

STUDY OF AFFECTED FACTORS ON FEASIBILITY OF PRIVATIZATION OF SOCIAL SECURITY ORGANIZATION

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ABSTRACT

Social security system has a special place and a wide range in many countries as a means of securing social justice. Economic, politics and culture growth firmly in any country has a direct relationship with Quantity and quality of social security services. Generally studying of social security is considered as the main subjects of every development program, because Unattainable of Insurance and supporting programs of social security system in a wide range among the majority of people in developing countries is the first measure that distinguished these countries from the industrialized countries or developed countries. So studying of Feasibility of The privatization of social security is important in many countries. The first aim of this study is studying of Feasibility of Privatization of Social Security organization from the perspective of senior managers in the method of Delphi. To achieve this, first we must recognize Social and economic factors affected on the privatization of Social Security and review their situations. To achieve the aims of this study and data collection from Delphi method and its theoretical formulation are used of library studies. This research in term of functional aim and data collection is a Delphi Descriptive_ survey research. In this research, using the opinions of experts in Social Security Specifies The main route for us In the process of answering the questionnaires, according to this route first we study and analyze the main factors of Social Security privatization and we have divided them into two economic and social factors, then To enter the depth of the problem, we recognize Relevant features of each one of these factors In a literature review process and to represent Useful and reasonable solutions, we assessed these factors in two phases relative to each other by Delphi questionnaire, these solutions have been proposed as suggestions at the end of the study.

KEYWORDS: economic structure, insurance systems, privatization, social security, social structure, supporting systems.

Introduction

Social security system has a special place and a wide range in many countries as a means of securing social justice. Economic, politics and culture growth firmly in any country has a direct relationship with Quantity and quality of social security services. Financing of social security systems is done in three ways including national funds, private and personal accounts. Day after day, it is added to the importance of addressing the Social Security Administration for privatization, As regards that Social Security is very important in the realm of economic development and while about three-quarters of Iran's GDP is spent on social security costs. If we look to the future and we assume that our annual growth rate be 7.4 percent until the year 1400, the financial resources necessary to provide appropriate social security coverage will be about 14.45 percent of the national production in 1400. The country will face financial imbalances in the future if financing of social security policies remain such as this. To achieve budget balance, with this status and without any immediate change of policies, Taxes on future generations is very important. Now the question arises is that what are the factors affected on the privatization of Social Security? More important question is that is it possible to privatize Social Security, according to the current situation in Iran?

Research questions

As regards that this study is descriptive, the aim of this study is answering the following questions:

The first question of the research: what are factors affected on social security privatization indefinitely in Iran in the economic sphere?

The second research question: how is the status of Factors affected on privatization of social security indefinitely in the economic sphere in Iran?

Third question: what are factors affected on social security privatization indefinitely in Iran in the social sphere?

Fourth research question: how is the status of Factors affected on privatization of social security indefinitely in the social sphere in Iran?

Fifth question: Is it possible to restrict the privatization of social security in the form of insurance system in Iran?

Research sixth question: Is it possible to restrict the privatization of social security in the form of a supporting system in Iran?

The main aim of this study is Exploring the possibility of limited privatization of social security in the form of insurance or supporting system in Iran. For this aim, to provide affirming that the possibility of privatization of Social Security, we recognize the components of social and economic factors affected on the privatization of Social Security and measure their status.

Research method

The study is done based on Cross-sectional design. This study is done through questionnaires, interviews and in-person surveys of stakeholders in the organization about the feasibility of privatization. This study is an applied research due to application in the privatization of Social Security. Also this study is a descriptive-survey study for its data collection. Also, because data collection is done by Delphi method, the study considered as the Delphi type. The Delphi technique is one of the ways of collective group knowledge (Jahromi, 2000), Delphi technique is a process that has predicted structure, and it helps making decision during the survey rounds, Data collection and finally, consensus group (Kennedy, 2004 and Denham, 1996), while most surveys try to answer the question what is it? Delphi answers to what could/ should be? (Ahmadi *et al.*, 2008).

Delphi is a research systematic approach or method that elicits opinions from a group of experts on a topic or a question or reaches to a consensus group through a series of rounds questionnaire preserving the anonymity of respondents, and feedback to the members of the panel. Delphi is a professional judgments Question from a homogeneous and independent experts about a particular issue in a large geographical area using questionnaires That is continuously repeated until achieving consensus views and it is And Multi-Step Methods for collecting comments in that cases that we use of text responses rather than bring together an expert group. The aim of Consensus achieve with the possibility of free expression of opinions and appeals with numerical estimates. (Ahmadi *et al.*, 2008)

Findings

As previously mentioned the success of any attempt to restructure Social Security is based on correct identification of effective elements and Factors affected on the organization and the facts of the current situation dimensions. Regarding the issue and Key role and knowledge of factors affecting social security privatization indefinitely in Iran, we try to recognize these factors in the field of economic and social factors and also measure and the current situation of these factors in this research. Therefore we collected information with initial extraction of effective factors and distribution questionnaire in first phase then we analyze them with SPSS software and using descriptive exams and after the elimination of ineffective factors for the second phase and conclusion we represent final agreement to member of panel by Second round questionnaire. Finally Delphi panel members agreed on the 33 components of economic and 20 social factors influencing on the privatization of social security unlimitedly in Iran and they ratings them based on their importance and current situation. Eventually about 46% of them responded positive to the question " the possibility of privatizing Social Security system indefinitely in the form of" insurance and 39% of them responded positive to Questions " the possibility of privatizing Social Security indefinitely in the form of a supporting system."

Discussion and conclusion

The results of the first question

The first question of the research: what are factors affected on social security privatization indefinitely in Iran in the economic sphere?

Among of 38 components of economic factors were selected for the first phase questionnaire in previous research study by researcher, 5 of them were removed after evaluating the results of the first questionnaire by t test. And finally agreed created on 33 of the remaining components as economic factors affected on the privatization of Social Security by members of the Delphi panel. The average scores of the results is 3/399 out of 5 for Economic factors affected on privatization and it means that Effects of these factors on the privatization of social security is important. You can see the top 10 factors of economic factors affected on supply privatization in following list:

1. Coordination between the implementation of the process of privatization and economic conditions
2. Economic Restructuring
3. Creating a competitive and transparent environment
4. economic stability

5. comprehensive of privatization(Encompass all economic sectors)
6. Securing property rights of people
7. According to Generator activities in order to achieve self-reliance and active participation in competitive market
8. De-monopolization of government revenues and the allocation and distribution of the economy at the macro level
9. economic liberalization
10. guarantees economic growth to encourage people

The results of the second question

The second research question: how are the statuses of factors affected on privatization of social security indefinitely in the economic sphere in Iran?

Among of 38 components of economic factors were selected for the first phase questionnaire in previous research study by researcher, 5 of them were removed after evaluating the results of the first questionnaire by t test. And finally agreed created on 33 of the remaining components as economic factors affected on the privatization of Social Security by members of the Delphi panel. . The average scores of the results is 2/14 out of 5 for Economic factors affected on privatization and it means that the operating conditions for the privatization of Social Security is provided little. You can see 10 factors that have lowest scores in following list:

1. Economic stability
2. Reducing the rate of inflation and curbing it
3. facilitating the investment process
4. Modifying the Commercial Code
5. Modifying the laws and regulations of foreign investment
6. liberalization of the exchange rate
7. coordinating the implementation of the process of privatization and economic conditions
8. economic restructuring
9. economic Liberalization
10. surveillance on reform and strengthen of market as an agent advocating for healthy economic activity and does not undermine it

The results of the third question

Third question: what are factors affected on social security privatization indefinitely in Iran in the social sphere?

Among of 31 components of economic factors were selected for the first phase questionnaire in previous research study by researcher, 11 of them were removed after evaluating the results of the first questionnaire by t test. And finally agreed created on 20 of the remaining components as economic factors affected on the privatization of Social Security by members of the Delphi panel. The average scores of the results is 4/065 out of 5 for Economic factors affected on privatization and it means that Effects of these factors on the privatization of social security is important. You can see the top 10 factors of economic factors affected on supply privatization in following list:

- 1- Creating powerful database before the privatization process
- 2- Coordination privatization complementary institutions such as banking, insurance, customs, tax the private sector in the development of corporate buyers
- 3- restoring the confidence and active participation of the private sector in transfers
- 4- Supplying of welfare and social security
- 5- Transparency privatization through the dissemination of information.
- 6- restoring the confidence of the private sector in health privatization process
- 7- Creating public confidence in the capital and investment
- 8- Expanding public awareness of the stock market to facilitate public and private firms in the market for the supply of stock
- 9- Making a commitment to shareholders
- 10- gaining people support

The results of the fourth question

Fourth research question: how are the status of Factors affected on privatization of social security indefinitely in the social sphere in Iran?

Among of 31 components of economic factors were selected for the first phase questionnaire in previous research study by researcher, 11 of them were removed after evaluating the results of the first questionnaire by t test. And finally agreed created on 20 of the remaining components as economic factors affected on the privatization of Social Security by members of the Delphi panel. The average scores of the results is 2/39 out of 5 for Economic factors affected on privatization and it means that the operating conditions for the privatization of Social Security is provided little. You can see 10 factors that have lowest scores in following list:

1. Culture of risk taking
2. restoring the confidence and active participation of the private sector in transfers
3. providing of welfare and social security
4. providing The high turnout of people
5. Transparency privatization through the dissemination of information
6. Change satisfactory in the salary for motivation
7. Increasing the share of workers and employees in order to encourage them to improve the efficiency of assignment
8. Creating commitment to shareholders
9. designing of redistribute income system to the vulnerable people
10. Creating social security system for laid-off staff due to transfer

The results of the fifth question

Fifth question: Is it possible to restrict the privatization of social security in the form of insurance system in Iran?

According to collected data in the second phase of t test, $t = 2.14$ and $Sig (2tailed) = 0/030$, Because the value of Sig is less than 0.05 We reject the zero hypothesis and we conclude that the difference between averages is meaningful With the possibility of 95%. For this question, 46% of participants believed that there is the possibility of limited privatizing of Social Security in the form of insurance system in Iran.

The results of the sixth question

Research sixth question: Is it possible to restrict the privatization of social security in the form of a supporting system in Iran? According to collected data in the second phase of t test, $t = 2.27$ and $Sig (2tailed) = 0/035$, because the value of Sig is less than 0.05 we reject the zero hypothesis and we conclude that the difference between averages is meaningful with the possibility of 95%. For this question, 39% of participants believed that there is the possibility of limited privatizing of Social Security in the form of supporting system in Iran. Supervision wisely, efficiently and continuously on the entire process of privatization are the essential steps in successful country that the authorities never unaware of it. In addition, New legislation, amending previous laws, the choice of the appropriate method of transfer, transparency of the leases, Empowering the private sector, support from the private sector after privatization and monitor its performance, the development of a social safety net, making unemployment insurance and Training unemployed workers In order to provide the context of reabsorption of them in the private sector had been among of actions that Privatization authorities of those countries have paid attention to them. In this research we try to consider the impact of social and economic factors in the process of privatization of Social Security. According to results that are synthesis of views of 40 experts working in this organization, we have not been observed good condition for these factors. Although economic factors are felt more close to the favorable situation, Social factors need to be more challenging. It seems that the lack of a clear strategy for the privatization is causing a lot of problems and the main reason of it is the long-standing tradition of government intervention. In general, it can be expressed that improving social and economic conditions that are effective on achieving the objectives of the privatization of Social Security is the fundamental factor. Also, unlike some of the participants in research who believe that privatization of Social Security is incompatible with the core functions of the organization, we have seen that it is possible limitedly.

Future researches Suggestions

According to findings and study results and mentioned limitations, the following cases is suggested for future research: Due to the first restrictions listed for this research, it is suggested that further research be done with an approach that combines qualitative and quantitative data (questionnaire, plus interviews) So that we can overcome the limitations

resulting from the use of questionnaire data. It is suggested that further research be done due to the changing conditions of social security organizations with regard to other components are necessary for economic and social factors, so if there are other unknown factors, they might be identified. It is suggested that further research be done with a view to exploring the possibility of privatizing of Social Security, taking into account factors other than the economic and social factors, So if there are other unknown factors, they might be identified. It is suggested that this research be done with another way of research So that overcome the limitations of the Delphi method and recognize any case of deviating results from the fact.

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