

The role of legislative reforms and supporting mechanisms in enhancing sports entrepreneurship and its impact on the labor market in Algeria

Dr. Noureddin Berbache ¹, Pr. Bouslah Nadir ², Pr. Makhlouf Mendjhi ³, Pr. Said Benelbar ⁴ and Pr. Ahmed Benredjem ⁵

¹ University of M'sila, laboratory of sports media governance and sports management in Algeria
Noureddin.berbache26@gmail.com

² University of M'sila, laboratory of sports media governance and sports management in Algeria
nadir.bouslah@univ-msila.dz

³ University of M'sila, laboratory of sports media governance and sports management in Algeria
makhlouf.mendjhi@univ-msila.dz

⁴ University of M'sila, laboratory of sports media governance and sports management in Algeria
said.benelbar@univ-msila.dz

⁵ University of M'sila, laboratory of sports media governance and sports management in Algeria
ahmed.benredjem@univ-msila.dz

Abstract---This study aimed to explore the feasibility of establishing certain projects within the framework of sports entrepreneurship, in addition to examining the role of specialized agencies in supporting entrepreneurs. It also sought to understand the impact of legislative reforms and supportive mechanisms on enhancing sports entrepreneurship and its effects on the labor market in Algeria. The study included proposals for several possible sports projects in this field and evaluated the feasibility of some of them. The descriptive method was employed in the study. Several findings and recommendations were reached, including the importance of promoting a culture of sports entrepreneurship in Algeria and enhancing these projects at local, national, and international levels through various media outlets. The study indicated that the labor market would continue to experience stagnation in job opportunities in the absence of entrepreneurial projects, particularly in sports. The National Agency for the Support and Development of Entrepreneurship (ANADE) aims to support and develop entrepreneurial projects for project holders by providing loans to create job opportunities for youth in Algeria.

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1- Introduction and problem of the study:

Recently, at the beginning of the twenty-first century (21), the Algeria has implemented a set of reforms at the legislative level to create the appropriate legal ground for entrepreneurial activity, and has developed a set of mechanisms aimed at promoting and strengthening entrepreneurial projects by correcting imbalances and problems that reduce the efficiency and effectiveness of these institutions in the development of the national economy, through Supporting them to enable them to play their effective role in creating additional jobs for young people, especially those who graduated from universities, including graduates of sports institutes or institutes of science and technology of physical and sports activities, and who suffer from the scarcity of job positions compared to the number of sports institutes in the Algeria, which number more than twenty (20) institutes, through the establishment of sports projects within the framework of sports entrepreneurship To reduce the gap between the outputs of higher education in the field of sports and the trends of the national economy and the needs of the labor market.

Among the most important of these mechanisms adopted by the Algerian state are the National Agency for the Management of Microcredit (ANJEM), the National Unemployment Insurance Fund (CNAC), the National Agency for Investment Development (ANDI), the Loan Guarantee Fund for Small and Medium Enterprises (FGAR), and the National Agency for the Support and Development of Entrepreneurship (ANADE) (formerly ANSAJ), which aims to open and expand horizons The labor market is more and more outside the public sector, creating additional jobs for this category and contributing effectively and seriously to reducing the unemployment rate, which in turn contributes to improving the social level of the Algerian individual as well as contributing to the development of the local and national economy.

Therefore, we discussed some studies that dealt with an aspect of this study, including: **The study of Mahmoud Boukatf et al. "Entrepreneurship in supporting the labor market for Algerian university youth"**, the most important results of which are: - The Algerian University contributes significantly to the consolidation, deepening and dissemination of the entrepreneurial culture among university youth, All indicators indicate that the activity of entrepreneurship provides and contributes effectively to the development of the labor market and the provision of additional positions outside the public sector, as well as the real contribution to reducing the unemployment rate among Algerian university youth. In particular, there are continuous efforts related to the enactment and legislation of more laws and regulations that actually contribute to simplifying all procedures from the first stage until the field embodiment of the project and the actual launch of the provision of goods and services.

The study of Nahawa Lounis et al. "Study of the feasibility of sports investment projects for small and medium enterprises in Algeria" of the most important results are: making sport an effective tool in the general economic policy of the country in terms of increasing revenues through sports, providing a flexible legal environment according to developments at the economic and social levels, introducing sports investment and opportunities in this field, providing an environment for sports investment. To move towards the new direction of the concept of professional sports, develop forward-looking strategies for the future of small and medium sports enterprises.

As well as **the study of Boubakri Asmaa "Creating an Institution: Women's Sports Hall"** among its findings: The existence of complications in terms of administrative and legal procedures as a result of the huge amount of documents and files required to be submitted by the project holder to create his enterprise, The maximum amount (one billion centimes) that has been determined by the state to finance small and medium enterprises within the framework of the National Agency for the Support and Employment of Youth does not meet all the needs and requirements of the projects due to the

high cost of equipment and weakness The financial possibilities of most young people aspiring to adopt institutional and entrepreneurial thought, the good and thoughtful preparation of economic feasibility and the preparation of a comprehensive business plan that enables the success of the establishment of projects and the achievement of the set goals, the consumer is the starting point and the end of the objectives of the institution, that the state guarantees the payment of interest loans of the National Agency for the Support and Employment of Youth does not remove the suspicion of usury, which explains the reluctance of many young people to apply in order to benefit from these loans to finance their projects.

From this standpoint, the following question can be asked: **Is it possible to establish successful sports projects within the framework of entrepreneurship? How effective are the legislative reforms and the competent bodies in accompanying sports entrepreneurship? How do legislative reforms and supporting mechanisms affect the growth of the labour market in the sports sector?**

2- Study Concepts:

2-1- The concept of entrepreneurship:

Before moving on to the terminological definition of entrepreneurship ,we briefly address the term contractor ,which is considered the person in charge of the contractor or contractivity ,as some have defined it as "a person who has the will and ability, independently - if he has sufficient resources - to transform a new idea or invention into an innovation that embodies on the ground, relying on important information, in order to achieve financial returns, through risk, and is characterized in addition to the above, boldness, confidence Self, managerial knowledge, and the ability to create. This leads the country's economic development." ⁱ

As for entrepreneurship idiomatically, we also find many multiple and divergent points of view, as some see it as "a purposeful social unit, consisting of human, material and moral elements, living and dying like all other beings, practicing social activity, enjoying financial disclosure and producing goods and services in a specific environment." Through the dependence and interaction of all components, especially social ones.

2-2- The concept of entrepreneurship in the sports field: There are several definitions of sports entrepreneurship, the most important of which are:

- It is a sport-related organization that works innovatively in a business context.
- It is the result of a process in which an organization engaged in sports operates in an entrepreneurial manner.
- It is the process of creating value, and this value includes innovation, the proactive nature and the level of risk inherent in the activity.
- Any form of enterprise or entrepreneurship in a sporting context.
- When an entity in sport acts collectively to respond to an opportunity to create value.
- It is entrepreneurship that leads to the creation of new projects related to sports and the continuous innovation of existing sports organizations.
- It is described as the mindset of people or organizations actively involved in the pursuit of new opportunities in the sports context.
- It is any innovative activity that has a sporting goal.
- It is the set of values that influence the tendency of organizations or individuals to create and develop innovative activities.
- Developing startups or new ventures dealing with sports.
- It is to exploit opportunities in the sports sector to bring about change. ⁱⁱ

2-3- **A conceptual approach to the labor market:** We will address this approach through the definition of the labor market and the labor market information system

2-3-1- Definition of the labor market:

The term labor market has defined many diverse definitions, perhaps the most important of which is what Goodman addressed, who scientifically defined the labor market as "the area where institutions search for workers and where most residents work."

The labour market is also referred to as "the regulatory institution in which the supply and demand for labour interact, i.e. the area in which labour services are sold and purchased and thus labour services".

It was also defined as "the mechanism (i.e., the interaction of forces of demand and supply of labour services) through which wage and employment levels are combined."

The continuous expression of the environment of systems in general has led to a continuous development of concepts in order to adapt to the developments and changes of the current era, and from the concepts associated with our topic published to the term "flexible security" (Flexicurité), which has become an influential concept in academic and political discourse, aims to expand the scope of analysis and political debate regarding the labor market, where the concept of flexible security combines the idea of flexibility for business and economic and social security for workers.

Therefore, we see that the labor market refers to that environment that incubates the interactions that take place between the mechanisms of supply and demand in the field of labor under the various conditions affecting it.

2-3-2- **Labor Market Information System:** Considering that information in this era has become one of the basic and reliable pillars in the formulation of policies and strategies, it was necessary to develop a system in order to fully exploit all reports, statistics and data, which is the "Labour Market Information System", which is defined by the International Labor Office as "a comprehensive system that includes the collection, analysis and dissemination of quantitative and qualitative data on the conditions and trends of the labor supply and demand mechanism, as well as factors that would lead to deviations among them. in the various economic sectors, occupations and regions of the country concerned."ⁱⁱⁱ

3- Characteristics and importance of sports entrepreneurship:

3-1- Characteristics of entrepreneurship:

A number of characteristics emerge from the definition of entrepreneurship, which we present as follows:

- **Entrepreneurship:** It is one of the inputs to the decision-making process related to the best use of available resources to reach the launch of the new product or service as well as access to the development of new methods of operations.
- **Entrepreneurship:** It is the effort directed towards coordination between production and sales processes.
- **Entrepreneurship:** It means full awareness of the opportunities represented by needs, desires, problems, challenges and the best use of resources towards the application of new ideas in projects that are planned with high efficiency.
- **Entrepreneurship:** It is the productive axis of goods and services, which are due to individual decisions aimed at achieving profit by choosing the appropriate economic activity.
- **Entrepreneurship:** means the work that an individual does automatically, where he buys at a certain price at the present time to sell at an uncertain price in the future, which makes him vulnerable to uncertainties.

The Algerian legislator has defined an enterprise under article 549 of the Civil Code as a contract under which one of the contracting parties terminates to place a thing or perform work in return for

remuneration undertaken by the other contractor. The Basic Law of the Artisan also defined entrepreneurship as the use of means of production in a permanent organization founded on a material origin, as the work is considered commercial if it is carried out in the form of a project, a subject that depends on two ideas (repetition and organization).^{iv}

3-2- The importance of entrepreneurship:

□ On a personal level:

Thinking about the completion or development of an idea and the embodiment of a mini-project is in itself a moral achievement in the psyche of the contractor, through which it proves the availability of the qualities and skills of the leader, and that he is an effective member of society, seeks to provide a new addition and innovation in the product, and that he is responsible and committed to workers and customers, and is risk-receptive and works hard to find solutions to various problems, all of this frees him morally and psychologically from the problem of unemployment, and the problem of submission or belonging to a government or private institution, and makes him feel free and comfortable in Organization of work and selection of employees...

• On the economic level:

- Increasing GDP and contributing to the growth of the economy This is due to its flexibility and adaptation to all the rapid developments and changes in the economy, which a rigid institution cannot keep up with.
- Restructuring and renewing the economic fabric by creating new institutions based on creative ideas that respond to market needs.
- Maintaining the continuity of competition in the markets and breaking the monopolistic pattern practiced by institutions thanks to creativity and innovation manifested on the quality and quality of the product.
- In addition to encouraging exports and balancing the balance of payments.

• At the social level:

- Providing job opportunities and reducing unemployment, by employing the competencies and skills freely chosen by the contractor.
- Contribute to achieving social justice, redistributing wealth among individuals, and strengthening the social network.
- Reducing rural displacement through the establishment of sports entrepreneurial activities that contribute to the recreation and recreation of the population in particular, and to support the wheel of development in the rural area.
- Contribute to the promotion of women entrepreneurs who have a university degree in the field of sports, and give them the opportunity to prove their skills and competence, in the sports entrepreneurship project.

• At the level of sustainable development:

Sport is an important tool and an essential resource to support development efforts in society and prepare new generations, and its contribution to the empowerment of women, youth, individuals and communities and help achieve the desired goals in the fields of health and education, and from this point of view, it is a mirror of society that reflects the present and future of peoples, so graduates of sports institutes must invest in sports entrepreneurship, which can only be achieved through initiative and the best use of production and creativity, which leads to improving the status of society, maximizing the public benefit and contributing to development. Sustainable.

4- Mechanisms to support sports entrepreneurial projects :

The Algerian state has adopted several economic projects aimed at absorbing unemployment on the one hand, and opening the way for innovation and renewal through private entrepreneurial projects in the sports field, by encouraging individual initiatives to establish sports projects within the framework of entrepreneurship and supporting them with mechanisms to accompany them, including:

4-1- The National Agency for Investment Development (ANDI): It is a public institution with legal personality and financial independence, placed under the tutelage of the Head of Government and came on behalf of the Agency for the Promotion and Support of Investment, established by Ordinance 01-03 on the development of investment, whose tasks include: Many tasks have been entrusted to this agency, namely:

- Ensure the promotion, development and follow-up of investments.
- Receive, inform and assist national and foreign investors.
- Facilitating the procedures related to the establishment of projects from the services of the one-stop shop, which includes all administrative departments related to investment.
- Granting privileges associated with investment within the framework of the arrangements in place.
- Management of the Investment Support Fund.
- Ensure that investors adhere to the terms and conditions related to the investment.
- Monitoring and following up investments to be made within the specified conditions.
- Provide customs facilities for means of production and raw materials within the specified period.

The Agency's one-stop shop includes all tools and regulations related to investment, and provides the necessary administrative services.

In coordination with the bodies and bodies related to the establishment of institutions, the Agency includes representatives of institutions and bodies directly concerned

by investment, including **the National Center for the Commercial Register, tax directorates, real estate agencies, and local project support** and promotion committees,

The directorates of **housing and construction**, the Directorate of Employment, the Directorate of Treasury, the municipalities concerned, which are represented in this window in order to mitigate

Facilitating the establishment procedures of companies and ensuring decentralization in the completion of projects at the level of the dependent states^v.

4-2- National Agency for the Management of Microcredit (ANGEM): Created by Executive Decree 04-14, the National Agency for the Management of Microcredit is a national agency with legal personality and financial autonomy whose tasks are:

- that it is entrusted with the management of the microcredit apparatus in accordance with the legislation and regulation in force,
- Supporting beneficiaries, advising them and accompanying them in the implementation of their activities,
- Granting them loans without bonuses,
- It is keen to respect the terms of the term sheets that bind them to the Agency and to assist them when needed with the institutions and bodies concerned with the implementation of their projects.^{vi}

Executive Decree No. 22-44 of 16 Jumada Ethania 1443 corresponding to January 19, 2022, assigning the guardianship authority of the National Agency for the Management of Microcredit to the Minister Delegate to the Prime Minister in charge of micro-enterprises.

* The Fund contributes to:

- Partial funding of studies related to atypical forms of work, wages and diagnosis of employment areas and reservoirs.
- To accompany the unemployed, he sponsors in the field of job search and support for self-employment and training, in liaison with the public employment services.
- To provide assistance to enterprises that face difficulties in their work in order to maintain jobs in accordance with the forms and formats prescribed by the Convention.

4-3- The National Agency or National Unemployment Insurance Fund (CNAC): created by Executive Decree 94-188 of 1994 in order to promote employment in the development and creation of jobs for the benefit of the unemployed in it, and has the following tasks:

- Undertaking technical and economic studies for new business creation projects for the benefit of the unemployed who are sponsored by him.
- Partial funding of studies on typical forms of work, wages, diagnosis of areas of employment and placement.
- Providing assistance to enterprises facing difficulties in their work in order to maintain jobs.

Pursuant to Executive Decree No. 22-45 of 16 Jumada Ethania 1443 corresponding to January 19, 2022, Executive Decree No. 94-188 of 26 Muharram 1415 corresponding to July 6, 1994 containing the Organic Law of the National Unemployment Insurance Fund amends and complements in a transitional manner:

- The National Unemployment Insurance Fund shall continue to provide financing, benefits and benefits determined by the regulation in force for the benefit of unemployed entrepreneurs between thirty (30) and fifty-five (55) years of age, who have benefited, in effect, from an unremunerated loan on the date of publication of this Decree in the Official Gazette.
- However, the handling of the files of unemployed entrepreneurs between thirty (30) and fifty-five (55) years of age, who have obtained the certificate of aptitude and financing granted to them by the services of the National Unemployment Insurance Fund and who have not received funding at the date of publication of this decree in the Official Gazette, is entrusted to the National Agency for the Support and Development of Entrepreneurship.
- The modalities for the application of this article shall be determined by a joint ministerial decision between the Minister in charge of Finance, the Minister in charge of employment and the Minister in charge of micro-enterprises.
- The National Unemployment Insurance Fund shall continue to guarantee the collection of all its debts for non-remunerated loans and additional non-remuneration loans granted to unemployed entrepreneurs between thirty (30) and fifty-five (55) years of age, until the full collection of its debts, in accordance with the legislation and regulation in force.

Joint Ministerial Decree (Minister Delegate to the Prime Minister, in charge of micro-enterprises – Minister of Labour, Employment and Social Security) **dated 27 Ramadan 1443 corresponding to 28 April 2022, laying down the modalities for sponsoring the financing and granting of assistance and benefits to unemployed entrepreneurs between thirty (30) and fifty-five (55) years old.** Decide the following:

Article I: This decision aims to determine the modalities for sponsoring the financing and granting of assistance and privileges for the benefit of unemployed entrepreneurs between thirty (30) and fifty-five (55) years of age in application of the provisions of Article 48 bis of Executive Decree No. 94-188 of 26 Muharram 1415 corresponding to July 6, 1994 containing the Organic Law of the National Unemployment Insurance Fund.

Article 2: The National Unemployment Insurance Fund shall continue, on a transitional basis, to finance investment projects for the benefit of unemployed entrepreneurs between thirty (30) and fifty-five (55) years of age, which require an additional non-equivalent loan following the reassessment of the cost of the investment project for files that received financing before the date of publication of Executive Decree No. 22-45 of 16 Jumada II 1443 corresponding to January 19, 2022, amended and supplemented. Executive Decree No. 94-188 of 26 Muharram 1415 corresponding to July 6, 1994, mentioned above.

Article 3: The files of unemployed entrepreneurs between thirty (30) and fifty-five (55) years of age who have obtained a certificate of aptitude and financing who are not beneficiaries of financing by the National Unemployment Insurance Fund shall be transferred on the date of publication of Executive Decree No. 22-45 of 16 Jumada II 1443 corresponding to January 19, 2022, to the National Agency for

the Support and Development of Entrepreneurship through a record determined by mutual agreement between the two parties.

Article 4: The selection, validation and financing committees of the National Agency for the Support and Development of Entrepreneurship shall re-examine the transferred files of unemployed entrepreneurs who have obtained a certificate of viability and financing issued by the National Unemployment Insurance Fund that require processing, especially cases related to:

- Re-evaluation of investment projects.
- Change suppliers.
- Change of equipment and/or livestock.
- Extension of bank notice.
- Extension of the certificate of capability and financing.

Article 5: The files of unemployed entrepreneurs between thirty (30) and fifty-five (55) years of age who have obtained the certificate of aptitude and financing transferred by the National Unemployment Insurance Fund to the National Agency for the Support and Development of Entrepreneurship shall be eligible for financing in accordance with the regulatory provisions governing the National Agency for the Support and Development of Entrepreneurship.

Article 6: The services of the National Agency for the Support and Development of Entrepreneurship shall deal with the transferred files of unemployed entrepreneurs between thirty (30) and fifty-five (55) years of age, and holders of a certificate of ability and financing, which are present at the level of public banks and have obtained or are awaiting bank approval, in accordance with the regulatory provisions governing the National Agency for the Support and Development of Entrepreneurship.

Article 7: The files of unemployed entrepreneurs between thirty (30) and fifty-five (55) years of age who were the subject of a transfer to the National Agency for the Support and Development of Entrepreneurship shall be accompanied by a card containing the information related thereto.

4-4- National Agency for the Support and Development of Entrepreneurship (ANSEJ):

Based on Executive Decree 20-329 of November 22, 2020 amending **Executive Decree 96-296**, which changes the name of the **National Agency for the Support of Youth Employment (ANSEJ)** to the **National Agency for the Support and Development of Entrepreneurship**,^{vii} and this is after transferring the guardianship authority over it from the **Ministry of Labor and Employment** to the **Ministry in charge of micro-enterprises (Executive 20-186)**.

A body of a special nature to which the provisions of this decree apply, called **the "National Agency for the Support and Development of Entrepreneurship"**, called in the body of the text **"the Agency"**, shall be created, a national body of a special nature with legal personality and financial independence, which seeks to promote all formulas conducive to the revival of the youth employment sector through the establishment of microenterprises for the production of goods, established by Executive Decree No. 96-962 of September 8, 1996, and under the authority of **the Prime Minister**. The **Ministry in charge of micro-enterprises** is responsible for following up the process for all its activities, based in the capital's Algeria, with regional and local branches throughout the national territory, informing young entrepreneurs of the various subsidies granted by the National Fund for the Support of Youth Employment and of the other privileges they receive, and following up on the investments made by young entrepreneurs within the framework of their respect for the terms of the term sheets that bind them to the Agency and assists them, when needed, with the institutions and bodies concerned with the implementation of investments. All actions and measures aimed at promoting and expanding the creation and expansion of activities shall be encouraged.

The youth also went to banks and financial institutions within the framework of the financial structure of projects, the implementation of the financing plan, the follow-up of their completion and exploitation, in addition to tasking specialized bodies with preparing feasibility studies and model lists of equipment, and organizing training courses for entrepreneurs to train them and renew their knowledge in the field of management and organization.

Functions:

- Granting support and review to young entrepreneurs in order to implement their investment projects.
- Ensuring the management of the specializations of the National Fund to Support Youth Employment, especially subsidies and reducing interest rates within the limits of the envelopes placed at its disposal by the Minister in charge of employment.
- Encourage every initiative that will lead to the creation of a permanent job position.
- Follow up the investments made by young entrepreneurs while ensuring that the terms of the terms of the terms of reference that bind them to the Agency are respected and assisted when needed by the institutions and bodies concerned with the completion of the investment.
- Providing investments and assistance to young entrepreneurs in the process of installation and mobilization.
- Providing continuous relations with banks and financial institutions within the framework of the financial structure of the projects, implementing the financing plan, and following up on the completion and exploitation of projects." ^{viii}

4-4-1- Reducing the percentage of personal contribution for project holders:

After the percentage of personal contribution within the amendments to the conditions and level of subsidy provided to young entrepreneurs was raised, issued in issue 77 of the Algerian Official Gazette in December 2020, to 10% - 12% - 15% according to the region, while it did not exceed 1% and 2% before the issuance of this issue, it was determined as follows:

- The minimum percentage of personal contribution for students with ideas and unemployed youth with projects shall be determined as follows:
5% of the total cost of investment when the investment is less than or equal to 10 million dinars, of the total cost of investment for students and unemployed who wish to establish micro-enterprises through the "National Agency for the Support and Development of Entrepreneurship"
- The amount of the non-equivalent loan for students with ideas and unemployed youth with projects is determined as follows: 25% of the total cost of investment when the investment is less than or equal to ten (10) million dinars. ^{ix}

4-4-2- Agency Conditions (ANADE) to benefit from Lonsage Loans 2022:

- Be between eighteen (18) and fifty-five (55) years of age. ^x
- The applicant must be an Algerian national.
- Confirmation of place of residence and national identity.
- Clarify the purpose of obtaining the loan.
- Proof of the ability to repay the loan through a guarantor or proof thereof.
- Sign the statement of his commitment to repay the borrowed amount on time.
- The applicant must have a temporary commercial registration.
- The applicant is not a beneficiary of other financing projects.

4-4-3- Stages of providing loans to the National Agency for the Support and Development of Entrepreneurship through the Lonsag loan: The Agency seeks to support project holders through the Lonsage loan by financing their projects to support and develop the latter, and the stages of benefiting from the Lonsag loan are:

- The idea of the project.
- Registration through the website of the National Agency Anad.
- Receiving applications for the loan and directing them to specialists.
- Create one-on-one conversations between the entrepreneur and entrepreneurs.
- Prepare the project for implementation.
- Approval of the project by the Project Financing Accreditation Committee.
- Bank approval of the loan.

- Legal establishment of the company and then financing of the project.
- **Start and follow up on the project.**

4-5- Nurseries of enterprises: Nurseries aim to assist and support small and medium enterprises, which are public institutions of an industrial and commercial nature, enjoying legal personality and financial independence, and take three forms:

- **Incubation:** It takes care of owners of small and medium-sized enterprises in the service sector;
- **Linkage workshop:** a support structure that takes care of business owners in the small industries and craft professions;
- **Hostel:** Sponsors the owners of institutions belonging to the field of research.

4-5-1- Objectives: These types of incubators pursue the following objectives:

- Development of forms of cooperation with the institutional environment;
- Participation in economic mobility where it is located;
- Encourage the growth of innovative enterprises;
- Support for new enterprise creators;
- ensuring the survival of the institutions being accompanied;
- Encourage better organization of institutions;
- Transformation in the medium term into a strategic factor in economic development.

4-5-2- Functions of Nurseries Institutions: Nurseries undertake:

- Management and rental of shops;
- Providing services related to administrative and commercial localization;
- Providing special guidance and investments in the legal, accounting, commercial and financial fields and assisting with training related
- With the principles and techniques of management during the maturation phase of the project, the nursery consists of a board of directors, a manager and an accreditation board for projects.^{xi}

4-6- Facilitation centers: These are public institutions of an administrative nature with legal personality and financial independence established by Executive Decree No. 03/79 of February 25, 2003.

4-6-1- Objectives of the Facilitation Centers: These centers seek to achieve the following objectives:

- Setting up a window to meet the needs of owners and contractors and reducing the deadlines for establishing enterprises;
- Managing files concerned with supporting funds established by the ministry concerned;
- Development of new technology and valorization of research and competencies;
- Developing the local economic fabric and accompanying small and medium enterprises on national economic integration.

4-6-2- Functions and tasks of facilitation centers: These centers undertake several tasks, the most important of which are:

- Studying the files, supervising their follow-up, embodying the interest of entrepreneurs, and overcoming obstacles during the establishment phase;
- Accompany business owners in the field of training and management, and disseminate economic information on investment opportunities;
- Supporting and developing competitiveness, spreading new technology, and providing consultations in the field of human resources management, marketing, technology and innovation, and facilitation centers are managed by a steering and control board and managed by the director.^{xii}

5- **The role of sports entrepreneurship in supporting the labor market:**

Entrepreneurship is characterized by its support for economic development by supporting and enhancing its role in opening and expanding the horizons of the labor market and reducing unemployment, especially in economic and social terms, including:

- **On the economic level:**

- Creating new job opportunities by encouraging university degree holders to create and establish sports investment projects.
- Contribute to the diversity of production through entrepreneurial thought, which is characterized by creativity and innovation in the establishment and development of investment projects in the sports field.
- Raising the level of productivity in all sports work and activities.
- Finding new markets in the sports field and increasing competitiveness.
- Renewing and restructuring projects in the sports field, developing and developing them.

- **At the social level:**

- Absorbing unemployment and securing permanent job opportunities, especially for graduates of sports institutes.
- The continuous development of entrepreneurial thought in the sports field helps to provide many jobs for individuals who are able to work.
- Motivating and encouraging university graduates, especially women, to establish permanent work positions through the creation of micro-projects in the field of sports and work to develop them to turn into small and medium enterprises in the future ...

6- **Feasibility study of a sports project / bowling alley:**

Many loves bowling and cannot practice it because of the lack of halls, and it is common that bowling alleys are witnessing a serious shortage in the Arab world to the extent that some countries do not have a team to represent them in world championships.

This is a feasibility study of the bowling project:

- **Suitable space and location:**

It takes about 1500 m2 and this area needs to be in an upscale area whose residents enjoy high income, this area is equipped once at a cost of approximately 5 million dinars.

- **Furnishing:** It depends on the management and cafeteria.

- **Devices and equipment:** two computers, 10 screens, 16 speakers, a ceiling and one audio device. These things take a million and 100 thousand dinars, in addition to one bowling line, which costs up to 750 thousand dinars, this amount that is multiplied by the number of bowling lines, and suppose it is 10 lines, we get a value of 7 million and 500 thousand dinars. It is a one-time cost at the beginning of the project.

- **Labor:** represented in:

- 3 officials for the customer department, the salary of one official is 29 thousand dinars per month.
- Two maintenance employees, each salary is 32 thousand dinars per month.
- Two cafeteria employees, each salary is 27 thousand dinars per month.
- Cleaners according to need, each salary is 18 thousand dinars per month.
- An accountant and his salary is 30 thousand dinars per month.

Thus, the total cost of the project is less than 14 million dinars, which is less than - one billion and 500 million centimes.

6-1- **The number of profits of bowling alleys:**

The profit in bowling alleys is renewable, as customers renew their rent hour after hour, and this is what the project depends on, i.e. renting booking hours, which varies from one country to another, but on average it amounts to 6 thousand dinars.

6-2- Sources of profit of bowling alleys:

- 1- Renting bowling lines by making hourly rates.

- 2- Contracting with official bodies to organize bowling tournaments, as a maximum of three tournaments can be organized every year, if 20 players participate in each tournament with a subscription value of 9 thousand dinars, the value of annual revenues will reach 540 thousand dinars.
- 3- Relying on members' annual and monthly subscriptions to ensure the availability of the subscription price, unlike hourly rentals, which is an ideal way to attract customers.

7- Various sports entrepreneurship projects, whether micro, small and medium enterprises:

*- **Football Fields Rental Project** *-**Ice Skating Hall Project** *-**Billiards, Table Tennis and Electronic Games Center Project** *-**Bowling Club Project** *-**Bodybuilding Training Center Project** *-**Martial Arts Training Hall Project** *-**Sports Marketing Office Project** (e.g. marketing and selling football players) *-Project **Designing a website for talented players** (adopting sports talents) *- A project to **organize a sports camp for children over 12 years old** (PlayStation League and marketing it to take advantage of its advertisements) *- **Women's Sports Center Project** *-**Swimming Club Project for Women** *-**Equestrian Training Club Project** *- **Football Academy Project** *-**Tennis Club Project** *-Project **Office for organizing competitions and sports events** *-**Club scout project** (filming clips of talented players, reporting about them) *-Shop project **for selling sports equipment** *-Sand skiing project *-**Boxing Club Project** *-**Swimming Club Project** *-**Shooting Club Project** *- **Sports Club Project for Children** *-Project **Sports talents channel 12-15 years old** (making meetings, showing matches for them, forming a special team for the channel, preparing commentators and match analysts ..) *- **Pétanque Club Project** *- Shop for **sports clothes and shoes** *- **Scuba Diving Supplies Shop Project** *- Beach playground equipment project *- **Chess Club Project** *- **Police Dog Training Center Project** *- A club project for amateurs practicing **bicycles and mountain bikes** as well as **motorcycles, walking and roaming**.

8- A brief summary of some sports projects:

8-1- Football Academy Project:

The academy project for training young people, especially football, is one of the most successful projects, and many young people prefer to work in this project because it is easy, simple and a guaranteed success rate, in order for the project to succeed, and to achieve the expected profit, but excessive, you must conduct a feasibility study of a football field project through experts so that the costs of the project are known, and the necessary steps are known, which are:

- **Location & Area:**

This project is one of the projects that must be located in a suitable place for the project, that is, preferably in one of the areas where there are a large number of people, and one of the best places where this project is implemented are the places where there are many projects for young people and places where there are many passers-by continuously, where the project can be implemented in one of the youth clubs by renting their playground for 4 or 5 hours a day Dividing the training according to different age groups, and even visiting a large number of people, you should pay attention to treating clients and focusing on what they need, after completing the project permits.

- **Equipment necessary for the project in order to equip football fields:**

- This project needs the right place for the project.
- All permits must be prepared for the project to function properly.
- The project will need football professionals.
- Paste advertisements on buildings and facilities after requesting permission from the owner.
- Create signs for the project and distribute them in remote areas with large populations.

- **The importance of football academies:**

One of the most important characteristics of football academies is that they follow the trainees affiliated with them in all aspects of their lives, as they try to develop the trainees and develop their various abilities by enhancing the sportsmanship in them, and thus developing the rest of the capabilities within them by building their personality correctly through the practice of football, and

that the science of football is a broad science for all sectors involved in this field and players, of course they have the highest mug in this world and in these studies.

Academies, football schools and sports in general, are considered one of the most important rules of sports construction for football and all other team and individual games, and the goals of the football academy have become large and fruitful because they help to discover and develop talents correctly, and training is carried out according to sound standards and according to scientific methods and also as one of the important windows to communicate with international clubs that prefer to cooperate with academies because they are the real factory for players, and in general the world depends on football academies and schools mainly And great in discovering talents and developing their levels.

It has really become one of the most important reasons for the development of the Junior Football Academy in some developed countries in reaching an advanced stage in the field of football and other fields, and in the sports field, which gave very great importance to this issue, as the tools were monitored through attention to sports facilities and in the field of research related to everything new and modern in sports science, but the situation has reached in some countries by establishing large centers specialized in the study and development of football, despite The Arab world wants to develop and progress in the field of sports and football in particular.

- **Establishment of a football academy:**

We can say that the establishment of football depends on special contributing factors, including the psychological and intellectual preparation of families, society, schools and universities, because the construction is not done through a football academy or a football school only, but must involve all segments of society. Accordingly, our focus should be on identifying goals, strategies, programs and plans that achieve the establishment and design of a small football stadium or a good football academy, whether in the long, medium or short term, and in accordance with the general planning to achieve comprehensive development and in accordance with the objectives of the state in this regard, and in order to open the appetite of specialists and young people in the issue of sports, we must mention some of what academies and age schools have provided to their clubs and teams and provide samples only, and this is what is done through He founded it at the beginning.

There are a lot of international players and world fame who started their football career and the path of their wonderful future by starting from football schools, in fact many of them shine with their star while still players in football school tournaments or local tournaments for age groups, and academies and football schools have long gone on to develop the skills of young players through an industrial field, for example, based on their philosophy and vision of this game globally.

In summary of the above, it can be said that our desire to engage in the challenge in the field of football is escalating in order to compete and excel, we must know that the secret of excellence lies in the establishment of football schools and academies that represent the gateway to hope and success and a strong incentive for promising talents to reach the threshold of brilliance continuously and internationally and in a professional scientific manner and not with efforts based on intellectual illusions, and this project requires a tight feasibility study that helps the success of the project significantly.^{xiii}

8-2- Sportswear Trading Project:

The sportswear trading project is one of the most profitable at the moment. As many customers, including women, the elderly, children, and men, ask for sportswear because it is comfortable and helps a lot in relieving work pressures and having a healthy and comfortable life. The project also needs a lot of experience in financial and marketing matters, so when starting the project, the market must be used and competitors must be seen to get a comprehensive view of all the required goods, and popular sports, for example: football, basketball, volleyball and fitness games, must be taken into account when implementing the project because the most popular sports are the ones that will increase the project's returns, especially when the goods are of high quality and reasonable prices.

How to Increase Profit in a Sportswear Trading Project The inventory of the project should include multiple items with a high profit margin, for example: compression clothing and slippers, in addition to that educational workshops, fitness classes and guest speakers help attract existing and potential customers, boosting sales in the process, Local sporting events should be sponsored as part of community engagement, by placing the business name of the project on t-shirts and event announcements which is a great way to promote Visibility, in addition to that there are a range of ways to increase profitability: grow your e-commerce with a great website, start a marketing campaign and marketing channels, engage in real social media, collaborate with sales infrastructure: co-showrooms, trade shows, landing pages, with other brands increase audience and enhance opportunities, Provide free guarantees for various sportswear.^{xiv}

8-3- Basketball Club Project:

- Basketball clubs train both children and young people in the basics and skills and are one of the most well-known games.
- In addition to youth training, the basketball club project aims more towards promoting fitness, communication and social development.

As a for-profit business, you will need to perform the following steps:

1. Choose your location, register your business and get initial permits and approvals.
2. I start by preparing the site and preparing the playgrounds and complementary facilities
3. Hire qualified trainers, and check their background and security records before bringing them in.
4. Consider conducting a thorough security check for your employees and offer to allow parents to review employee records if they wish.
5. Parents these days can be very careful about who they trust with their children outside of the school environment.
6. Start by developing a training curriculum for three skill levels, and set up the pricing structure and class schedule.
7. Provide beginner classes to teach the basics and advanced classes to focus on different exercises and play scenarios.
8. Set a weekly time for other fun activities between players, such as competitions and challenges that promote the spirit of sports competition and socializing.

8-4- Sand skiing:

It is one of the sports that are practiced on skateboards and is similar to the sport of ice skating, but it is practiced on sand dunes instead of snowy mountains, and this sport has followers all over the world, especially in desert areas and coastal areas that contain coastal sand dunes, and Ski through dune slopes where the feet of the skiers are tied to the skateboards, while some prefer to use untied boards.

This sport is less popular than figure skating, and the reason is that it is difficult to make and install elevators on the dunes, so the skier has to walk up the dune or use vehicles or sand bikes to climb. Sand boarding can be practiced throughout the year, while ice skating is during specific seasons of the year.

8-5- Beach playground equipment project:

Project idea: The idea of the project is to establish an office for renting beach playgrounds of all kinds, provided that the rental system is by hour, day, week or month, targeting citizens, residents and tourists, especially males.

Project specifications: There are several factors that must be available in the project to ensure its success, including:

- Meets the desires of those interested in beach sports.
- Provides shipping service for supplies and playgrounds to any area of the Algerian coast.
- Providing any supplies and equipment for any beach sports game requested by the customer,

while providing security and safety standards.

8-6- Equestrian Club Project:

The success of the project management is one of the desired goals for the success of the project as a whole, and this requires the successful supervision of the club as well as adherence to some instructions

for horses that need special treatment: Also, one of the basics of establishing an equestrian club project is to know all the information about horses. Examine horses at least once a day, and pay attention to their behavior, bodies, appetite and condition. This is to notice any changes in them or disease, and to provide them with treatment as soon as possible. Pay attention to the general hygiene of horses regularly, and make sure They are free from any wounds or parasites.

*** Equipment required for the equestrian club project:**

After obtaining the necessary licenses and choosing and designing the place, there are some important equipment required by the project to be the fullest, and these requirements are listed as follows: Ensure the provision of electricity, water and drainage sources, with a number of toilets and a changing room, in addition to administrative buildings. The presence of first aid units, as a precaution in case of emergencies or sudden accidents, as well as the need to pay good attention to general hygiene. The presence of a suitable number of horses, taking into account that the health the skill is high. Providing rooms for the club's employees, a veterinary clinic, and a place to sell clothes for trainees. It is necessary to provide a veterinary clinic, a place for the services of horses and stables, a storage for feed and special food for horses, as well as an additional secluded stable for sick horses. It would be good to provide a place for the trainees' escorts to sit until the training is over. Ensure regular maintenance of the training ring and racetrack regularly. Providing a playground for jumping barriers, and a training field, taking into account the need to provide lighting at night. Design circular playgrounds to tame horses and train beginners of young ages.

- Labor required for the equestrian club project Each project needs labor, as well as the equestrian club is one of the projects that need specially trained labor at the highest level to deal with horses as well as to achieve the desired goal of the club's work: trainers dedicated to both adult beginners, children and women, and a professional trainer for those who train for races and championships. Special workers to feed and care for horses, as well as workers for the apprentice's clothing store, and workers for the place designated for the trainees' escorts.^{xv}

8-7- Shooting Club Project:

The shooting club project is one of the most important and successful businesses, which generate huge profits for its owners, and it is one of the recreational commercial projects that meet the desires of the public to experiment and learn the foundations and skills of shooting, in addition to supporting the spirit of competition through organizing tournaments.

The idea of the project revolves around the establishment of a shooting club with the latest methods, international specifications, security and technical standards, and the club includes a group of different weapons, whether a rifle or a free pistol, as the club is divided into closed halls and an open field equipped with the latest means and equipment to practice and teach the sport of shooting, not only that, but the shooting club project also works to provide all services and awareness programs on the optimal use of licensed weapons, and aims to train all people interested in shooting sports according to the standards of Maximum safety and security, in addition to organizing events, competitions and recreational activities related to shooting, the project also targets all those interested in archery sports, amateurs and professionals of all ages.

8-8- Ping Pong Lounge Project:

Ping Pong or table tennis is one of the most famous and very popular games, and there are many young people who love it, and of course you may see many of them playing it either in clubs, youth centers, in private halls or in other places, table tennis is one of the games that young people play for various reasons, it is able to bring fun and spend happy times in addition to the ability to improve physical fitness and make a person faster, easier and more aware and this is not adding many Other reasons that have not been mentioned now, and the idea of implementing the project Playing table tennis is a very good and very easy idea in terms of implementation, but it must be implemented in the right place and in the right way so that you get success and profits achieved.

9- Conclusion:

Entrepreneurship has become the strategic and ideal solution to eliminate unemployment and rebalance local markets, especially the labor market with the activation of a network of relations to create investment projects in the sports field, based on sports entrepreneurship, which in turn depends on specialized devices to accompany it, and thus sports entrepreneurship is a strategic choice that came to enable the Algerian state to achieve the goals of economic development, and in any sports project you want its establishment must study the economic feasibility of it, what budget it needs, and study the economic indicators of the target market, in addition to studying the risks that may face you and develop appropriate solutions and possible alternatives, and these projects in turn will contribute to the development of another option to support the local and national economy of the Algerian state, and the transition of its economy from dependence on one source Oil - to an economy based on multiple sources, help open and expand the horizons of the labor market and reduce unemployment by providing jobs and increasing growth rates, and effectively contribute to raising production efficiency and competitiveness, so it is necessary to spread the culture of sports entrepreneurship and encourage contractors in the scientific community - holders of university degrees - and conduct studies and research on the needs of the labor market at the national level by activating a statistical data bank for the purpose of control and success of the process, encouraging research and development, and improving access to adequate funding for the establishment of this Sports projects.

10- Main findings and recommendations:

- Providing job opportunities and reducing unemployment in the sports field by supporting sports entrepreneurship.
- There are no jobs and job opportunities for graduates of sports institutes without resorting to the creation of sports projects based on entrepreneurship.
- The more sports projects develop and grow (i.e. microenterprises become small enterprises, small enterprises become medium, medium enterprises become large and so on...) the more this helps to create jobs, which contributes to reducing unemployment.
- Motivating and encouraging university graduates to establish projects according to their academic specialization.
- Through **the provision of loans, the National Agency for the Support and Development of Entrepreneurship** (ANADE) seeks to support and develop entrepreneurial projects for project holders with the aim of creating job opportunities for young people in Algeria.
- Forming an integrated database about the project in terms of the quality of sports services and activities, and the target group, as well as conducting a feasibility study (technical - financial) for the target project.
- Facilitating financing procedures and administrative documents for university degree holders, with the aim of establishing micro-projects or small and medium enterprises in the sports field.
- The need to spread the culture of sports entrepreneurship and support micro, small and medium sports projects at the local, national and international levels as well, through various media.
- Creating an appropriate tax system for micro and small sports projects commensurate with the size of their business, to encourage them to register their sports projects within the government sector of the Algerian state.
- Conducting studies and research on the needs of the labor market at the national level by activating the statistical data bank for the purpose of controlling and making the process successful.

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