliged to declare the annual income prepared by the tax authorities since the annual income is the basis approved as a general asset in calculating the participation rates with the insured body, and after that, the participation rate is determined by :

15% distributed as follows:

- **7.5% entitled Social Security**
- **7.5% with retirement**

If it is not possible to determine the taxable income, its estimation in the concept of social security legislation is applied by applying the following percentages to the tax number:

- **15%** in relation to the taxable, their trade is the sale of goods
- **30%** in relation to taxpayers who provide services.

Note: The law allows for the benefit of two different salaries, so the association process can be multiple, so that a person is involved in two security bodies: social employees and change of self-employed.

3. National Retirement Fund (CNR)

Fund functions:

Article 09 of the executive decree 07/92 stipulates that the National Retirement Fund within the framework of the applicable laws and regulations shall assume the following tasks:¹

- ✓ The operation of pensions and retirement grants as well as pensions and grants of rights holders;
- ✓ Ensuring collection, control and collection disputes for pension performance financing;
- ✓ Application of the retirement provisions of international social security treaties in the field of social security;
- ✓ Operation of the Assistance and Relief Fund;
- ✓ Working jointly with CNAS fund, where it manages the pensions of the employees.

Note: Retirement as the Algerian legislature calls it is a means of termination, either by the will of the worker or by the age of law.

Under this process, the worker is entitled to a pension.

Terms of use of the fund:

¹ Ahmed GAROUMI & Njia DAHAK, Op. Cit., P. 96.

Clause 6: “The benefit of the employees from the retirement pension shall depend on the following two conditions being met: At least 60 years of employment for men, and 55 years for women. At least 15 years of work”. The minimum clause provided for in article 59 of this Act should be within a period equal to at least half of those periods that required the performance of actual work and payment of security contributions the social worker, so that he can benefit from the pension. ¹

The reference salary: ²

The reference salary: this is the salary subject to social security contributions. The salary on which the pension is calculated is equal to:
average monthly salary for the last five years before retirement
or, it is more favorable, to the average monthly salary determined based on the five years given the highest remuneration during the career of the person concerned.

❖ example

work and participate for 22 years. The amount of his pension will be:

$$22 \times 2.5\% = 55\%$$

Proportional Pension:

Algeria had introduced the system of proportional pension in the late eighties, owing to economic problems and the emergence of the structural adjustment scheme for institutions, which had been followed from 1994 to 1997. The Algerian legislator gave this kind of retirement to protect the employees who may object to the danger of losing their jobs in an involuntary way and to face unemployment³. It is a new system imposed by the inevitable demobilization of workers for economic reasons as a result of restructuring, incapacity or dissolution of economic institutions .

Legislative Decree No. 10/94 of 1994/05/26 defines proportional pension: a procedure that allows employees to make use of a retirement assignment as a means of prior to the legal retirement age for up to 10 years, clauses (7.6.5) from the law No.12/83 dated on 1983/07/02 that related with retirement for 65 years old For male employees and 55 years old for females.⁴

Dr. Bachir MSEITFA, Algerian Economic and Consultancy Expert, talked about the problem of proportional pension in Algeria, wherein his book Algeria

¹ الجريدة الرسمية، القانون 13-83، المادة 06، (الضمان الاجتماعي)

² National Retirement Fund, Your employees, your rights to retire, Hassane BENAAMEN, Algeria, p9, (adapted).

³ Adel AMOUCH & MALEK AMOUCH, Retirement provisions in Algerian legislation, Master thesis, specialization law, 2016, p15, (adapted).

⁴ . **Idem**, citing from, legislative decree No.10/94, dated on 1994/05/26, present proportional pension, official gazette No 34, issued on 1994/07/01, (adapted).

2030 a forward-looking view, about the rising community of retirees to more than 6 million October 2017 meant that the deficit in the retirement fund, which had begun to rise for years, had worsened.

An important part of the divergence of attitudes between the parties of the retirement equation in Algeria is due to the weakness of information, especially statistical information.¹

This concludes that when Algeria is currently forcing its proportional pension, this was the problem of authorization first and second, the weakness of the process of information statistics and coordination.

In our talk about statistics, we mean the severe disparity between the data of the parties of the retirement equation in Algeria, which are related to the figures of the labor market, employment, unemployment, job seekers, the results of the operating mechanisms, the number of relative retirement applicants, the quantitative effects on the economy and the financial situation of the retirement fund.

1.2.3 The effecting of unemployment for social security

There is a relationship between social security and the unemployment index, which is complementary i.e. that one affects the other in a direct way, and in this part, we shall address a set of basic concepts related to work, unemployment, workers and employers.

A. The concept of unemployment

The continuous Labor Force Survey is a household survey covering everyone aged 15 years or over. It provides a measurement of the concepts of activity, unemployment, employment and inactivity as defined by the International Labour Organization (ILO). It is the only source for implementing the definitions recommended by the International Labor Organization (ILO).²

To find out what unemployment means, assess it and link it to employment, we relied on the ILO and the information framework it developed to explain unemployment based on the definition of the working person and then the unemployed person, and underemployment.

- **Employment:** It comprises all persons of working age who during a specified brief period, such as one week or one day, were in the following categories: a) paid employment (whether at work or with a job but not at work); or b) self-employment (whether at work or with an enterprise but not

¹ Bachir MSEITFA, Algeria 2030 Forward-looking vision, Djossour for publishing and distribution, Algeria, 2017, p16, (adapted).

² ILO, unemployment and labour market-related indicators (results of the Labour Force Survey), Last update: 19 May 2016, p1

at work)¹. The working-age population is the population above the legal working age, but for statistical purposes it comprises all persons above a specified minimum age threshold for which an inquiry on economic activity is made. To favour international comparability, the working-age population is often defined as all persons aged 15 and older, but this may vary from country to country based on national laws and practices (some countries also use an upper age limit).²

This definition referred to the concept of employment in general and the different classification of employment from country to another, because if we proceed to define the conceptual framework for employment, then it is easier for us later to know the evaluation of unemployment and its concept.

Employees are all those workers who hold the type of jobs defined as “paid employment jobs”, where the incumbents hold explicit (written or oral) or implicit employment contracts that give them a basic remuneration that is not directly dependent upon the revenue of the unit for which they work.

Employers are those workers who, working on their own account or with one or a few partners, hold the type of jobs defined as a “self-employment jobs” (i.e. jobs where the remuneration is directly dependent upon the profits derived from the goods and services produced³.

Unemployment occurs in a situation in which there is an excess of job seekers (labor demand) in relation to the actual number of available joboffers (labour supply). In developing countries, unemployment is a concept that mainly refers to the formal labor market, which is often smaller than the informal one, sometimes significantly.⁴

¹ Resolution concerning statistics of work, employment and labour underutilization, adopted by the 19th International Conference of Labour Statisticians, Geneva, October 2013; http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS_230304/lang--en/index.htm.

² Employment by status in employment, in https://www.ilo.org/ilostat-files/Documents/description_STE_EN.pdf on 04/03/2020, at 23 :08 PM, p1.

³ **Idem.**

⁴ Towards the right to work: a guide book for designing innovative public employment programmes /International Labour Office : Analysing unemployment and underemployment•GN1 , Employment Sector. - Geneva: ILO, 2012, p4.

Table (1.1): Measuring the labour force: a conceptual Framework

Persons who	...are willing and available for (alternative) work	...are not willing and not available for(alternative) work
... work or have a job	Underemployed	Employed
... do not work or do not have a job	Unemployed	Inactive

Source: International Labour Organization. 2003.International training

Compendium on labor statistics, Module 1 – Statistics of employment, unemployment, underemployment: economically active population (Geneva, ILO Bureau of Statistics, Policy Integration Department)

So for this table, we conclude official definition of unemployment. The standard definition of unemployment is based on three criteria that have to be met simultaneously. The 'unemployed' comprise all persons within the age limits specified form measuring the economically active population, who during the reference period were: ¹

- 'without work' – were not in paid employment or self-employment as specified by the international definition of employment;
- 'currently available for work' – were available for paid employment or self-employment during the reference period;
- 'Seeking work' – had taken specific steps in a specified recent period to seek paid employment or self-employment.

➤ **An unemployed person as defined by the International Labor Organization (ILO) is a person of working age (conventionally 15 years old or over) who meets the following three criteria:**

- 1) He has not worked, not even for one hour, in the reference week;
- 2) He can be available for work within two weeks;
- 3) He has actively looked for a job in the previous month, or has found one starting within the next 3months. ²

Unemployment insurance is a form of social insurance in which compensation is awarded for forced unemployment to which a number of workers are exposed despite their ability to work, or if they are subjected to dismissal from their employing institutions.

¹ Ibid., P. 5.

² ILO, unemployment and labor market-related indicators (results of the Labor Force Survey),, Op. Cit., P. 2.

B. The unemployment in Algeria and their insurance:

The term unemployment was not common during the economic welfare in a period of the sixteenth and seventh until the mid-1980s, due to adequate petroleum resources and to high oil prices at that time; however, the oil crisis in 1986 had a great impact at the beginning of the rise of unemployment. Indeed, in a short time, it has become one of the most important concerns, challenges and economic problems of formal institutions and other official reports indicate that the level of unemployment in Algeria was beginning at 17% in 1987 and 28% in 1999. This rise is the result of related political, economic and social factors.¹

Algeria has taken legal and economic measures to alleviate unemployment and help the unemployed to establish their development projects so that several funds have been established to support youth projects and CNAC fund has been set up under the Ministry of Labor, Employment and Social Security for those reasons :²(Executive Decree No. 94-188 of 26 Muharram 1415 A.H. of 06 July 1994, which includes the Basic Law of the National Fund for unemployment Insurance).

Unemployment compensation: Unemployment compensation for employed workers who have lost positions unwillingly and for economic reasons.

The National Unemployment Insurance Fund implemented precautionary measures to reintegrate the unemployed beneficiaries by accompanying in the search for work and assisting in self-employment under the auspices of employees who were recruited and specially trained to become consultants - active at the level of centers equipped with equipment and equipment devoted to this matter, and this was done Record the following results:³

- More than 11,583 unemployed were formatted by the consultants - active in the field of job search techniques.
- More than 2,311 unemployed were accompanied in creating their micro-enterprises
- More than 12,780 unemployed have followed formations since 1998 to acquire new knowledge that will qualify them for reintegration into their careers.

Since 2004, and the number of people registered in the unemployment insurance system shrinking, training for rehabilitation has been underlined for

¹ ZINEB Bouslimen, The impact of some economic variables on unemployment rates : A standard study on the situation of Algeria during the period1990-2015, master thesis, specialization econometric, university of Oum bouaghi, Algeria,2017, p19 citing from Safia Bouzere, The effectiveness and impact of employment policies on unemployment and poverty in Algeria during the period(1990-2014), International Forum on assessing poverty Reduction policies in Arab countries under globalization, 08-09 Decembre2014, university centre, Tipaza, Algeria, p556.

² Ministry of Labor, Employment and Social Security, National unemployment Insurance Fund, cnac.dz on 05/03/2020, at 22 :34PM.

³ https://www.cnac.dz/site_cnac_new/Web%20Pages/Ar/AR_PresentationCNAC.aspx on 05/03/2020, at 22:36PM.

the benefit of unemployed people with projects and institutions incorporated into employment promotion measures.

- Support for activities by unemployment-dependent entrepreneurs aged 35 to 50 years;
- Support for Events and expansion activities for the 30 to 50 (30) year-old heroine entrepreneurs.

The conclusion

The social security system in Algeria changed according to the political changes that the country witnessed so that each stage was distinguished by more comprehensive coverage than the previous one (the disease and the motherhood coverage).

The World Social Security System is different, and the right to social security is important, whatever the regulations may differ. Besides, it is important to provide minimum income as a basic base on which all systems around the world are built. It is important to ensure that the system is inclusive and to try to adapt it to the evolution of the world's financial and economic policies.

The social security system is closely linked to the labor market, the higher the employment index, the higher the earnings of the social security system leading to greater coverage.

Chapter two:
*Analysis of the Sustainability
of the Financial Balance on
National Social Security Fund
for Self-Employed (Case study
CASNOS GHARDAIA)*

Introduction

In this chapter, we shall try to provide the social security fund for self-employed and introduce the state agency of Ghardaia with analysis of the structure of the system and some important sections. We shall explain the method and tools used in the case study with the explanation of the variables in the first research and then we will try in the second research to present and discuss the results of the study with the processing of answering the hypotheses.

✚ **Section one:** the method used for analysis

✚ **Section two:** Results and discussion of the study

Section one: the method used for analysis

In this section, we will present a prelude to the applied study by clarifying the most important aspects of the study represented by the National Social Security Fund for the self-employed people, and describing the modus operandi and methods used.

2.1.1: Presentation of National Social Security Fund for Self-Employed people

A. Establishment of the National Social Security Fund for Self-Employed people (Ghardaia agency)

The Social Security Fund has been established as a compulsory system since 1958 to the end 1974. It covered only old-age pension. From 1975, social insurance coverage was included, including maternity, disability, insurance, sickness, and death,. In 1983 the social security system was reformed and National Social Security Fund for Self-Employed people became affiliated with it in the unified system, as it was given, the tasks of managing retirement for the National Pension Fund and the tasks of managing social insurance.

Like other social system funds, the National Fund was established on the date of its independence from the National Social Security Fund for employees on 04 January 1992¹. This took place within the framework of the management meeting attended by the 21 members of the Fund:

- ✓ Six members representing the most effective business at the national level;
- ✓ Four members representing the most effective peasant works at the national level;
- ✓ Four members are represented on the craft;
- ✓ Four members are represented on the self-employment ;
- ✓ Member of the Sanitary Bureau;
- ✓ Member of Bureau for Technical Studies;
- ✓ Member of Bureau for accounting;
- ✓ Member of the Lawyers Office;
- ✓ Two members are representatives of industrial members;

¹الجريدة الرسمية رقم 03 الصادرة بتاريخ 19 جانفي 1993

✓ Member of the staff representative of the Fund (CASNOS), to the Committee of participation established by the Labor Law and applicable Regulations.

Until 1995, the Fund continued to be under the organizational, professional and financial supervision of the National Social Security Fund for employees (CNAS), date of independence for (CASNOS) and the start of its activity as a stand-alone, centralized body (**Central directorate**) (Its social headquarters are in the Victor Hugo approach in Algeria, regional agencies, loyalty branches and specialized reception counter).

In 2015, according to the decision of 15 January of the same year that defines the internal organization of the National Social Security Fund for Self-Employed Persons, the Fund's loyalty agencies were established. Under article 17 of the resolution, the loyalty agencies were classified into three categories based on the following criteria:

- The number of those assigned and affiliated for national social security fund for self-employed people;
- The number of socially insured;
- Social security contributions and payment expenses.

Table No (2-1): National classification of state agencies

State agencies, first class	State agencies, second class	State agencies, first class
Souk Ahras	Ghardaia	Algeria (East)
Khenchela	M'Sila	Algeria (West)
El Tarf	Bordj Bou Arreridj	Setif
Laghouat	Boumerdes	Tizi Ouzou
Saida	Annaba	Tlemcen
Bechar	Chlef	Oran
El Bayadh	Mostaganem	Bejaia
Tissemsilt	Biskra	Blida
Adrar	Sidi Bel Abbes	Constantine
Naama	Mila	Batna
Tamanrasset	Jijel	-

Illizi	EL Oued	-
Tindouf	Tipaza	-
-	Ouargla	-
-	Tiaret	-
-	Bouira	-
-	Mascara	-
-	Skikda	-
-	Medea	-
-	Guelma	-
-	Relizane	-
-	Ain Temouchent	-
-	Oum El Bouaghi	-
-	Djelfa	-
-	Ain Defla	-
-	Tebessa	-

Source: Prepared by students based on the Official Gazette No. 17 dated April 5, 2015.

B. Introducing of Social Security Fund for Self-Employed people (CASNOS- Ghardaia) and its organizational structure**First: Introduction of Social Security Fund for Self-Employed people (CASNOS - Ghardaia)**

The Social Security Fund for self-employed in Ghardaia is an organizational administrative institution of a special nature that works to secure the non-wage category of the State; that is, all workers engaged in unpaid professional activities in the framework of the legislation on the work of the Organization (occupations subject a restriction on the commercial register) of Ghardaia state:

- industrial members;
- craftsman;
- traders;
- peasantry;
- self-employed (lawyers, Accounting experts, pharmacists, doctors...);
- drivers of all types;
- owners of private enterprises (SNC, EURL, SARL).

The geographical boundaries of the Social Security Fund for self-employed (Ghardaia agency) are covering all the municipalities of the State through the relevant reception counter:

- a paying counter of El Meniaa section, which covers the municipality of El Meniaa was opened in May 2004 and has (03) employees (their university level);
- a paying counter of Berriane section, which covers the municipality of Berriane was opened in July 2003 and has 04 workers (their university level);
- a reception office of Metlili section which covers the municipality of Metlili and Zelfana was opened in April 2005 and has 03 workers (their university level);
- a paying counter of Guerrara section which covers the municipality of Guerrara was opened in July 2001 and has 04 workers (their university level);

Ghardaia agency covers all the municipality of the remaining sections like Bounoura section, El Atteuf, Ghardaia, Daia Ben Dahoua.

The state agency has 46 staff members in its respective state and Windows, of whom 34 have a university level and are distributed as follows:

Table No (2-2): Agency staff classification

Categories	Total number	Sex		
		Female	Male	
From 18 to above	04	0	04	High level employees
From 14 to 17	30	07	23	University-level employees
From 10 to 13	10	04	06	controlling
From 01 to 09	02	01	01	achievement
-	46	12	34	Total

Source: prepared by students based on data of Department of users

Second: The agency state for the national social security fund for self-employed:

The Agency's functions fall within the overall objectives of the Social Security Fund:

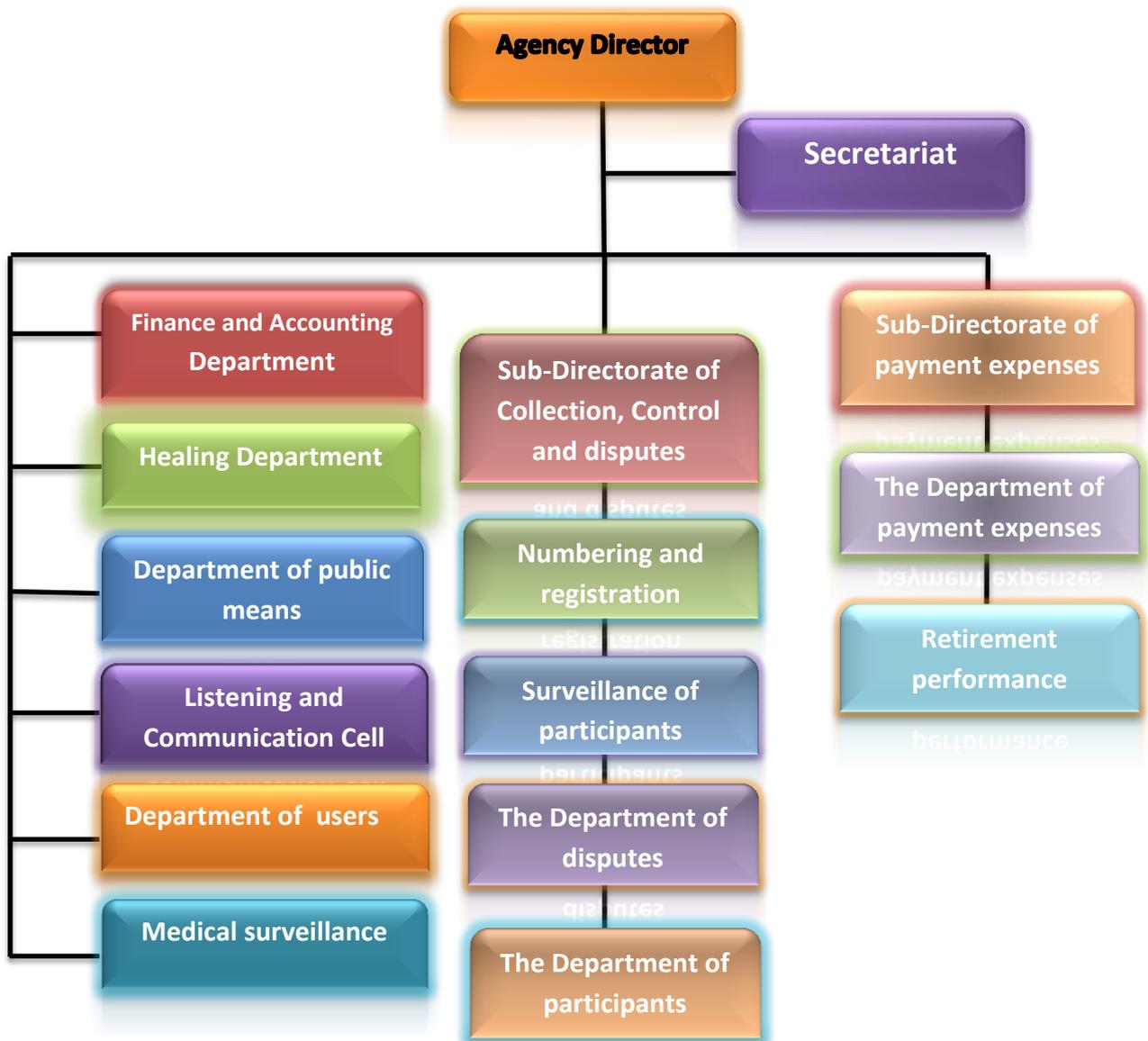
- the operation of natural and financial subsidies for social insurance of self-employed of the state and specialized window;
- receipt, settlement and payment of grants and pensions to the fund retirees;
- ensuring collectability of contributions, where appropriate, judicial monitoring and follow-up;
- providing the necessary documentation for those affiliated (certificates) to establish their status in the direction of the Fund and provide it to other institutions or administration, and for those involved to prove their non-affiliation through non-affiliation certificates (see attachment No...);
- The conduct and organization of medical control of all compensation;
- Follow up on the files of those involved;
- State-level numbering of concerned files;
- Providing statistics and reports on the monthly and annual activity of the General Directorate.

The main tasks of the fund are the collection of annual subscription contributions which have been reused to finance the following payments:

- Sickness insurance;
- Maternity insurance;
- Disability insurance;
- Pension insurance;
- Death insurance.

Third: organizational structure

Figure No (2-1): The organizational structure of the State Agency for the Social Security Fund for the Self-Employed



Source: By students, based on the gazette, No. 17, the year 2015, p. 15

Through the format, we will show the functions of the most important interests in the Fund

1) Agency Director

At the head of the fund is a director appointed in a ministerial decision since September 2015, since he has all the powers to take appropriate decisions related to the fund, within the limits of the regulatory and legal frameworks involved, he is therefore responsible for the following:

- Follow up on all the tasks of the fund and certify all documents, data, and instruments, and every official document towards the various units of the state;
- The Follow-up to the Fund's activity and work, reporting and representation of the Fund at official events and bodies.

2) Sub-Directorate for Performances: It handles the following:

- Ensuring the organization and coordination of operations related to the payment of social security pensions and retirement pensions that are implemented;
- Ensuring the implementation of the follow-up and providing health treatments;
- Evaluating the activities of the specialized windows of the state agency;
- Ensuring the application of texts marching to social performances.

The Directorate has two interests

2)-1 Performance interest social security

This department supervises the provision of various compensation and performances to participants by receiving documents that allow them to process and treat rights and determining the amounts of compensation, which are represented in the following:

- Performance of sickness compensation referred to previously;
- Maternity performances;
- Death grant.

For information, the department is supervised by a head and four agents and the functions it performs are as follows:

- to receive the necessary documents from those Affiliated;
- to monitor the documents and ensure that the latter meets all his contributions and requirements;
- to study the documents and determine the fund will guarantee its compensation, and in return for what it is not the responsibility of the fund;

- to issue the documents necessary for clearance made according to a current postal account (Compt CCP);
- to send files to the Accounting and finance Department to clear the process or issue checks;
- to provide statistics and information monthly and annually to the sub-director of performances for approval and send them to the General Directorate.

2-2) -Retirement Performance Department

Among the tasks of this interest are:

- to receive and process component files for the purpose of obtaining and making appropriate decisions on grants and pensions or retirements transferred;
- to receive the files configured for the purpose of obtaining the disability grant, after the consent of the supervisor doctor and make the appropriate decisions in their right;
- to submit statistics and information monthly and annually to the sub-director of performances for approval and send them to the General Directorate;

3) Medical surveillance department

The functions of this Office have been referred to indirectly, since the work of this office, which consists of two consultants and one Secretary, complements the work of the compensation and Admissions Service, and its substance lies in:

- Concluding agreements with health facilities;
- Ensure the list of compensable and non-compensable drugs;
- List of compensable prostheses and organs;
- Medical file management;
- Granting medication acquisition cards 80% and 100%.
- Noting the payable performances and rejecting illegal or unpaid performances (fraud, excess) that may occur from the insurer or even from the doctor;
- Re-examination of patients and ensuring the safety of the medical documents granted to them, which sometimes leads to the use of an experienced doctor.

4) Finance and Accounting Department:

This body plays an important and essential role in the Fund's activities and its main tasks are:

Préparer diverses statistiques liées à la branche concernant:

- cash receipt statistics (contributions);
- statistics on capital transfers;
- statistics of unpaid cheques;
- cash Flow Statistics;
- control of fund records and balance;
- observation List Tables;
- performance and compensation cases;
- It also records all the units accounting and financial operations.

The administration runs four bank accounts:

- a postal current account designated to pay the various performance and compensation indicated;
- a bank account in the Algerian External Bank (BEA), which is a commercial account that receives various contributions paid by check;
- a bank account in the Algerian external bank (BEA) for medical compensation for pharmacies contracted with the fund;
- an account in the Algerian popular loan (CPA);
- receiving non-payable instruments for subsequent transfer to the Dispute Authority in order to take the necessary measures;
- payment of death grant.

The appendix also runs two boxes:

Main Fund: This relates to subscriptions of participants.

Secondary Fund: Allocated to finance some of the agency's small expenditures.

Also among the main tasks of the department are:

- ✓ Preparing the annual budget for the fund and ensuring follow-up of its implementation;
- ✓ Guaranteeing financial and accounting operations;
- ✓ Ensuring that the fund accounts are maintained and updated regularly;
- ✓ Ensuring that accounting and finance are organized, managed, dispensed and monitored;
- ✓ Collecting and analyze financial tables;
- ✓ Preparing summary documents related to the conduct of accounting;

✓ Affinity Tables Update.

5- The Human Resources and Means Authority:

It undertakes the following:

- Organization and management of human and material resources, as well as the fund's property;
- Preparing the estimated course of human resources;
- Follow-up and organization of human resources and career plans;
- Management and follow-up of disputes in the field of labor relations.

Third: Presentation of the sub-directorate of collection, control and dispute

- to organize, coordinating and following up the collection processes, especially those related to the affiliation of those charged with social security;
- to collect social security contributions, checks and forced collection procedures;
- identifying and putting into effect a multi-year achievement strategy and appropriate mechanisms for expanding the associate base
- the annual work plan;
- defining and putting into effect a plan of action for monitoring;
- to evaluate the performance of social security supervisors;
- follow-up to the work of the qualified pre-appeal committee;
- analyzing the data related to the different sectors of taxpayers' activity and renewing how they are used;
- to define the basic elements and standards that allow the preparation of the action plan;
- to identify the routing functions and rules that must be set in the collection management system.

2.1.2 The methodology and tools of study

In this part, we will present the various aspects of the study method related to data collection sources and the explanation of the variables down to the results

A. Study method

To find out the financial balance mechanisms of the Social Security Fund, we chose to have our study at the level of the Finance and Accounting Department to take the necessary data regarding contributions and the development of the number of participants and the technique of calculating retirement for self-employed people.

1) Sources of Data Collection

Two types of sources have been used to obtain the necessary information regarding the field study:

1.1.Primary sources:

We relied as a preliminary source on the interview, where we selected the institution, we took two for subject and then we have some observations and sessions with the head of the Department of Finance and Accounting to take information focus on it, to try to analyze it and come up with solutions suitable for the social security fund for the self-employed people to find out the ways of financing and try to create new ways as a mandatory alternative. We relied on collecting information through the interview regarding contributions, the development of the number of participants, expenses and revenues and all this was limited to the years of study adopted (2014-2019).

1.2.Secondary sources:

Secondary sources: Is

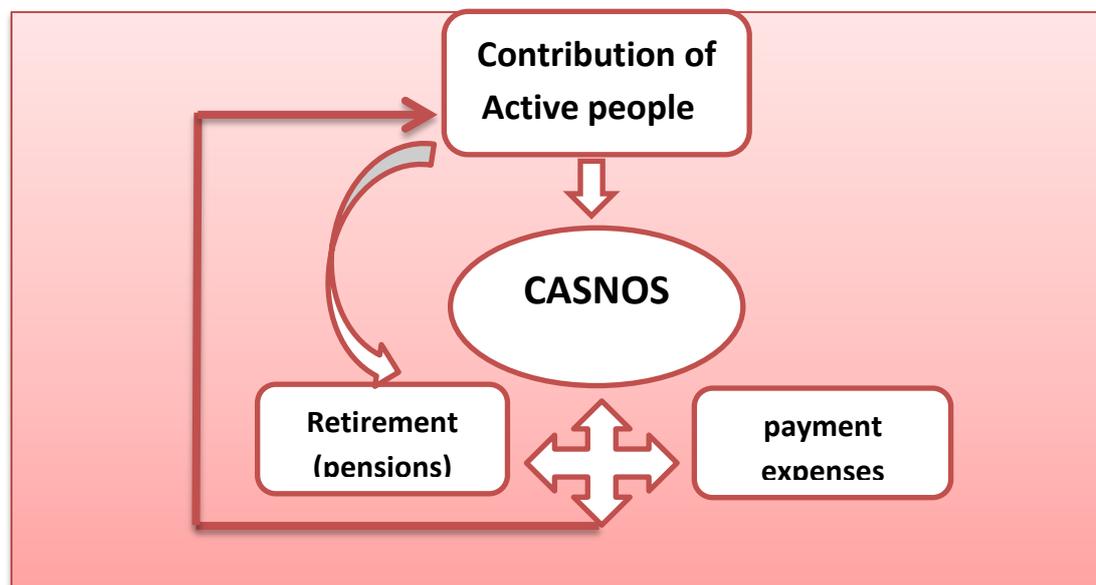
- The Official Gazette: Laws, order, decrees;
- documents extracted from the Finance and Accounting Department in addition to some of the explanations of the Fund's Director;
- the location of the fund;
- in addition to previous references and studies that supported the theoretical side; the template was prepared for use in the applied side.

2) Study the used variables :

2.1) The financial balance

In the Social Security Fund for self-employed people depends on a special technique other than the one we have adopted in the study of traditional financial balances, as the financial balance measured in the fund is based on the technique of capital accumulation that reflects the contributions of the participants.

Figure No (2-2): Clarification of the financial balance of the fund



Source: Prepared by the students.

The Social Security Fund for self-employed people depends on its financing as we explained on the contributions of the insured as the sole source of income, as the state does not contribute to this fund, i.e. the income of the fund depends on the contributions and expenses are directed to the participants and the other to manage.

The Financing is based on the financial balance between financial burdens and the financial resources (in general).

Social security is based on the collection of resources set by law to meet the rights of beneficiaries, and to cover administrative expenses, so the law provides for the financial independence of social security, and therefore the success of social security in achieving its objectives is linked to the achievement of the financial balance of the system. Achieving the financial balance of social security is linked to how resources are pooled, and in this regard, the financial balance methods of the Fund can be distinguished:

1/ The Accumulation or Capitalization for Financial Balance

The Fund shall have a joint account, which shall be open in the name of each participant who shall be credited all contributions made, and since such amounts are invested, the participant's right to the amounts of contributions collected for his or her account shall be increased by the amount of interest indirectly added to

it. Upon retirement, the pension shall be deducted from his or her account in addition to the sickness.¹

The method of accumulation or pooling of funds is based on balancing what the insurance types of financial accumulation:

Individual accumulation: It based on balancing the outcome of the insured's contribution with the compensation received, and therefore, each participant must be open when he/she is individually registered, in which all contributions paid are credited and the State may contribute to the account.

Collective accumulation: This balance is based on balancing the outcome of the participation of a group of insured persons because of the risks they face and what they deserve, so there is one account for that group which receives with what they pays.

*Financial accumulation advantages:

This method is characterized by:

- Pension guarantee: where the pension is calculated according to the duration of the social security contribution. Here lies the importance of forming a reserve by which the pension or compensation can be met by the insured who reaches the legally established retirement age.
- It is characterized by abundant reserves that accumulate at a high rate, which can be used to drive investment to flourish in the national economy.

▪ **Disadvantages of the Financial Accumulation Method:**

The purchasing power of the reserve with which its benefits are determined can be reduced, due to the constant depreciation of the currency and then if the insured receives more than the amounts paid digitally, but in terms of the purchasing power, it is less than what it has already paid in the formation of this reserve.

This method is also burdened by the problems that arise from the need to invest the combined reserves at a specific and calculated benefit to meet the overall burdens of the system.

2/The Distribution Method for Financial Balance:

The method of distribution is based on a balance between contributions collected in a given period, for example, a year and benefits paid during that period so that contributions are determined under this method so that their income

¹ Fatima zohra KATEB, Op. Cit.,p66

is commensurate with the specified period, with the same period of expense with the possibility of a surplus that helps to secure the necessary reserve.¹

Thus, there is a stable balance between contributions and expenditures, as contributions received during a given year are distributed to participants in the same year of compensation for medicines, etc.

This method is based on the principle of solidarity between individuals and successive generations; for example, concerning pensions, it is the contributions of young people for a given year that allow for the payment of pensions to older persons

▪ **Advantages of Distribution Method to Achieve Financial Balance:**

The most important advantage of this method is that it eliminates the risk of currency devaluation. Determined based on the subscription pot

▪ **Disadvantages of a Distribution Method for Financial Balance:**

The disadvantages are: The extent of its success depends on the structure of the community of participants, and any change in the composition of this structure may have adverse effects on the financial balance of the social security system (e.g. an increase in the value of beneficiaries over the value of participants due to the high number of deaths, retirees and medical compensation).

– They are not suitable for investment, as contributions are directly converted into compensation, grants or pensions, which do not allow the creation of an investment-oriented balance.

To explain the financial balance mechanism as a fundamental variable of our study, we based our study on the following variables:

1. The Mechanisms adopted to attract self-employed people

Executive Decree No. 289/15 of November 14, 2015, issued in the Official Gazette No. 61 on Social Security for self-employed people engaged in self-employment, approved several incentive measures for self-employed people in order to enable them to have their rights. These measures have an active role in increasing the number of participants, which increases the fund's resources, including:

➤ **Annual activity authorization system and subscription pot:**

According to article 14 of the decree, the social security contribution of self-employed people who engaged in self-employment is based on an annual basis

¹ Hawaria BENDAHMA, Op. Cit.,p117

authorized by the taxpayer following the applicable legislation, no later than 31 January of the year in question.

- The contribution basis cannot be less than the annual guaranteed national minimum wage of 32,400.00 DA and does not exceed (20) times as the annual amount of this wage.
- The contribution rate is set at 15% from the above basis and distributed as follows:
 - Social security 7.5%;
 - For retirement 7.5%.

In the case that the basis of participation is not authorized by the surer within the deadlines set out in the first paragraph above, the competent social security authority may temporarily specify the amount of contribution due based on the contribution for the previous year.

The competent social security authority may perform any reassessment or evaluation of the basis of the contribution entitled the current financial year based on any authorized element of the self-employed people who is engaged in a self-employed activity or any comparative element relating to the basis of participation authorized by the officials of the same profession.

Note: For the first year of enrollment, the annual basis for temporary participation is determined by the annual amount of the guaranteed national minimum wage.

➤ **Extending the deadline for paying contributions**

According to Article 15 of the Decree, the contribution is due starting from the first of January of each year and paid before the 30th of June of the same year.

However, the participation of self-employed who paid before the first of October of each civil year.

If the affiliation is signed during the civil year, the subscription is due on the day of affiliation and is paid in the above-specified periods or within the 30 days following the affiliation when the latter falls after these parties.

Article 16 of the decree stipulates that a schedule for the payment of annual contributions can be prepared for unpaid occupations of certain branches or sectors of activity.

➤ **Paying debts related to previous contributions by paying in installments:**

According to Article 17 of this decree, taxpayers owed to the fund can benefit from a schedule to pay their previous debts according to the following conditions:

the total payment for the subscription related to the current year;

underwriting and respecting the debt repayment schedule associated with previous years;

paying the subscriptions due during the scheduled time within their specified periods;

➤ **Enabling farmers to settle and pay all the years of work** during which they have not paid contributions since 1996 in one go or installments, regardless of the age of the farmer. The provisions of Article 57 of the 2015 Supplementary Finance Law on the agricultural sector have granted farmers the right to approve years and to settle their position about the fund from 1996 until today. This article also enabled the 65-year-old farmer to purchase an additional five years to take advantage of the estrangement

➤ **Benefit from in-kind claims of sickness insurance by healing card:**

The supplementary Finance Act also provides that the Fund's participant with his rights may benefit from the drug's compensation and the use of the **healing card** even if it does not meet all of his contributions, as stipulated in article 22

However, the self-employed,(those people who are in business for themselves), as well as the debtor Rights, benefit from in-kind bids with current year contribution payments and a schedule of payments associated with past contributions. Failure to respect the scale of payment of contributions would result in immediate suspension of the use of such performance.

This privilege depends on 3 conditions:

Update for current year's subscription;

The payment schedule for prior contributions shall be in installments;

Respect the payment schedule by writing an installment.

➤ **Total exemption from fines and delays increases:**

Delays and penalties have been introduced in two key stages:

1/ instruction No. 97/022 of 23/03/1997 placed the Fund in a 5-year transition from 1997 to 2001 and the Fund's longest known measure, with penalties and delays increasing by 100% administratively once the principal annual contributions and one payment (total debt repayment) were paid; Otherwise, exemptions are subject to special procedures, namely, the requirement to pay contributions and then a request by the assigned or the participating member is made to the appeals committee, which in turn considers the request for exemption and the rate of exemption of 25 or 100%.

2/ The second phase, which emerged with the issuance of Law 08/08 of 23 February 2008, which saw the extension of the exemption period under the Supplementary Finance Act 2015 until December 31, 2016. The Fund adopted a policy of voluntary declaration of activity and participation without imposing increases and delay penalties. This is to encourage retarded people those who are in business for themselves, These exceptional measures have had a positive impact on the National Social Security Fund for the self-employed people as it has experienced a qualitative leap about the number of new affiliated and the fund's revenues.

2. 2) New number of affiliated:¹

The Self-Employed People are obliged to announce themselves to engage in business for themselves with the Fund within the first ten days, From the beginning of the activity, the date declared in the commercial registry, craftsman card, farmer's card, certification for accountants, pharmacists, architects, and doctors or (Certificate of Presence), which can be obtained by the tax authorities when we are unable to determine the actual start of any trader's activity. The declaration shall be made in a (form) ² that was received by the services of the National Social Security Fund for Self-Employed people, which includes the definition of the declaration and the activity practiced by it, attached with a file containing the following documents:

- a copy of the commercial registration or profession approval copy for members of the liberal professions;
- registration card or certificate in the National Chamber of Crafts and Professionals for craftsmen;
- a copy of the Governor's decision regarding the utilization of a plot of agricultural land or ownership and/or the registration certificate in the National Chamber of Agriculture (peasant card);
- certificate of presence issued by the tax authority;
- a copy of a birth certificate.

In the event that the activity is not authorized within the legally defined period which is 10 days from the date of the actual commencement of the activity, the taxpayer (the owner of the commercial registry) shall be subject to a rental fee of 5 000,00 DA in addition to 20% for each month of delay.

Knowing that the authority of the fund can compulsorily register the taxpayer even if he did not submit to do so through on-site oversight by accredited observers and juries affiliated with the fund, exploiting some programs and

¹قانون رقم 14-83 مؤرخ في 21 رمضان عام 1403 الموافق لـ 02 جويلية 1983 المتعلق بالتزامات المكلفين في مجال الضمان الاجتماعي

² See Annex No1

relying on documents submitted to the fund's authority by other institutions such as taxes and the authority of the commercial registry.

2. 3) A number of participants:

They are the merchants or affiliated of the fund who paid their annual contributions during the year, and the annual contributions to the fund is a portable contribution that is not transferred¹ and is due starting from January 1st of each year and is paid before the month of July of the same year before October of the same year.

And if the participant or the affiliated does not respecte the deadlines for paying the contributions, he is subject to **surcharges for late payment**, which is calculated as follows:

7% is applied to the annual contribution amount at the beginning of a July month from the year of payment contribution;

1% is applied to the amount of the contribution for each month of delay.

2.4) Cash receipts:

The cash receipts, consists of contributions to the fund, where the contribution premium is the main resource on which the fund depends on financing its expenditures, and the minimum contributions are 32 400,00 dinars and the maximum number for contributions is: 648000,00 and the percentage approved for determining the annual contribution, it is 15%. From the annual income declared by the affiliate to the Fund

This ratio is divided into:

7.5% is allocated for social insurance: Sickness, maternity, disability and death.

7.5% is allocated for retirement.

2.5) Cash expenses

The expenses of the Social Security Fund are divided into:

- ✓ Performance, which represents the largest portion of the cash expenses
- ✓ service charge.

2.5.1) The performances of fund

Sickness insurance:

¹ portable contribution that is not transferred : It means that the contributions are paid by the self-employed not like the employees, deducted directly from their salary.

➤ **Sickness insurance** Each person who has been affiliated in the fund who has met all of their contributions and requirements shall be entitled to the following compensation (Which should not exceed 4 years) :

- a treatment;
- the surgery;
- the drugs;
- hospitalization;
- biological, chemical, laboratory, and chemical tests;
- teeth medicine;
- prescription glasses;
- mineral water treatment;
- the apparatus and organs;
- training and Career Development;
- transfer by ambulance or other means of transportation when the patient's condition requires it.

The social insured and those with his rights are also entitled to in-kind payments from sickness(80%)and maternity insurance, provided that the application for affiliated in Social Security was submitted 15 days before the date of receiving treatment. When a self -employed person that is in business for themselves ceases to be active during the civil year in which the contribution was paid, the right to the previously stipulated performance shall remain in force until the end of the year.

Maternity insurance:¹

Maternity insurance benefits are covered at the rate of 100%, on the basis of the rates set by regulation when they concern:

- medical and pharmaceutical costs;
- hospitalization costs for the mother and the newborn for a maximum period of eight (08) days.

The aforementioned rate, that is to say 100%, can be reduced to 80% if the insured person does not comply with certain provisions which are:

- The insured person must notify the social security organization (CASNOS) of the state of pregnancy of his wife by a supporting document at least six (06) months before the presumed date of childbirth, same procedure when it is a self-employed people
- The expectant mother is required to comply with certain prenatal and postnatal examinations which are:

¹المواد 23، 24 و26 من قانون رقم 83-11

- a complete clinical examination before the end of the 3rd month of pregnancy
- an obstetric examination during the 6th month of pregnancy
- two gynecological examinations: one four (04) weeks, at the earliest, before delivery, and the other eight (08) weeks, at the latest, after delivery.

Disability insurance:¹

The right to a disability pension is granted to the self-employed who engage in activities at his own expense and who suffer from a complete and definitive disability that makes him incapable of continuing to pursue his profession. However, the resumption of any professional activity leads to the suspension of the entitlement to a disability pension. The authority concerned with social insurance assesses the right to pay disability insurance after the issuance of the medical supervision decision within forty-five days starting from the deposit of the pension application file to the competent committee, and the date of commencement of the benefit from the pension. It is determined on the first day of the month following the date of recognition of this disability by the Specialized Social Security Authority, a self-employed who practices own business, socially insured activity, in order for him to be able to benefit from disability insurance, he must:

-He has not reached the age that entitles him to a retirement pension; -He must have been registered with Social Security for at least one year, on the date of the medical examination the first disease, event or injury that caused the disability;

-He is in a state of activity and fulfills all his contributions; The annual amount of the disability pension is equal to 80% from the paid contribution, and when the disabled are obliged to resort to the assistance of others, the amount of the disability pension is raised by 40%. when the disabled person reaches the age to which he is entitled to the pension, the disability pension is transferred to the pension in an amount equivalent to the disability pension amount at least.

The amount of the death benefit is equal to the annual income subject to the contribution, however, this amount must not be less (depending on the member's situation) than a minimum of the case of the active member: twelve (12) times the national guaranteed minimum wage This minimum is set as follows: Minimum = (SNMG) * 12 = 10 000,00 * 12 = 120 000,00²

Case of an inactive member: seventy-five per cent (75%) of the annual amount of the national guaranteed minimum wage (SNMG).

¹المواد 3،4،5،6،7 من المرسوم التنفيذي رقم 289-15

² Casnos, disability insurance, in 28/08/2020 at 19:48PM, <http://casnos.com.dz/assurances-sociales/>

This minimum is set as follows: Minimum = (SNMG * 12) * 75% = 10,000.00 * 12 * 75% = 90 000, 00 DA.

Retirement insurance

All workers and employees benefit from retirement pensions, as well as self-employed people such as lawyers, merchants, and doctors, and this is because this category carries out an activity for their account and is unpaid, and the conditions that must be met by the participant when paying the pension application file, we find:

- Age: For men 65 years old, and 60 years old for women, there is a special case for women who have 3 children or more, they are reduced to 3 years, meaning they can pay the retirement file over 57 years;
- He must have worked for a minimum of 15 years;
- It must fulfill all its contributions.¹

Note: The basis for calculating the retirement pension also consists of the calculated rate of the contribution bases for the best 10 years, and the starting date of the retirement pension is determined on the first day of the month following the date of receiving the application.

Lump sum paying for hospitals:

The contribution of social security organs to financing the public health sector is included in the expenses of the Insurance Branch and their financing before 1973 was based on the billing system, i.e. the social security was to pay treatment bills for social insurers in public hospitals, but after the establishment of free medicine on January 01, 1974, pricing and social security compensation became unnecessary because treatment at the public health hospital was free. In exchange, social security paid a lump sum payment.

The value of a lump-sum payment of the social security agencies in financing the expenditures of the health sectors and the specialized hospital institutions is determined annually:

- through a joint decision between the Minister of Labor and Social Security, the Minister of Health, and the Minister of Finance;
- based on the Finance Act;
- taking into account the evolution of health treatment costs and the number of social insured.

¹ Casnos, retirement insurance, in 28/08/2020 at 19:58PM, <http://casnos.com.dz/assurances-sociales/>

2.5.2) Cash expenses

Cash expenses of Social Security Fund for Self-Employed Persons are formed about labor costs, services, taxes, Requirements...ect

2.6) Cash balance

It is represented by the difference between the fund's revenues and Fund expenses, and this can be illustrated by the following relationship:

$$CB_t = CR_t - CE_t \dots \dots \dots (2-1)$$

CB_t : Cash balance per year t

CR_t : Cash receipt per year t

CE_t Cash expenses per year t

- **In case the balance is greater than zero,($CB > 0$) the Social Security Fund for Self-Employed is in a state of financial imbalance.**
- **In the case where the balance is less than zero($CB < 0$), it is a state of deficiency or imbalance.**

B. Study tools

After collecting data from the field using interviews with the head of the Finance and Accounting Department, Retirement and Human Resources Department of the Social Security Fund for self-employed people, (Ghardaia Agency), as well as the internal records and documents of the Fund and the various legal texts and decrees, we analyzed the financial balance of the fund using **Microsoft Office Excel version 2010**.

Section Two: Results and discussion of the study

This research includes the study and analysis of the financial position of the Social Security Fund for self-employed people, which means studying its financial balance based on the mechanisms of attracting unskilled workers and based on the tables, the information, and ratios obtained from the interests of the Fund.

2.2.1 View the results of the study

A. Number of new affiliated:

The Social Security Fund for self-employed people relies on incentive mechanisms that have a direct impact on both the number of new affiliated and the registrants through:

- enabling farmers to settle and pay all the years of work during which they did not pay contributions (until 1996) in one payment or premiums, regardless of the age of the farmer;
- the voluntary registration, i.e. the person can register himself in the fund of his own volition without being obliged to bring a commercial or other record, only to fill out the form submitted by the services of the Fund and approve the information provided in it;
- the possibility of benefiting family members who are assistants or working with the original farmer from the status of self-employed and therefore be registered and benefit from the benefits of the fund.

The percentage change in the number of new affiliated can be measured according to the following relationship:

$$CNA = \frac{NA_t - NA_{t-1}}{NA_{t-1}}$$

Where:

CNA: The percentage of change in the number of affiliated

NA_{t-1}: Num of new affiliated per year **t-1**

NA_t: Num of new affiliated per year **t**

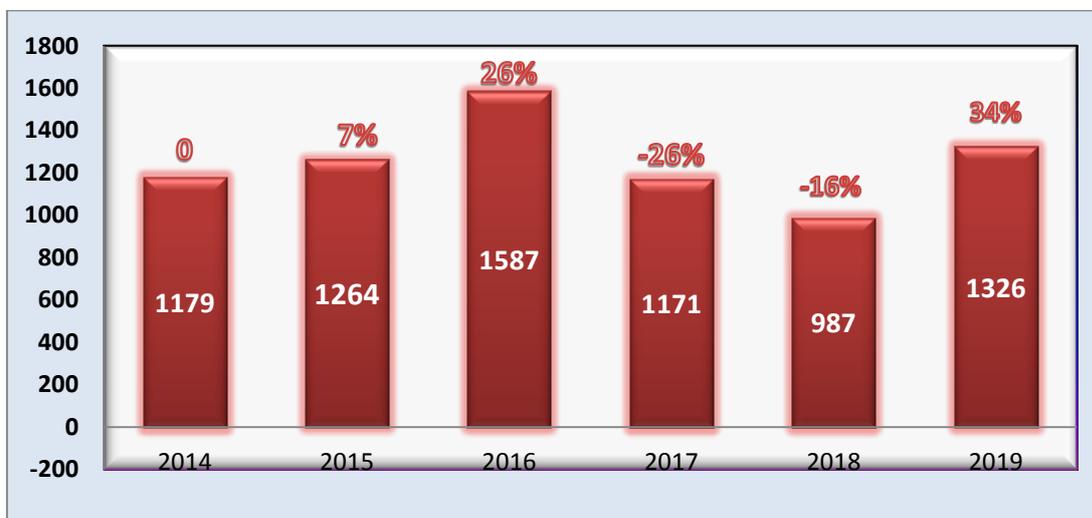
The table No (2-3) Number of new affiliated (NA) improved during the period(2014-2019)

Years	Num of new affiliated	The percentage change in the num of new affiliated
2014	1179	-
2015	1264	7%
2016	1587	26%
2017	1171	-26%
2018	987	-16%
2019	1326	34%

Source: Prepared by the students based on the annexes No (4, 5, 6, 7, 8, and 9).

Table No. (2-3) shows, that the number of affiliated increased by 7% in 2015 compared to 2014. In 2016, the number of affiliated increased significantly compared to previous years by 26%, but in 2017, we recorded a significant decrease of 26% to increase the rate of 16% in 2018, after which the Fund recorded a qualitative jump to record an increase in the number of new affiliated estimated at 34% in 2019.

Figure No. (2.3) the evolution of the number of new affiliated during the period between (2014-2019)



Source: Prepared by the students, based on the output of Microsoft Excel Office version 2010

B. The impact of the Fund's Mechanisms on the Number of Participants

We also find among the new measures that have had an impact on the number of participants (who have paid their contributions)

Total exemption from payment of fines and delay increases that the repayment schedule of debts associated with previous contributions is subscribed in installments and this is before the expiry of the period of 31 March 2016, which was extended until December 31st of the same year, in addition to the use of the in-kind instruments of insurance for the disease only through the healing card, without the latter having fulfilled all his debts towards the fund. This concession depends on three conditions:

- new Year's contributions;
- subscription of the payment schedule of previous contributions in installments;
- respecting the payment schedule by clicking on the subscribed.

To show the percentage of change in the number of participants, we use the following relationship:

$$CP = \frac{NP_t - NP_{t-1}}{NP_{t-1}} \times 100$$

Where:

CP: The percentage of change in the number of Participants

NP_t: Num of participants per year **t**

NP_{t-1}: Num of participants per year **t-1**

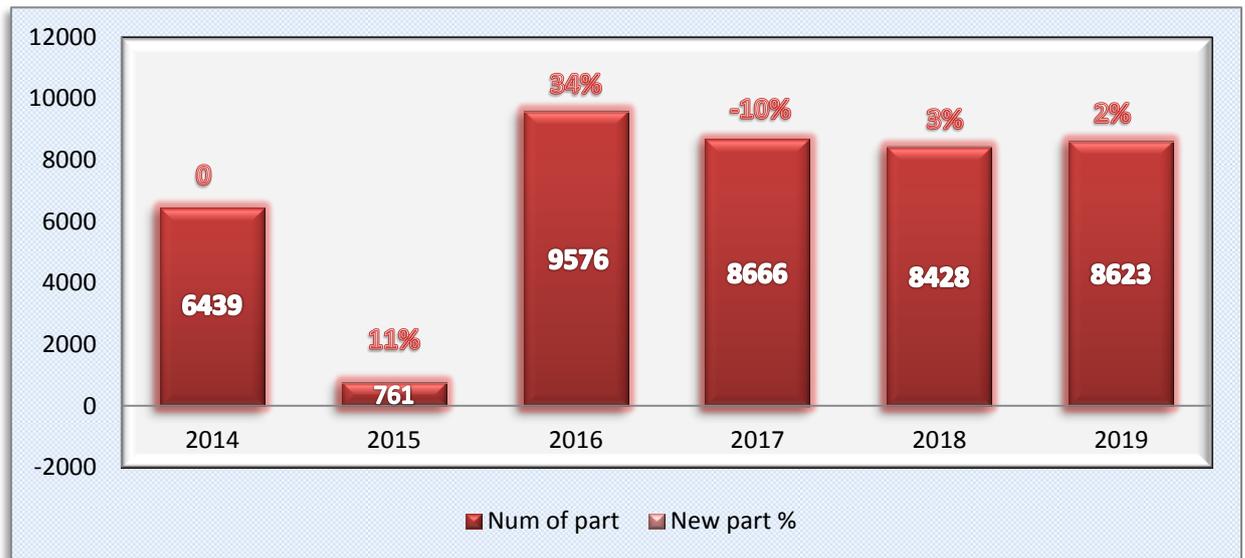
The table No (2-4) Number of participant (NP) improved during the period (2014-2019)

Years	Num of participant	The percentage change in the num of new participant
2014	6439	-
2015	761	-11%
2016	9576	34%
2017	8666	-10%
2018	8428	-3%
2019	8623	2%

Source: Prepared by students based on the annexes No: 4, 5,6,7,8 and 9.

It is clear from table (2-4) that the number of Participants in 2015 compared to 2014 decreased by 11%, but in 2016 the number of Participants increased to **9576** This is by 34%, but it decreased in 2017 by 10%. The percentage of subscribers continued to decline in 2018 by 3%, and in 2019 the percentage increased by 2%.

Figure No (2.4) Number of participant (NP) improved during the period (2014-2019)



Source: The impact of the mechanisms adopted by the fund on the financial balance of the fund

C. The impact of the fund's mechanisms on cash receipt

We also find among the new measures that have had an impact on increasing the revenues of the Fund:

- raising the maximum annual participation limit to (20) times the minimum annual contribution amount of 32 400,00 DA:

Maximum annual participation pot **32 400,00 = 20×216 000.00**

Maximum annual participation **648 000,00 = 20×32 400.00**

extending the payment of contributions instead of the previous one of 30 April of each year as follows:

- persons engaged in non-agricultural professional activity up to June30
- people engaged in agricultural professional activity until September30
- voluntary declaration of contributions

To show the rate of change in the number of participants:

$$CIF = \frac{CF_t - CF_{t-1}}{CF_{t-1}} \times 100$$

Where:

C I F: The percentage change in the fund's Cash receipts

CF t: Cash receipts of the fund per year t

CF t-1: Cash receipts of the fund per year t-1

Table No (2-5): The Fund's Cash receipts during the period between (2014-2019)

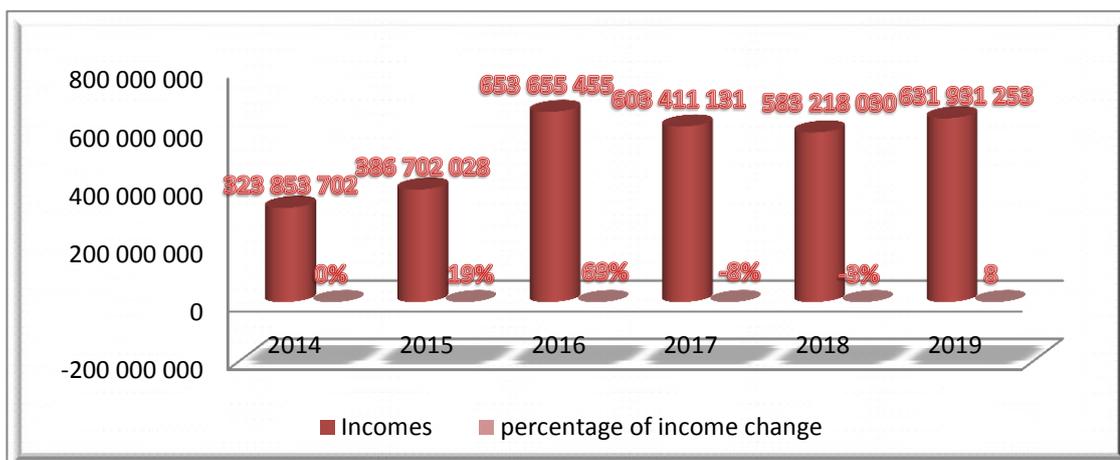
Years	Cash receipts	Percentage of Cash receipts change
2014	323 853 702	-
2015	386 702 028	19%
2016	653 655 455	69%
2017	603 411 131	-8%
2018	583 218 030	-3%
2019	631 931 253	8%

Source: Prepared by the students, based on the annexes No (10,11,12,13,14,15)

It is clear from table 5-2 that incomes increased by 19% in 2015 compared to 2014, continuing to rise until 2016. The Fund recorded an 8% decline in incomes in 2017, with incomes continuing to decline until 2019.

We can analyze it by the following figure:

Figure No (2-5): The Fund's Cash receipts during the period between (2014-2019)



Source: Prepared by students based on the output of **Microsoft Excel Office version 2010**

D. Analysis of Performance expenses

The National Social Security Fund for Self-employed people is covered by the Gharadaia agency to cover the expenses of risks related to sickness, maternity, disability, death as well as retirement expenses in addition to various other expenses related to management such as employees' salaries, the costs of various materials and supplies, services (telephone, electricity, water, Etc).

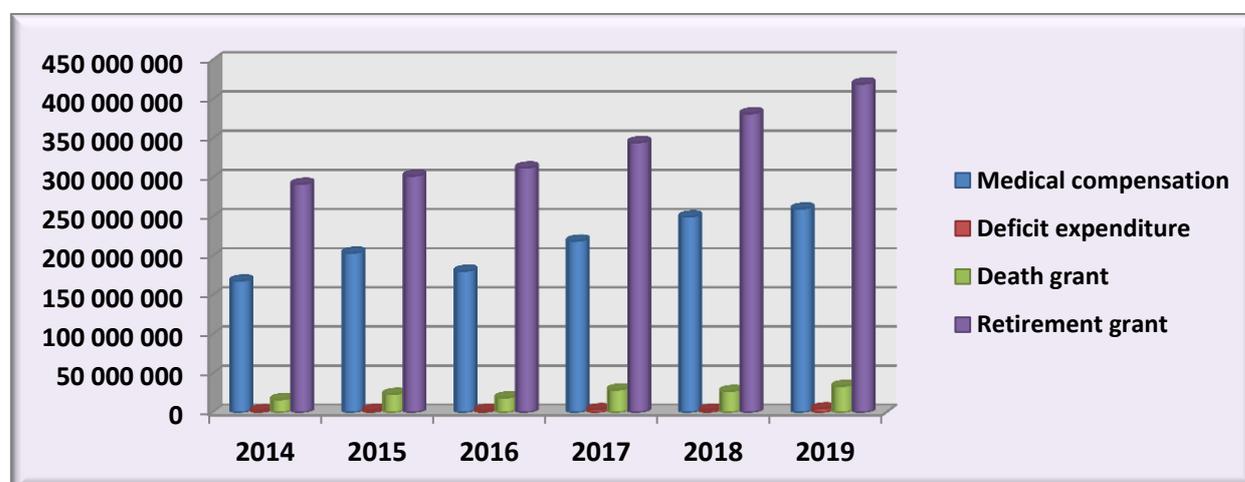
Table No (2-6) Fund Performance expenses during the period (2014-2019)

	2014	2015	2016	2017	2018	2019
Medical compensation	168 429 975	204 004 731	180 975 478	219 351 964	250 208 927	260 390 818
Parcentage change	0%	21%	-11%	21%	14%	4%
Deficit expenditure	2 718 830	3 154 790	3 180 201	4 081 752	3 368 755	5 232 285
Parcentage change	0%	16%	0.80%	28%	-22%	55%
Death grant	17 099 023	23 726 144	19 233 512	29 290 340	27 396 209	33 937 233
Parcentage change	0%	39%	-19%	52%	-6%	23%
Retirement grant	291 917 101	302 377 420	312 716 320	345 087 473	381 877 886	419 928 629
Parcentage change	0%	4%	3%	10%	11%	10%
∑ Performance expenses	480 164 429	533 263 085	516 105 511	597 811 529	662 851 777	719 488 965
Parcentage change	0%	11%	-3%	16%	11%	8%

Source: Prepared by the students based on the annex No 16

It is clear from table 6-2 that performance expenses increased by 11% in 2015, but in 2016 there was a decrease of 3% to continue to rise in the next three years in varying proportions, and we can represent it in the following form:

Figure No (2.6) Fund Performance expenses during the period (2014-2019)



Source: Prepared by the students based on the output of Microsoft Excel Office version 2010

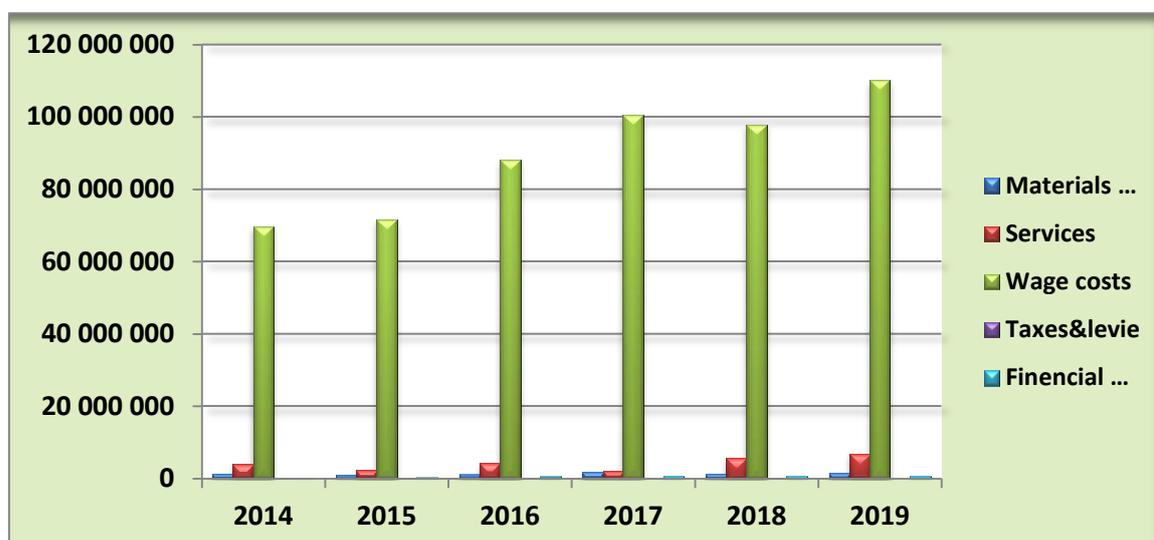
Table No (2.7)The fund's operating expenses during the period between (2014-2019)

	2014	2015	2016	2017	2018	2019
Materials and supplies	1 221 758	946 012	1 091 244	1 707 614	1 305 159	1 469 986
Percentage change	0%	-22%	15%	56%	-23%	12%
Services	3 866 289	2 298 031	4 188 676	2 093 029	5 631 648	6 891 425
Percentage change	0%	40%	82%	-50%	169%	22%
Wage Costs	69 727 408	71 576 727	87 942 916	100 492 989	97 794 333	110 070 808
Percentage change	0%	3%	22%	14%	97%	12%
Taxes and levies	55 973	4 000	5 000	9 000	5 000	-
Percentage change	0%	-93%	25%	8%	-44%	-
Financial and various expenses	243 973	360 907	613 456	673 747	700 622	671 515
Percentage change	0%	60%	70%	10%	4%	-4%
مج مصاريف التسيير	75 115 401	75 185 677	93 841 292	104 976 379	105 436 762	119 103 734
Percentage change	0%	0.09%	25%	12%	0.44%	13%

Source: Prepared by the students based on the annex No16

It is clear from table 7-2 that management expenses are rising and falling between varying proportions from 0.09% in 2015 to 25% in 2016, and then decreased in the next two years, with the cost of management again rising in 2019 by 13%, which is normal because there is a direct correlation between increased incomes and contributions and increased operating expenses, and we can represent it in the following form:

Figure No (2.7): The fund's operating expenses during the period between (2014-2019)



Source: Prepared by the students based on the output of Microsoft Excel Office version 2010

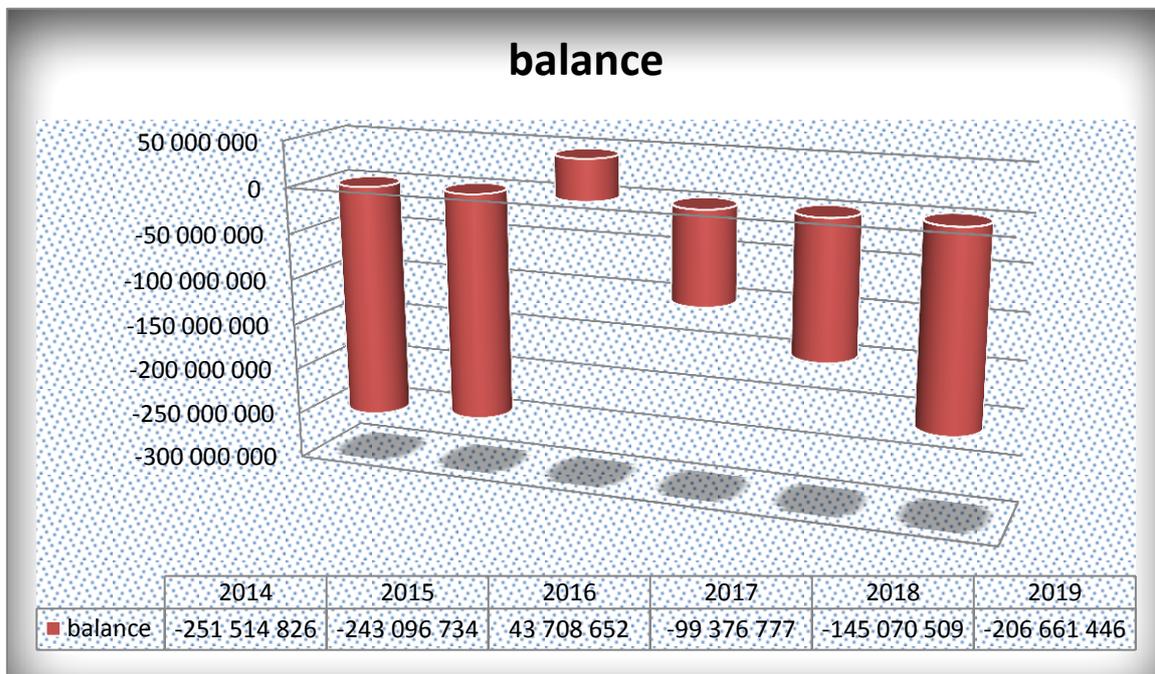
Table No (2.8) Fund balance during the period between (2014-2019)

	2014	2015	2016	2017	2018	2019
cash expenses	575 368 528	629 798 762	609 946 803	702 787 908	728 288 539	838 592 699
Parcentage change	0%	9%	-3 %	15%	4%	15%
cash receipts	323 853 702	386 702 028	653 655 455	603 411 131	583 218 030	631 931 253
Parcentage change	0%	19%	69%	-8%	-3%	8%
Balance	-251 514 826	-243 096 734	43 708 652	-99 376 777	-145 070 509	-206 661 446

Source: From the preparation of students based on the tables obtained from the fund's database

It is clear from table 7 that the Fund achieved a deficit in the two years (2014-2015), but it achieved a good surplus in 2016 in accordance with exceptional procedural policies (its direct impact on the fund's balance) and subsequently the Fund experienced a deficit during the following three years (2017-2019).

Figure No (2.8) Fund balance during the period between (2014-2019)



Source: Prepared by the students based on the output of Microsoft Excel Office version 2010

2.2.2 Discussion of the results of the study

A. Analysis of result

1 For those registered or engaged during the period between (2019-2014)

By analyzing table number (2-3) Figure (2-3), Which expresses the number of those who affiliated in the study period(2014-2019), we noted that the number! of registered in 2015 has increased by 1264, an increase of 7% compared to 2014, due to the improvement of security conditions after the crisis and events in Ghardaia in 2014, and the enrollment or change of a number of those affected by their activities. As a result of the supplementary finance law, which concerns incentive measures for self-employed people, the number of participants increased significantly in 2016 by 26% to 1587 affiliated, to rely on the state's attractive and good incentive mechanisms for self-employed people to pay for them to join the Fund and benefit from social coverage and benefits related to legal solutions such as improving the status of disputes in the state office for the new employment of appeals and adjustment of the status of contributions, In addition to exemptions resulting from delay penalties and increased delays (which is the main reason why a large number of affiliated have been enrolled in the Fund, as well as benefits related to the status of traders and farmers who have not been in the Fund since the 1990s (previous years were collected in the calendar and exempted from the delay penalty, in installments). In 2017, the number of affiliated decreased by the same rate as the 26% increase in 2016.

The decrease in 2017 was also 26%, which we note here that the number of participants increased when the Fund relied on these incentive measures for engagement (mentioned above), which means that the Fund should always think about mechanisms that would increase the number of registrants such as exemptions and acceptance of installments paid by previous years.

In 2018, the number of the affiliated people decreased by 16%, according to the applied study of the Social Security Fund for self-employed (Ghardaia Agency) we concluded that this continuing decrease is due to the lack of effective control by the Fund on the category of self-employed people, especially traders, as well as the lack of information regarding the benefits of large social coverage by the Fund, In 2019, we recorded a significant increase in the number of affiliated by a significant 34%, an increase of 339 new affiliated from 2018 to 2019, due to the intensification of the fund's oversight process in order to review the number of accredited observers and their level of study, As well as the modernization of the

Social Security Fund for self-employed (CASNOS) compared to National Social Insurance Fund for employees (CNAS), has been noted through the study, it was based on the possibility of the administration moving to the citizen on two sides:

The first party: providing a mobile office (car) to remote areas especially to collect contributions, automatically greet the healing card and register in the fund based on electronic documents.

On the other hand, to intensify awareness campaigns for self-employed people by informing them of the rights learned for them and their families concerning health coverage, retirement, and disability, ect., to take into account the uneducated category.

2 For the number of participants during the period between (2019-2014)

By analyzing table number (2-4) Figure (2-4) In order to examine the evolution of the number of participants who paid their contributions during the study period, we note that the number of participants in 2015 reached 761, from the level of 6439 participants in 2014, a decrease of 11%, to an explanation of the background of Ghardaia events, which was the losses of merchants. The deletion of others and the conversion of others to other mandates, the security situation in the Ghardaia state, the number of participants increased from 761 to 9576, a 34% increase, owing to the general awareness of traders and self-employed people of the importance of government-approved incentives to facilitate the subscription process and to give them significant and attractive advantages For their benefit in payment of contributions (confirmation of the exemption from delay penalties and increased delays), for 2017 we recorded a decrease in the number of participants, to reaffirm the absence of effective control over the participants, in support of what we mentioned earlier when explaining the decline in the number of those affiliated in 2017.

In 2018, we recorded a 3% drop compared to 2017 and 2015, a slightly acceptable 3% decline compared to 10% and 11% for the low percentage of those affiliated in 2018, i.e. (-16%) we consider the 3% lack of payment acceptable for lack of awareness. For 2019 we recorded a 2% increase in the number of participants that explains why the Fund has successfully intensified its activities and activities, as well as the success of the mobile office subscription collection and the benefit of subscribers to the new recovery card.

3 Explaining the fund's financial balance during the years 2019/2014

- **Cash receipts:**

By analyzing table (2-5) and figure(2-5), which show the evolution of income during the years of study, we note that there are varying ratios. In 2015 increased 19% compared to 2014 by 386 702 028DA, from 2014 to 323 853 702Da, to stabilize the economic and financial situation of the state's traders and to reaffirm and conduct their activities. In 2016, the Fund achieved a very large increase in income estimated at 653 655 455DA, an increase of 69%, which significantly increased the Fund's income and improved its financial position as mentioned earlier as a result of the positive impact of the exceptional incentive measures introduced by the Supplementary Finance Act 2015. These measures have been instrumental in advancing the interests of the Fund's traders, self-employed and peasant professionals, especially in order to register and pay and to regulate contributions (current and previous years).

In 2017, the Fund saw a decline in income by 8%, or 603 411 131DA, a normal drop for the Fund, especially as the increase in income that the Fund knew in 2016. It was the result of an exceptional stimulus from the government. The Fund has continued to decline by 3% in its revenues in 2018, as a result of the negligence of the employees employed in the Fund, especially the supervisory branch, in tracking down the participants and recording the unregistered category of self-employed people, However, by 2019, this negligence had reached an acceptable rate of 8% with an estimated income of 631 931 253DA which is a fairly good income for the Fund if it continues to develop measures that would enhance the fund's income and achieve a good financial balance (covering the fund for years to come) as well as improving reception, the awareness of traders and self-employed... The need to engage and practice the payment of contributions as a result of the large number of media releases organized by the Social Security Fund for self-employed Agency Ghardaia which brings the administration closer to the citizen.

- **Cash expenses :**

We will talk about the most important expenses borne by the Fund, which are divided into two types, represented by expenses for medical performances, these

represent more than 85% of the total expenses and expenses of management, which represents about 15% of the total expenses.

Through Table (2-6), we notice that the largest share of performance expenses is retirement and medical compensation, and when we analyzed the schedule we noted that the retirement grant ratios are constantly increasing, especially from 2016 to 2017, rising from 3% to 10%, an increase of 7% as a result of the new social security regulation, Since the new state agencies have been established as the Agency of Ghardaia, in addition to the agency Ghardaia in particular suffers from the problem of financial balance as a result of problems with the retirement grant, as most of those registered here change their activities to other states. They constantly change their activities either because of the events or because of the business itself and therefore pay their contributions in other states, but when referring to retirement settles in Ghardaia, the agency can afford to pay the burden of their pension grant to continue to increase from 2018 to 2019 of 1%.

With regard to medical expenses, we note that from 2014 to 2015 it increased by 21% to 204 004 731DA compared to 2014, as a result of the appointment of two new state directors whose purpose, was to eliminate all medical files of pharmacists contracted with the Fund. Were not liquidated, which led to a rise in the value of medical compensation, However, in 2016, after all the outstanding files were liquidated during 2015, due to the new structure of the Fund, the appointment of a sub-director of performances and retirement and the appointment of the head of the Medical Compensation Department, the total expenditure of medical performances decreased to 180 975 478DA medical expenses continue to rise until 2019 with 260 390 818DA. We conclude that there is a direct correlation between higher contributions and increased expenditures as the increase in contributions in 2019 was accompanied by an increase in expenditures that affected the fund's balance in Negative (-).

With regard to the expenses of all kinds of management (materials and supplies, services, salary costs, taxes, fees and various financial expenses) as indicated in table (2-7), we note that the expenses for employees (salary costs) represent the largest share of the total expenses of the administration which amounts to The average is more than 90%. We note that taxes and fees decreased by 93%, although they were affiliated with the agency of the state of Ouargla campaign burdened with increase in taxes and after the new regulation i.e. in 2015 stabilized and its value was low. In 2019 it did not bear any taxes due to the change of(CASNOS) to

the type of car from diesel to gas and thus deduct the rights to pay fees according to the tax law of 2019.

We note that the expenses for the management increased from year to year, especially from 2016 to 2019 due to the new regulation of social security with the establishment of new departments and two new sub-directorates and the establishment of new job positions as well as the rise in wages from 2018 (97 794 333DA) to 110 070 808 DA in 2019, which led to a rise in the expenses of running.

Through table (2-8), which shows the fund's balance between 2014/2019 and 2019, the financial position of the Social Security Fund for self-employed people is negative, i.e. it has a deficit during the two years (2014-2015) and this is for two main causes:

- A number of participants pay their contributions in other states due to the nature of their activity and have business records of these states, but when they reach retirement age they transfer their retirement and medical compensation files to the state of Ghardaia to cover all the legal costs that the Fund grants to them and their families.
- The number of retirees in Ghardaia represents 55% of the number of subscribers;
- State administration expenses were not independent, under the state of Ouargla, which inflated some of the expenses; however, in 2016, due to the exceptional stimulus measures introduced by the Supplementary Finance Act of 2015, the Fund achieved a surplus of 43 708 652DA resulting in an increase in performance expenditures for the year.

B. Testing the hypotheses of the study

- Our study has three main hypotheses:
The Fund has no source of funding to ensure its continued financial balance, through a case study which concluded that the Fund's only funding source is the insurers' contributions, and therefore this source is not considered a safe source of funding for the operation of the Fund's financial balance. The number of participants from year to year has been studied between growth and decline, so it does not guarantee the likelihood of the Fund's continued balance of money, and therefore accept the hypothesis (1).

- The Fund relies on a set of incentive mechanisms to attract the self-employed people to increase the contributions of the Fund, including supporting the fund's income, through a study and analysis of the years (2014-2019) we concluded that the Social Security Fund for the self-employed people relied on the set of incentive mechanisms beginning in 2016 as a primary legal application to increase the contributions of the insurers, and through the study, we noted that these mechanisms contributed to raising the percentage of participants from -11% to 34% this very significant change had a very good impact on the results of the study. Therefore we accept the hypothesis (2).
- The third hypothesis was that the incentive mechanisms were considered to be an exceptional measure that directly and positively affected the fund's income by analyzing the results of the study. We stood at 2016 to see the impact of these stimulus measures on the fund's revenues, the rate of change in incomes was large, which was estimated at 69% compared to 19% in 2015, this positive change was also recorded in 2019 when the Fund continued to support a range of stimulus mechanisms, and therefore we also accept the third hypothesis (3).

The conclusion

Through this chapter, we have tried to clarify the most important element of building a successful and effective social security system, which is the financial and management aspect of this system.

Through a case study of the Casnos Fund (Social Security Fund for self-employed people) we concluded that the fund depends on the contributions of the insurers as a basic source of income without any support from the government, when the Fund adopted a set of incentive mechanisms as an exceptional measure developed as a preliminary experiment and as a study to remove the financial crisis of the Fund in an attempt to entice or attract those concerned (self-employed people) to affiliate and participate in the fund and who benefited from the social coverage provided by the Fund (disability and retirement and death), Through the analysis and presentation of the years of study, we concluded that these mechanisms directly and positively affected the fund's income and financial balance, especially in 2016 and 2019, with the positive balance recorded by the Fund.

Conclusion

Conclusion

Our study concluded in the end, to determine the sum of concepts related to the social security system, and to determine the impact of this system on all sectors, social and financial policies and the labor market, both internationally and nationally. Previous studies have shown us that social security has a lot of interest sits internationally, as well as constantly changing while maintaining its most important principles, We have noted that all countries are working to develop their economic system and achieve the greatest sustained development, so they seek to provide the full comfort of society to build the numbers that they enjoy in the ranking of the country's leading in achieving the greatest social coverage of the risks.

The average age in developed countries is 65 years, so we see that these countries adopt their social security system by protecting people 65 years of age and older by ensuring greater contributions (interest) for a longer working period with the provision of unlimited social insurance, the benefits of which are chosen by the persons concerned according to different categories, whether government insurance or insurance with better benefits than private insurance companies that contribute more than 30% with government insurance. However, we see limited free insurance benefits for health coverage in particular, such as the State of Algeria, which has excelled in health coverage since the social security system adapted to international conventions and political and economic changes since independence to the present day, based on the International Labor Agreement, which Algeria has striven to apply by providing minimum income when exposed to social risk. Algeria has worked to provide the greatest amount of social coverage when at risk (sickness, disability, retirement, death, unemployment...) This is what we see from the fact that we have previously presented the large number of funds that are characterized by privacy in insurance, this branch created many problems with regard to the financial and management aspects of them, which is meant here (the expansion of expenses on the one hand, and on the other hand the package relationship between the extent of the coverage and the extent of the expenses associated with it). So when we studied the Social Security Fund for the self-employed people as the most facing the problems of financial balance due to the duplication of its work, we concluded through analysis the extent to which the reforms brought by the Fund reflected on its income, and this is reflected in the study in its last resort, since the efforts made by the state to improve the social security system was one of the seeds of modernization this fund and the introduction of many reforms on it under laws and legislation documented it, This reversal was through the total stimulus mechanisms that the Fund came up with to raise its income, especially in 2016 with an estimated income of 653 655 455DA and in 2019 by 631 931 253DA.

Conclusion

The modernization of this fund has greatly facilitated the collection and follow-up of contributions;

- Exemptions from penalties and increased delays brought by the Fund as an exceptional measure greatly facilitated the process of engagement and increased the number of participants, this procedure pushed many non-action workers to move forward towards the Fund and learn about the more benefits and coverage it provides. This port has opened up several solutions for the Fund to be implemented in the coming years and this is what it was already by taking measures;
- The administration closer to the citizen;
- Good reception and comfort for the citizen;
- Electronic modernization of the fund, which showed the big difference between it and other funds;
- Open door policy, information outputs, and awareness of the Fund;

These measures have contributed significantly to increasing the number of participants by a large relative margin. After identifying the aspects of this subject, we have concluded that the national social security system has taken important steps in the modernization and management of this sector, but it demands more efforts, given its difficulties, the most important of which are those difficulties related to the financing aspect.

As these reforms have had a direct impact, as we mentioned on the fund's balance as well in 2016 with a positive balance (43 708 652DA) this year is an important turning point in CASNOS history through significant changes in organizational, regulatory, media and practical aspects.

Recommendations:

- The fund's employees should tighten control over economic customers (self-employed people) and ensure that the supervisory side of the Fund is strengthened by all mechanisms that will expose those who are not affiliated and contribute;
- Always careful in the search for incentive mechanisms to attract and bring those involved closer to the fund;
- The establishment of a well-established database using modern software such as **Windave** software to link the data of the Tax Authority to the National Social Security Fund for self-employed people, to secure and tighten the regulatory aspect, especially about the statements of the workers of the Fund;

Conclusion

- The services of the Fund should solve the problem of retirement by establishing a database to determine the information of each participant individually that will help them to track the registrars even when switching his activity outside the state and then returning him at retirement to meet his rights, so the Fund has to control the modernization of its system and keep it in line with the data of the participants and their problems;
- The Fund should work with actuarial studies that will enable it to provide a broad insurance area and greater coverage to those involved, as well as protect it from the problems of falling into fiscal deficits and balance.
- Selection of qualified persons in the field of control, especially those who are studying in the field Study the behavior of traders and business entrepreneurs.

Study prospects:

Today we consider our topic to be the beginning of the study of new problems related to the field of social security, so we ask those interested in this specialty the following problems in order to address them in the future:

How is the fund's financial balance achieved with the calculation of the annexation years?

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Annexes

Annexes

Annex No (01) : application for registration form

Caisse Nationale de Sécurité Sociale des Non Salariés



Formulaire de demande d’Affiliation

Agence de wilaya :

1. Etat Civil de l’assujetti Nationalité :

Nom : Prénoms :

Né (e) le :

--	--	--	--	--	--	--	--	--	--

 à :

Prénom du père :

Nom et prénom de la mère :

Situation de famille : Célibataire Marié (e) Divorcé (e) Veuf (Ve)

Epouse ou Veuve de :

Adresse personnelle :

Tél. :

Adresse mail :

2. Activité de l’assujetti

Profession principale non salarié :

Adresse professionnelle :

Téléphone : Fax :

Date de début d’activité :

--	--	--	--	--	--	--	--	--	--

L’assujetti est-il propriétaire, associé ou gérant de l’exploitation ?

3. Renseignement sur l’activité exercée en association ou en société

Si l’établissement est exploité en association ou en société, joindre au formulaire un exemplaire des statuts.

Forme juridique : SARL Société en Nom Collectif Société en commandité simple

Société Par Actions Société en participation Société en commandité par action

Noms et Prénoms des associés :

.....

.....

Annexes

Annex No (02) : registration form

L'assujetti est-il déjà affilié au titre d'une ou de ces autres activités ? : **OUI** **NON**

Si oui, indiquer sous quel numéro d'immatriculation : **Clé**

Numéro C.C.P ou compte bancaire :

Nom de l'établissement bancaire :

Renseignements relatifs à la carrière de l'assujetti

<u>Nature de l'activité</u>	<u>Adresse du lieu de l'exercice</u>	<u>Période (de date à date)</u>	<u>Observations</u>
Industrielle ou Commerciale			
Artisanale			
Libérale			
Agricole			
Salariée			

Cadre réservé à la caisse

Rejeté le : Motif :

.....

Immatriculé le : Numéro d'Immatriculation : Clé

Radié le : Motif :

.....

Réactivé le : Motif :

.....



<p>Important : (Article 220 du code pénal) Toute personne qui commet ou tente de commettre un faux en écritures privée est punie d'un emprisonnement (de 1 à 5 ans) et d'une amende (de 500 DA à 2000 DA)</p>	<p>Je certifie que les déclarations ci-dessus sont exactes</p> <p>Date : Signature</p>
--	--

Annexes

Annex No (03): Annual Activity permit

RECTO



الصدوق الوطني للضمان الاجتماعي لغير الأجراء
التصريح السنوي بالنشاط و وعاء الاشتراك

العمادة 14 من المرسوم التنفيذي رقم 289-15 المؤرخ في 14 نوفمبر 2015

المرسل إليه

رقم التسجيل

المرسل

الوكالة الولائية :

الاسم :
اللقب :
النشاط :
عنوان النشاط :
العنوان الشخصي :

حتى يتسنى لمصالحنا حساب اشتراك الضمان الاجتماعي لسنة ، نطلب منكم ملأ هذه الاستمارة و موافقتنا بالمعلومات المتعلقة بممارسة نشاطكم و وعاء حساب الاشتراك لسنة .
آخر أجل للقيام بهذا التصريح :

المديرية

تتبيه: في حالة عدم التصريح بوعاء الاشتراك في الأجل المحددة المحددة أعلاه، فسيتم تحديد مبلغ الاشتراك، بصفة مؤقتة.

أنا الممضي أسفله السيد (ة) : ، المنتسب إلى الضمان الاجتماعي لغير الأجراء، تحت رقم التسجيل المبين أعلاه، أصرح بشرفي بما يلي : (1)

أصرح بممارسة النشاط : ابتداء من تاريخ : .	بداية النشاط (يرقق هذا التصريح بوثيقة إثبات)
أصرح بالتوقف عن ممارسة أي نشاط مهني لحسابي الخاص بتاريخ : .	توقيف النشاط (يرقق هذا التصريح بوثيقة إثبات)
أصرح و عاء الاشتراك المقدر بمبلغ : دج كأساس يعتمد في حساب اشتراك سنة .	وعاء الاشتراك
يحدد مبلغ الاشتراك بتطبيق نسبة 15 % على و عاء الاشتراك المصرح به أعلاه.	نسبة الاشتراك 15 %
آخر أجل لدفع الاشتراك : (2)	أجل الدفع

حرر في
توقيع المعني

(1) العمادة 220 من قانون الطوارئ: تل شخص ارتكب تزويرا ياجدى الطرق المنصوص عليها في العمادة 216 في محركات عرقية او شرع في ذلك يعاقب بالحبس من سنة الى خمس سنوات و بغرامة من 500 إلى 2.000 دج.
(2) العمادة 15 من المرسوم التنفيذي رقم 289-15 المؤرخ في 14 نوفمبر 2015 يتعلق بالضمان الاجتماعي للأشخاص غير الأجراء الذين يمارسون نشاطا لحصيلهم الخاص.

VERSO

Annexes

Annex No (04): explain the table of affiliated (2014)

CASNOS
CHARDALA

Etat des Affiliés

Du 01/01/2014 Au 31/12/2014

Fidèle n°: 03/03/2020

Actif	Actif-Historique	Cotisations	Cotisations Ajour par position	Cotisations Ajour de l'exercice en cours	Nouveaux Immatriculés	Cessés
13 784	12 520	6 439	5 729	5 611	1 179	697

Actif Historique 1999 (Actifs-les adhérents sans ententes depuis 1999)

Annexes

Annex No (05): explain the table of affiliated (2015)

CASNOS
CHARDAIA

Etat des Affiliés

Du 01/01/2015 Au 31/12/2015

Folleté le: 03/03/2020

Actif	Actif -Historique	Cotisations	Cotisations Ajoutées par position	Cotisations Ajoutées de l'exercice en cours	Nouveaux Immatriculés	Cessés
14 785	13 521	7 161	6 098	6 024	1 264	724

Actif Historique 1999 (Actifs des adhérents sans écartés depuis 1999)

Annexes

Annex No (06): explain the table of affiliated (2016)

CASNOS
GHARDAIA

Etat des Affiliés

Du 01/01/2016 Au 31/12/2016

Etabli le: 03/03/2020

Actif	Actif-Hist(01999)	Cotisations	Cotisations Ajour par position	Cotisations Ajour de l'Exercice en cours	Nouveaux Immatriculés	Casins
18 098	14 834	9 576	7 254	8 469	1 587	788

Actif-Hist(01999) (Actif-Eles adhérents sans écritures depuis 1999)

Annexes

Annex No (07): explain the table of affiliated (2017)

CASNOS
GHARDAIA

Etat des Affiliés

Du 01/01/2017 Au 31/12/2017

Edité le: 03/03/2020

Actif	Actif-Histo 1999	Coûtants	Coûtants Ajoutés par position	Coûtants Ajoutés de l'Exercice en cours	Nouveaux Immatriculés	Cessés
17 087	15 822	8 666	6 850	7 638	1 171	684

Actif-Histo 1999 (Actif-les adhérents sans écritures depuis 1999)

Annexes

Annex No (08): explain the table of affiliated (2018)

CASINOS
GHARDAIA

Etat des Affiliés

Du 01/01/2018 Au 31/12/2018

Etabli le: 03/03/2020

Actif	Actif -listes 1999	Cotissants	Cotissants Ajout par position	Cotissants Ajout de l'Exercice en cours	Nouveaux Immatriculés	Cessés
17 969	16 704	8 428	6 531	7 632	987	622

Actif -listes 1999 (Actifs les adhérents sans écritures depuis 1999)

Annexes

Annex No (09): explain the table of affiliated (2019)

CASNOS		GHARDAIA		Etat des Affiliés			
				Du 01/01/2019 Au 31/12/2019			
				Edité le: 08/03/2020			
Actif	Actif -HIS01999	Céssants	Céssants Ajour par position	Céssants Ajour de l'exercice casnos	Nouveaux Immatriculés	Céssés	
19 232	17 967	8 623	6 129	7 814	1 326	349	

Actif Hisco 1999 (Actifs des adhérents sans échéance depuis 1999)

1

Annexes

Annex No (10): explain the table of incomes (2014)

C.A.S.N.O.S
GHARDAIA

Balance des canaux financiers

Du: 01/01/2014 Au: 31/12/2014

Date édition: 24/02/2020

Canal	Compte	Débit	Crédit	Solde Débit	Solde Crédeur
G		6 579 681,16	6 260 045,42	319 635,74	
B	579032	1 093 648,88	1 48 306 816,12		144 213 167,24
P	579062	402 828,00	63 693 930,07		63 291 102,07
C	579072	344 494,90	116 661 528,01		116 317 033,11
R			283 592,00		283 592,00
T	579032		32 400,00		32 400,00
Total		11 420 652,94	335 238 311,62		323 817 658,68
Solde					323 817 658,68
Total	B+C+P+T	4 840 971,78	328 694 674,20		323 853 702,42

Annexes

Annex No (11): explain the table of incomes (2015)

C.A.S.N.O.S
GHARDALA

Balance des canaux financiers

Du: 01/01/2015 Au: 31/12/2015

Date édition: 24/02/2020

Canal	Compte	Débit	Crédit	Solde Débiteur	Solde Crédeur
G		9 152 162,76	8 980 717,32	171 445,44	
B	579032	4 733 835,87	159 268 291,49		154 534 455,62
C	579073	648 648,35	147 044 508,87		146 395 860,52
P	579062	492 334,00	86 106 690,39		85 614 356,39
R			332 000,00		332 000,00
T	579032		157 356,00		157 356,00
Total		15 026 980,98	401 889 564,07		386 862 583,09
Solde					386 862 583,09
Total	B+C+P+T	5 874 818,22	392 576 846,75		386 702 028,53

Annexes

Annex No (12): explain the table of incomes (2016)

C.A.S.N.O.S
GHARDAIA

Balance des canaux financiers

Du: 01/01/2016 Au: 31/12/2016

Date édition: 24/02/2020

Canal	Compte	Débit	Crédit	Solde Débit	Solde Créditeur
G		10 075 172,37	9 952 972,37	122 200,00	
B	579032	4 185 487,13	230 396 383,43		226 210 896,30
P	579062	2 246 039,90	153 826 039,21		151 579 999,33
C	579072	1 512 463,90	274 694 661,03		273 182 197,13
R			1 766 790,00		1 766 790,00
T	579032		2 692 363,07		2 692 363,07
Total		18 019 163,30	673 329 209,13		655 310 045,83
Solde					655 310 045,83
Total	B+C+P+T	7 943 990,93	661 609 446,76		653 665 455,83

Annexes

Annex No (13): explain the table of incomes (2017)

C.A.S.N.O.S
GHARIDAJA

Balance des canaux financiers

Du: 01/01/2017 Au: 31/12/2017

Date édition: 24/02/2020

Canal	Compte	Débit	Crédit	Solde Débit	Solde Crédeur
G		8 891 329,83	6 236 300,95	2 655 028,88	
B	579032	6 263 470,37	241 666 009,13		235 402 538,76
P	579062	1 373 198,90	136 466 358,39		135 093 159,49
C	579072	847 133,79	230 251 637,95		229 404 504,16
R			929 080,00		929 080,00
T	579032		3 510 929,18		3 510 929,18
Total		17 375 132,89	619 060 315,60		601 685 182,71
Solde					601 685 182,71
Total	B+C+P+T	8 483 803,06	611 894 934,65		603 411 131,59

Annexes

Annex No (14): explain the table of incomes (2018)

C.A.S.N.O.S
GHARDAIA

Balance des canaux financiers

Du: 01/01/2018 Au: 31/12/2018

Date édition: 24/02/2020

Canal	Compte	Débit	Crédit	Solde Débit	Solde Crédeur
G		10 857 634,97	10 592 069,44	265 565,53	
B	579032	7 166 604,97	246 417 254,90		239 250 649,93
P	579062	3 092 478,00	131 793 447,95		128 700 969,95
C	579072	575 068,54	213 621 323,21		213 046 254,67
R			74 400,00		74 400,00
T	579032		2 220 155,56		2 220 155,56
Total		21 691 786,48	604 718 651,06		583 026 864,58
Solde					583 026 864,58
Total	B+C+P+T	10 834 151,51	594 052 181,62		583 218 030,11

Annexes

Annex No (15): explain the table of incomes (2019)

C.A.S.N.O.S
GHARDAIA

Balance des canaux financiers

Du: 01/01/2019 Au: 31/12/2019

Date édition: 14/06/2020

Canal	Compte	Débit	Crédit	Solde Débit	Solde Créditeur
G		18 249 222,22	16 823 663,22	1 425 559,00	
B	579032	7 730 174,04	250 625 297,54		242 895 123,50
C	579072	749 886,35	241 552 517,51		240 802 631,16
P	579062	709 658,92	143 531 826,46		142 822 167,54
T	579032	24 539,90	5 435 871,00		5 411 331,10
Total		27 463 481,43	657 969 175,73		630 505 694,30
Solde					630 505 694,30
Total	B+C+P+T	9 214 259,21	641 145 512,51		631 931 253,30

Annexes

AnnexNo(16) the budget of the Fund for December 2019 and the total expenses are shown 2019

CASNOS
AGENCE DE WILAYA DE GHARDAIA

EXECUTION BUDGETAIRE DU MOIS DE DECEMBRE 2019

DESIGNATION	Crédit accordé exercice 2019	Dépenses cumulées au 30 Novembre 2019	Crédits consommé mois de Decembre 2019	Dépenses cumulées au 31 Decembre 2019	Reliquat
Section I : Recettes	730 438 398,00	602 073 282,20	30 193 163,96	632 266 446,16	98 171 951,84
Chapitre I : Recettes de cotisations	730 438 398,00	602 073 282,20	30 193 163,96	632 266 446,16	98 171 951,84
Section II : Dépenses	-	-	-	-	-
Titre I : Dépenses de Prestations	-	-	-	-	-
CHAPITRE -I-/ Prestations en natures maladie :	275 000 000,00	218 084 277,20	42 306 541,32	260 390 818,52	14 609 181,48
Article 01 : Frais actes médicaux	500 000,00	197 695,30	55 660,80	253 356,10	246 643,90
Article 02 : Frais pharmaceutiques	225 000 000,00	193 683 416,08	38 653 075,98	232 336 492,06	7 336 492,06
Article 03 : Frais de lunetterie	-	-	-	-	-
Article 04 : Frais d'appareillage	7 000 000,00	3 409 619,14	661 609,30	4 071 228,44	2 928 771,56
Article 05 : Frais de séjour clinique privé	9 000 000,00	2 743 100,00	-	2 743 100,00	6 256 900,00
Article 06 : Frais de séjour établissements publics	-	-	-	-	-
Article 07 : Frais de cures thermales	500 000,00	53 460,00	11 968,00	65 428,00	434 572,00
Article 08 : Frais de cures spécialisées	-	-	-	-	-
Article 09 : Frais de rééducation fonctionnelle	4 000 000,00	1 425 500,00	442 500,00	1 868 000,00	2 132 000,00
Article 10 : Frais de déplacement	4 000 000,00	1 673 001,40	-	1 673 001,40	2 326 998,60

Article 11 : Incitations financières (convention casnos/officines phar)	25 000 000,00	14 898 485,28	2 481 727,24	17 380 212,52	7 619 787,48
TOTAL CHAPITRE I	275 000 000,00	218 084 277,20	42 306 541,32	260 390 818,52	14 609 181,48
CHAPITRE -II-/ Prestations en natures maternité	-	-	-	-	-
Article 01 : Frais actes médicaux	-	-	-	-	-
Article 02 : Frais pharmaceutiques	-	-	-	-	-
Article 03 : Frais de séjour clinique privé	-	-	-	-	-
TOTAL CHAPITRE II	-	-	-	-	-
- Complément différentiel (20%) dépenses AS relative aux Total dépenses de Prestations Maladie et maternité	900 000,00	973 706,29	167 858,08	1 141 564,37	241 564,37
CHAPITRE -III-/ Pension d'invalidité à la charge de la caisse	4 200 000,00	4 768 786,92	463 498,43	5 232 285,35	1 032 285,35
- Complément différentiel invalidité	1 549 367,00	1 018 259,66	92 569,06	1 110 828,72	438 538,28
CHAPITRE -IV-/ Allocations décès	31 000 000,00	28 400 509,86	5 536 723,76	33 937 233,62	2 937 233,62
CHAPITRE -V-/ Forfait hôpital*	39 200 069,00	-	-	-	39 200 069,00
CHAPITRE -VI-/ Transfert pour soins à l'étranger*	1 578 355,00	-	-	-	1 578 355,00
Total dépenses de Prestations AS	-	-	-	-	-
CHAPITRE -VII-/ Retraite	-	-	-	-	-
Article 01 : Dépenses retraite à la charge de la caisse	415 000 000,00	384 825 284,24	35 103 345,14	419 928 629,38	4 928 629,38
Article 02 : Complément différentiel	543 350 620,00	467 214 679,96	45 252 296,84	512 466 976,80	30 883 643,20

TOTAL CHAPITRE VII	958 350 620,00	852 039 964,20	80 355 641,98	932 395 606,18	25 955 013,82
TOTAL TITRE I	1 311 778 411,00	1 105 285 504,13	128 922 832,63	1 234 208 336,76	77 570 074,24
Titre II : Dépenses de fonctionnement.	-	-	-	-	-
Chapitre I : Matière et fourniture.	-	-	-	-	-
Article 1 : Imprimés.	300 000,00	-	129 800,00	129 800,00	170 200,00
Article 2 : Fournitures de bureaux.	1 000 000,00	648 505,52	148 345,88	796 851,40	203 148,60
Article 3 : Fourniture informatiques.	150 000,00	38 014,00	-	38 014,00	111 986,00
Article 4 : Pièces de rechanges véhicules.	150 000,00	-	-	-	150 000,00
Article 5 : Pièces de rechanges machines et autres équipement	-	-	-	-	-
Article 6 : Pneumatique.	100 000,00	6 000,00	-	6 000,00	94 000,00
Article 7 : Carburants et lubrifiants.	200 000,00	80 000,00	50 892,50	130 892,50	69 107,50
Article 8 : Electricité et Gaz.	350 000,00	184 996,06	66 855,94	251 852,00	98 148,00
Article 9 : Eau.	25 000,00	9 188,51	7 697,51	16 886,02	8 113,98
Article 10 : Produits d'entretien.	15 000,00	7 330,00	6 407,00	13 737,00	1 263,00
Article 11 : Fournitures Electriques.	15 000,00	19 529,00	7 885,00	27 414,00	12 414,00
Article 12 : Quincaillerie et Outillages.	15 000,00	1 910,00	-	1 910,00	13 090,00
Article 13 : Produits pharmaceutiques.	-	-	-	-	-
Article 14 : Habillement	200 000,00	-	-	-	200 000,00
Article 15 : Autres matières et fournitures.	60 000,00	37 229,50	19 400,00	56 629,50	3 370,50
TOTAL CHAPITRE I	2 580 000,00	1 032 702,59	437 283,83	1 469 986,42	1 110 013,58
Chapitre II : Services.	-	-	-	-	-
Article 1 : Loyers et charges locatives.	756 000,00	311 220,00	114 798,29	426 018,29	329 981,71

Annexes

Indemnité de responsabilité technique et administrative (I.R.T.A)	183 018,00	162 978,75	14 757,38	177 736,13	5 281,87
Prime de représentation	450 359,00	778 790,18	34 121,25	812 911,43	362 552,43
Prime de risque	134 343,00	118 009,92	11 071,35	129 081,27	5 261,73
Prime d'astreinte	303 690,00	344 100,00	60 600,00	404 700,00	101 010,00
Prime de scolarité	200 000,00	250 000,00	0,00	250 000,00	50 000,00
Indemnité pour salaire unique (IPSU)	1 382 000,00	1 108 000,00	138 000,00	1 246 000,00	136 000,00
Indemnité fin de carrière IDR	5 771 588,00	5 740 178,16	0,00	5 740 178,16	31 409,84
Prim Data	48 000,00	44 000,00	4 000,00	48 000,00	-
Indemnité différentielle de services	244 224,00	0,00	0,00	0,00	244 224,00
TOTAL ARTICLE 2	59 471 814,00	55 667 562,87	4 259 229,54	59 926 792,41	454 978,41
Article 3 : charges sociales.	20 140 000,00	17 613 380,35	1 469 306,16	19 082 686,51	1 057 313,49
Article 4 : Œuvre sociales.	1 696 000,00	1 508 559,42	133 635,55	1 642 194,97	53 805,03
Article 5 : frais de formation (frais liés à l'apprentissage)	-	-	-	-	-
Article 6 : avantages accordés au personnel (Prêts de véhicules).	-	-	-	-	-
TOTAL CHAPITRE III	110 033 814,00	101 648 088,90	8 422 719,28	110 070 808,18	36 994,18
Chapitre IV : Impôts et taxes.	-	-	-	-	-
Article 1 : droits de timbres et d'enregistrement.	-	-	-	-	-
Article 2 : vignette automobiles.	9 000,00	-	-	-	9 000,00
Article 3 : autres taxes. (à préciser)	-	-	-	-	-
TOTAL CHAPITRE IV	9 000,00	-	-	-	9 000,00
Chapitre V : frais financiers.	-	-	-	-	-

Article 1 : commissions bancaires.	450 000,00	392 343,73	22 003,00	414 346,73	35 653,27
Article 2 : autres frais financiers.	250 000,00	-	-	-	250 000,00
TOTAL CHAPITRE V	700 000,00	392 343,73	22 003,00	414 346,73	285 653,27
Chapitre VI : frais divers.	-	-	-	-	-
Article 1 : assurances (toute assurances confondues).	500 000,00	257 168,56	-	257 168,56	242 831,44
Article 2 : Frais des commissions (CRP)	150 000,00	-	-	-	150 000,00
Article 3 : autres frais (Medecine travail + Convention nettoyage)	-	-	-	-	-
TOTAL CHAPITRE VI	650 000,00	257 168,56	-	257 168,56	392 831,44
TOTAL TITRE II	124 931 774,00	108 617 364,73	10 486 370,42	119 103 735,15	5 828 038,85
Titre III : Dépenses d'investissement.	-	-	-	-	-
Chapitre I : acquisition de terrains.	160 000,00	-	159 091,00	159 091,00	909,00
Chapitre II : acquisition d'immeubles (locaux administratifs et logements d'astreintes)	-	-	-	-	-
Chapitre III : constructions projets neufs	-	-	-	-	-
Chapitre IV : Agencement et installation.	-	-	-	-	-
Chapitre IV bis : Aménagement et extension des réseaux locaux	-	-	-	-	-
Chapitre V : matériels roulants.(Véhicules)	3 000 000,00	2 999 000,00	-	2 999 000,00	1 000,00
Chapitre VI : matériels et équipements informatiques.	1 000 000,00	42 840,00	1 098 054,30	1 140 894,30	140 894,30
Chapitre VII : matériels de télécommunication.	-	-	-	-	-
Chapitre VIII : matériel et mobilier de bureaux.	1 000 000,00	855 610,00	83 062,00	938 672,00	61 328,00
Chapitre IX : équipements sociaux.	-	-	-	-	-
Chapitre X : équipements audiovisuels.	-	-	-	-	-

Chapitre XI : équipement médicaux	-	-	-	-	-
Chapitre XII : matériels et équipements de sécurité	-	-	-	-	-
Chapitre XIII : matériels de lutte contre incendie	-	-	-	-	-
Chapitre XIV : matériels et équipements pédagogique	-	-	-	-	-
Chapitre XV : Installation d'internat	-	-	-	-	-
Chapitre XVI : matériels de production	-	-	-	-	-
TOTAL TITRE III	5 160 000,00	3 897 450,00	1 340 207,30	5 237 657,30	77 657,30
TOTAL SECTION II AVEC (CD)	1 441 870 185,00	1 217 800 318,86	140 749 410,35	1 358 549 729,21	83 320 455,79
TOTAL SECTION II SANS (CD)	896 070 198,00	748 593 672,95	95 236 686,37	843 830 359,32	52 239 838,68
				- 1 358 549 729,21	
				- 843 830 359,32	

Annexes

Annexe No (17) List of terms

Terms	المصطلحات
The accumulation or capitalization for financial balance	تقنية التراكم المالي
The Affiliated	المنتسب/ المنخرط
Annuity	التزام بالدفع
Clause	المادة
Company	شركة
Daily compensation	تعويضات يومية
Disputes	منازعات
Disablement	عجز عن العمل
Disability insurance	تأمين العجز
The diseases	الامراض
Death	وفاة
Distribution method	تقنية التوزيع
The Employees	الموظفين/المستخدمين
The Employment injury	الأمراض المهنية
The executive decisions	القرارات التنفيذية
Guaranteed national minimum wage	الحد الأدنى للدخل
Healing card	بطاقة الشفاء
Income	الدخل
Insured mate	زوج المؤمن

Annexes

Institution	المؤسسة
Installments	دفعات
The insured	المؤمن عليهم
The Law	القانون
The lump sum paying for hospitals	الدفع الجزافي للمستشفيات
Malady	المرض
The means	الوسائل
Maternity	الولادة أو فترة الأمومة
National Social Insurance Fund for employees (CNAS)	الصندوق الوطني للضمان الاجتماعي للأجراء
National retirement Fund (CNR)	الصندوق الوطني للتقاعد
National Social Security Fund for self-employed people (CASNOS)	الصندوق الوطني للعمال الغير الأجراء
The Occupational diseases	الأمراض المهنية
The order	الأمر
A Pension	معاش تقاعدي
performances	الاداءات
Participate	يشترك
The participants	المشتركين
The Privileges	
The Provisions	الأحكام
Retirement	التقاعد
Road accidents	حوادث الطرق
Self-employed people	العمال الغير أجراء

Annexes

sickness	المرض
Unemployment	البطالة

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