



**The proposal of an innovative project to ensure a better administration for the unemployment grant in Algeria
In the form of a digital platform called 'Forsaty platform'**

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Abstract:

This research paper came to present a comprehensive study of a proposed innovative project in order to address the deficiencies associated with the unemployment grant in Algeria, and to ensure its best management to contribute to the elimination or alleviate unemployment in Algeria.

The most important results reached is that the proposed innovative project in the form of a digital platform in the name of 'my opportunity' enhances the role of the grant as a tool for comprehensive development, pushes the beneficiaries of the grant to enter the world of work as well as enhance skills and encourage entrepreneurship and thus supporting the national economy by creating new job opportunities.

Keywords: *unemployment grant; labor market; innovative project in light of the digital platforms ' Forsaty ' platform.*

**Proposition d'un projet innovant visant à améliorer la
gestion des allocations chômage en Algérie
Sous la forme d'une plateforme numérique appelée «
plateforme Forsaty »**

Résumé :

Ce document de recherche présente une étude approfondie d'un projet innovant visant à remédier aux lacunes liées aux allocations chômage en Algérie et à garantir leur meilleure gestion afin de contribuer à l'élimination ou à la réduction du chômage dans ce pays.

Le résultat le plus important obtenu est que le projet innovant proposé sous la forme d'une plateforme numérique appelée « my opportunity » renforce le rôle de l'allocation en tant qu'outil de développement global, incite les bénéficiaires de l'allocation à entrer dans le monde du travail, améliore leurs compétences et encourage l'esprit d'entreprise, soutenant ainsi l'économie nationale en créant de nouvelles opportunités d'emploi.

Mots-clés : *allocation chômage ; marché du travail ; projet innovant à la lumière des plateformes numériques « plateforme Forsaty ».*



Introduction

Among the most important social policies followed in Algeria, we find the unemployment grant, which aims to alleviate the burdens on unemployed youth, and provide temporary financial support to fragile groups. However, despite its importance, it sparked a great controversy over its negative repercussions on the labor market, as it is believed that it may contribute to reducing the youth incentive to search for job opportunities and enhance dependence on government support instead of actual engagement in activities. It does not contribute in any way to achieving economic development .

The problem of Study

The problem of operation and combating unemployment, especially among young people and certificates holders, re-introduces itself strongly at the present time, especially after the effects produced by the global exceptional health situation due to the spread of the Kofid-19 virus and its implications for job opportunities, incomes and social peace. It has become necessary to think about innovative solutions to direct the unemployment grant towards achieving a sustainable positive impact, the solution can be an innovative project based on social media and digital technology to convert this grant from mere financial support to an economic empowerment tool, on this basis this proposed project aims to enhance youth skills and encourage them to engage in the labor market effectively, which contributes to reducing the negative effects of this

policy on the national economy and from here it emerges
The following problem:

How can the unemployment grant turn from a temporary support tool to a way to develop competencies and enhance the labor market in Algeria through an innovative project based on digital platforms?

Sub -questions

To clarify the contents of this problem, we can ask some sub -questions:

- How can the unemployment grant affect the youth motivation to search for work or develop their skills?
- How can an innovative project that combines unemployment grant and the development of professional competencies?
- What are the challenges facing innovative solutions to reduce dependence on the unemployment grant?

The goals of the study

This study aims to present an innovative project in the form of a digital platform in the name of 'my opportunity', in order to ensure a better management of the unemployment grant strategy that Algeria put in the context of mitigating unemployment and operating Algerian youth. How much does it aim to estimate a comprehensive report of the platform mechanism and its goals and submit a commercial and financial report to confirm its success and achieve its chances.

- The importance of the study: This study acquires great importance on several socio -economic levels, due to the impact of the unemployment grant on the labor market in Algeria and the need to address the negative



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effects accompanying them through innovative solutions.

- The method followed: The descriptive, analytical approach was relied upon, in terms of identifying and studying the problem.

1. Unemployment grant mechanism in Algeria to reduce unemployment:

The unemployment grant in Algeria is part of government efforts to alleviate the unemployment rate and improve the economic situation of individuals who suffer from unemployment. This grant was announced by Executive Decree No. 22-70 of February 10, 2022. According to this decree, conditions and how to benefit from the grant were set, in addition to the amount allocated to it. The grant aims to provide financial support to people who do not work and do not obtain a fixed income, provided that they agree with certain conditions that include registration in the National Employment Agency, the absence of other sources of income, and the obligations imposed by the relevant authorities. Through this step, the Algerian government is trying to reduce the effects of social and economic unemployment, and at the same time, to encourage individuals to seek to improve their professional status through training and training. (Official Gazette, 2022)

According to Article 2 of Executive Decree No. 70-22, published in the Official Gazette of the Algerian Republic in the year 2022, the conditions for benefiting from the unemployment grant include the following points:

- ✓ **Nationality** : A person must be Algerian. Residence: It should be a resident in Algeria.

- ✓ **Age** : A person must be between 19 and 40 years old;
- ✓ **Registration in the National Employment Agency** : It must be registered for the first time as a job student at the National Employment Agency, and that this registration has passed for a period of no less than 6 months;
- ✓ **Not to have an income** : it should not have any income, regardless of its type.
- ✓ **Not benefiting from government support programs** : It should not have benefited from any public programs or devices aimed at supporting the creation of activities, distributing activities, or helping social integration;
- ✓ **The husband's income** : The husband should not be (if he is present) has an income. These conditions guarantee the achievement of the fairness of the grant to the people who are in actual need. (Official, 2022)

It is worth noting that the unemployment grant, which is provided to people who have lost their jobs or suffer from difficulty in finding work, can have positive and negative effects on individuals and society, we mention it as follows:

Positive effects of unemployment Grant:

- ✓ **Temporary financial support** : The grant provides a source of income for unemployed persons, which helps them to meet their basic needs such as food, drink and housing.
- ✓ **Reducing poverty**: The grant can contribute to reducing poverty levels and providing financial safety for citizens, which helps in improving living levels.
- ✓ **Social stability**: The grant can help maintain social stability by reducing protests or unrest resulting from difficult economic conditions.

The negative effects of the unemployment Grant:



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- Long -term dependence on support : If the grant is unconditional or not specified at a certain time, this may lead to permanently dependent on individuals without searching for job opportunities.
- Labor market distortion: The unemployment grant can reduce incentives to search for work in some cases, especially if the grant is equivalent or approaching the wage that the individual can obtain from an ordinary work.
- Increasing the burden on the government budget : In some cases, grants may significantly increase government expenditures, which pressure the financial resources of the state.
- Increasing inflation : If the grant is spent in large quantities at a high level, this may lead to increased inflation, especially if there is pressure on the local economy. In the end, the impact of the unemployment grant depends on how it is managed and the extent of its association with the general policies that encourage the rehabilitation and training of the unemployed. (Issa, Adel, Al -Din, 2018)

2. The proposal of an innovative project to ensure a better administration for the unemployment grant in Algeria (Forsaty Platform)

The unemployment grant is a temporary procedure aimed at addressing part of the unemployment problem, but it does not provide a sustainable solution. The grant must be part of a comprehensive strategy that combines social support, enhancing skills, stimulating the productive

economy to ensure the achievement of sustainable development.

2.1 Information about the proposed project

Table 01 : Information about the project

'Forsaty' platform	Project name
Creating an interactive social platform that aims to enable the unemployed in Algeria to discover and develop their skills, connect with entrepreneurs and companies, start their own small businesses or join a team.	Project
Service nature	The nature of the project
Develop an online application and a web platform that contains features.	Technical
It helps users discover their skills, areas of creativity, and interests.	Skill identification tests
It includes diverse fields (programming, design, digital marketing, handicrafts).	Electronic training courses
To advertise vacancies, joint ventures, and vocational training	Place of display opportunities
An interactive forum for the exchange of ideas and projects.	A virtual community
Create pages and accounts on platforms such as Facebook,	Social media marketing



<p>Twitter, Instagram, and TikTok to post success stories, professional development tips, and course announcements.</p>	
<p>-Partnerships with educational institutions and companies to provide supported training or job opportunities for subscribers -Funding small projects for the most creative ideas through business incubators.</p>	<p>Support programs</p>
<p>-The user registers and completes their profile. -Recommends the appropriate training content and opportunities based on his/her data. -It can interact with other people's posts and join existing projects.</p>	<p>Work mechanism</p>
<p>-Helping the unemployed build a clear career path. -Converting untapped energies into innovative projects and ideas. -Building a network of communication between the unemployed and entrepreneurs. -Empowerment of beneficiaries: Providing job opportunities commensurate with the skills of</p>	<p>Project objectives</p>

<p>the beneficiaries of the unemployment grant.</p> <ul style="list-style-type: none"> -Employer support: Facilitating access to qualified human resources in a time- and cost-effective manner. -Strengthening the economy: Reducing dependence on government subsidies by integrating beneficiaries into the labor market. -Digital transformation: using technology to facilitate recruitment and increase resource efficiency. -Working to make the main goal of the idea of the unemployment grant a success in its economic nature and protecting it from slipping into social assistance without any return. 	
<ul style="list-style-type: none"> -Comprehensive profiles: <ul style="list-style-type: none"> *for beneficiaries: Showcase their skills, certifications, and work preferences. *for employers: View job vacancies and their job needs. -Smart matching system: Using AI algorithms to align skills with job requirements. -Training and Qualification: 	<p>Platform properties</p>



<p>Providing workshops and training courses to develop the skills required in the market.</p> <ul style="list-style-type: none">-Face-to-face: tools for chat, negotiations, and virtual interviews.-Statistics and Reports: Measuring the performance of the platform and providing data on employment rates.	
<ul style="list-style-type: none">-Premium subscriptions for additional services (e.g. live career counseling).-Paid advertising from companies and projects looking for employees.-Commission on microfinance or recruitment via the platform.	Methods of profit from the project
<ul style="list-style-type: none">-For beneficiaries: Improve their standard of living and enhance their chances of obtaining sustainable jobs.-For employers: Save time and effort to find competent employees.-To the government: Reducing the financial burden resulting from the benefits provided to the unemployed	The expected benefits of the project
<ul style="list-style-type: none">-Economic and technical feasibility study.	Project Implementation Phases

- | | |
|---|--|
| <ul style="list-style-type: none">-Digital platform development.-Launch and test the platform with a specific kit.-Marketing the platform locally and expanding the scope of use. | |
|---|--|

2.2 Diagnosis of the project environment through the SWOT analysis of the 'Forsaty' platform:

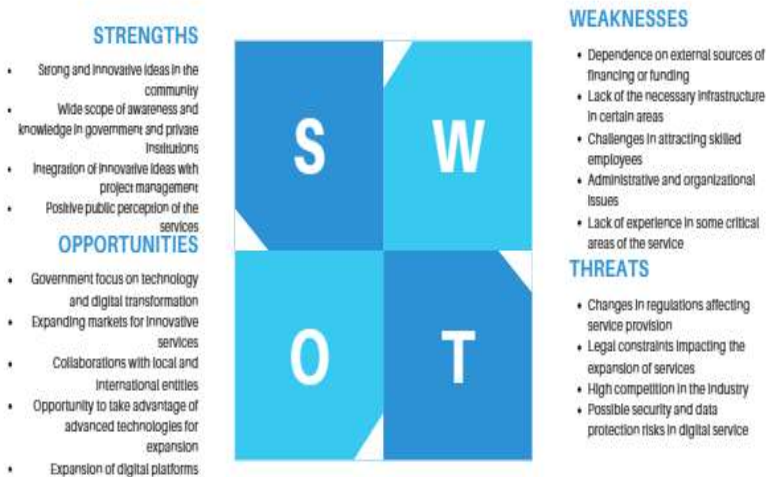
A SWOT analysis is a strategic tool that aims to identify internal and external factors that affect the success of a project. For Forsaty, which seeks to connect unemployment grant beneficiaries with employment and training institutions, its strengths are that it is an innovative digital platform that provides free service to the end-user, and enjoys potential government support due to its alignment with national policies in the fight against unemployment and digitalization. It also provides a unified digital space that facilitates the process of mediation between supply and demand in the labor market. On the other hand, the platform faces a set of challenges that are considered as its weaknesses, the most important of which is its reliance in the early stages on public financing and partnerships, in addition to the limited digital culture of a part of the target group, which may limit the actual use of the platform. The lack of digital infrastructure in some regions is also a barrier to rapid deployment. On the other hand, the platform has promising opportunities, most notably the project's alignment with the national trend towards digitalization, the possibility of expanding towards providing additional advisory and training services, as well as the possibility of attracting partnerships with the public and private sectors. However, the project also faces a range of threats, such as



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the potential for the emergence of competing platforms, potential changes in employment policies and the unemployment grant, as well as security challenges related to the protection of user data, and the weak responsiveness of some partner organizations. Accordingly, the SWOT analysis allows the strategic stakes of the project to be identified, and helps in the formulation of a sustainable development plan that takes into account the internal and external environment in which the platform operates.

Figure 01: SWOT Analysis of the 'Forasati' Platform



Source: Prepared by the researcher

2.3 Forsaty's Business Model (BMC):

1/ Segments of clients

- beneficiaries of the unemployment grant.
- Private institutions looking for employees or lurkers.
- Public institutions (employment, training, integration)
- Young people seeking training or vocational integration opportunities.

2/ Value proposal

- Facilitate the integration of unemployment grant beneficiaries into the labor market or training.
- Streamline communication between organizations and job seekers.
- A reliable and transparent platform that brings together various parties.
- Providing data and reports that help public entities in decision-making.

3 /Communication and distribution channels (Canaux)

- Website and mobile application.
- Social Media (Facebook, Instagram.).
- Email and SMS.
- Coordination with Employment and Training Centers.
- Field workshops and media campaigns.

4/ Relationship client

- Personal support and accompaniment via live chat or phone.
- Personalized notifications and alerts by each user's profile.
- Service Improvement Surveys.
- Periodic reports of public and private institutions.

5/ Income sources

- Contributions of private enterprises.



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- Premium services for ads and file sorting.
- Government support or digital financing programs.
- Partnerships and announcements from configured or operated organizations.
- Selling anonymous analytical reports.
- Job Seeker Subscriptions

6/ Key Resources

- Human Resources (Developers, Support Staff, Administrators)
- Technical Resources (Servers, Databases, Application)
- Partnerships with Public and Private Entities. #] Database of job seekers and offers.
- Funding and legal licenses.

7/ Main Activities (key activities)

- Development and maintenance of the digital platform.
- Manage beneficiary data and offers.
- Connecting beneficiaries with appropriate opportunities.
- Customer support and performance follow-up.
- Organizing introductory campaigns and coordinating with official authorities.

8/ Key partners

- Ministry of Labour and Employment.
- Operating Agency (ANEM).
- Vocational Training Centers.
- Private Sector Institutions.
- Local associations and youth employment initiatives.

9/ Cost structure

- Technical development and maintenance costs.
- HR Wages.

- Media Marketing and Promotion.
- Administrative and legal management.
- The campaigns are introductory and awareness-raising.

4.2 The proposed Financial plan for the 'Forsaty' project a/ INVESTISSEMENT - XUIEPEMENTS De Production

- Total investment in the first year: 1,556,000 DZD
- Categories included: Technological, office, and network equipment necessary for the operation of the project.

Table 02: Investment Costs

Production Equipment	Year 01	Total
Server	110,000.00	110,000.00
Electrical Converter	40,000.00	40,000.00
Air Conditioners	100,000.00	100,000.00
Printer	40,000.00	40,000.00
Computer	910,000.00	910,000.00
Connecting Cables	10,000.00	10,000.00
Flash Drive	9,000.00	9,000.00
Office Desk	90,000.00	90,000.00
Developer Chairs	110,000.00	110,000.00
Cabinets	10,000.00	10,000.00
Distributor Cabinet	30,000.00	30,000.00
Modem	7,000.00	7,000.00
Total 01	1,556,000.00	1,556,000.00

Source: Excel Startup Finance Fund



According to the table, the largest investment was the purchase of computers (910,000 DZD), which makes sense given the digital nature of the project. Important accompanying equipment has been allocated: such as printer, desk, modem, and refrigeration. This investment is considered a solid foundation for the technological infrastructure of the project.

b/ Masse Salariale Analysis

-Annual total salary 2400000.00 DZD

Table (03): Labor Block

Labor Block			
		<u>ETP</u>	<u>Total</u>
PERMANENTS	Directors	1.00	480,000
	Developers	2.00	1,920,000
	Sous-Total (2)		2,400,000

Source: Excel Startup Finance Fund

- Two positions have been allocated to developers due to the importance of the software aspect of the application.

- The wage block is logically distributed, with developers' wages accounting for 80% of the total, reflecting the technical nature of the project.
- Total salaries are suitable for an early-stage startup.

c/ Annual operating expenses

The total annual operating expenses amounted to approximately 1,786,067 DZD, distributed as follows:

Table 04: Operational Costs

EXTERNAL LOADS

	Wording	Total
External Loads	Depreciation	518666.6667
	Rents	360000
	Energy/water/gas	120000
	Marketing costs	60000
	Lawyer's fees	80000
	Notary's fees	30000
	Chartered accountant's fees	100000
	Statutory auditor's fees	80000
	Expenses of the Authority	300000
	Telecom costs	80000
	Office Supplies	120000
	Training costs	38400
	Insurance	40000
	Subtotal (04)	1,927,066.67

Source: Excel Startup Finance Fund







From Table (04) above, we note the following:

- The large cost after depreciation is represented in rent and legal expenses, which reflects the importance of the legal and administrative structure of the project.
- Investing in training and insurance demonstrates a long-term vision for protection and quality of service assurance.
- These expenditures reflect a professional orientation to ensure the sustainable launch of a digital application of a social and economic nature.

d/ Gross Financial Summary of the Anti Gaspillage Project

The following table represents the basic financial structure of the project in its first year, divided into four main categories:

Table (05): Total Financial Summary of the Project

Category		Amount
	Investment	1,556,000
	Salaries and Wages	2,400,000
	Direct Purchases	0
	External Charges	1,927,067
		5,883,067

Source: Excel Startup Finance Fund

- The wage bloc has the highest percentage of spending (about 41%), which reflects the technical nature of the project.

- The initial investment covers the necessary digital and logistical infrastructure.
- External burdens reflect the volume of accompanying operational and administrative services.
- especially marketing and legal aspect. Material in its essence

5/ Business number analysis:

Table (06): Business number

		Chiffre d'affaires					
		FY23	FY24	FY25	FY26	FY27	FY28
		N-1 (historique)	Année 01	Année 02	Année 03	Année 04	Année 05
Produit/ Service N°01	Désignation:						
	Quantité:	20000	20000	25000	30000	35000	40000
	Prix unitaire:	500	500	500	500	500	500
	Sous-Total:	10000000	0	10000000	12500000	15000000	17500000
Produit/ Service N°02	Désignation:						
	Quantité:	11	12	12	12	12	12
	Prix unitaire:	90000	90000	10000	12000	13000	15000
	Sous-Total:		0	1080000	1200000	1440000	1560000
Produit/ Service N°03	Désignation:						
	Quantité:						
	Prix unitaire:						
	Sous-Total:		0	0	0	0	0
Produit/ Service N°04	Désignation:						
	Quantité:						
	Prix unitaire:						
	Sous-Total:		0	0	0	0	0
Produit/ Service N°05	Désignation:						
	Quantité:						
	Prix unitaire:						
	Sous-Total:		0	0	0	0	0
TOTAL:		0	11080000	12620000	15144000	17656000	20180000
Progression:			-	14%	20%	17%	14%

Source: Excel Startup Finance Fund



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Business number analysis (CA) - Anti Gaspillage app

products / services:

Product 1 - annual subscriptions:

Price: 500 DZD / annually

Evolution of the number of contributions: from 20,000 in the first year to 40,000 in the fifth year

Expected income:

<i>Year5</i>	<i>Year4</i>	<i>Year3</i>	<i>Year2</i>	<i>Year1</i>
20,000,000	17,500,000	15,000,000	12,500,000	10,000,000
DA	DA	DA	DA	DA

Product 2 - Community on added services (ads, promotion):

The average annual service of the service: from 9000 DZD

Customer Number: 15,000 DZD

Number of months: 12 customers annually

Expecting income:

<i>Year5</i>	<i>Year4</i>	<i>Year3</i>	<i>Year2</i>	<i>Year1</i>
180,000	156,000	144,000	120,000	1,080,000
DA	DA	DA	DA	DA

- Positive and stable growth, which reflects the ability to gradually expand the application in the Algerian market.
- Subscriptions represent 90%+ revenue, which means that the stability of the project is related to the success of the mass polarization.

- Communication (additional services) represent a secondary source of income, and can be expanded later through services such as delivery or paid promotion.

F/ Financial result:

Financial result = Business number

Total costs = 1,556,000+2,400,000+1,927,067 = 5,883,067 dinars

Title financial

5,196,93 = 5,883,067-11,080,000DZD

A positive net profit shows that the project is able to achieve financial cost-effectiveness since the first year.

The main reason for this is the low operating expenses compared to the expected revenues of the subscriptions.

Conclusion

The issue of employment is receiving great attention from the Algerian government and is one of its most important priorities, as the Algerian legislator has established many laws and regulatory texts aimed at running job programs, and in parallel with that, institutions concerned with supervision and implementation of general work programs were established. I went to create devices and bodies with the aim of absorbing unemployment and increasing the job rates, the most important of which are: Youth Employment Program, Youth Integration Program, Aid for Integration; The efforts of the Algerian government aimed at providing jobs and judiciary continued, or reduce the amount of unemployment, especially in the light of the continued high



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rate at all groups of Algerian society. According to these data, the Algerian government approved a new policy known under the name 'unemployment grant', as this policy was presented as an initial step to address the problem of unemployment .

Despite the great importance of this initiative, it has not been linked to a productive development policy, and it has not exceeded that it is a social step that has no economic return, and it needs more management and control. That is why we suggested this platform 'Forsaty' interactive social platform that aims to enable the unemployed in Algeria to discover and develop their skills, communicate with projects and companies, start their small projects or join a team.

Recommendations and suggestions

In order to ensure the success of the Forsaty platform and its contribution effectively in alleviating unemployment and providing jobs, it is necessary to take into account the following:

- ✓ It is necessary to focus on achieving its real duplication between training and operation;
- ✓ Economic institutions must make an effective component;
- ✓ Theoretical education must be linked to practical training within institutions;
- ✓ The platform must be managed according to the flexibility that responds to the market requirements, according to demand in the required sectors and specializations;
- ✓ Enhancing partnership with economic institutions, motivating them to deal with the Forsaty platform,

and employing beneficiaries of the grant, even with temporary positions; By providing temporary tax exemptions and state contributions to wages during the first year, for example;

- ✓ The success of the platform requires a real partnership between workers (trade unions) and the business sector and education.

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