

# Major and Minor Violations

2024 November

**01**

# **How to definite major violations**

## › Register a contributor without an actual work relationship

The violation is significant in the event of:

- › Damaging GOSI's fund.
- › Affecting the national economy, creating a black market, and misleading government support programs for establishments and individuals.
- › Affecting GOSI's records and related parties.
- › Negatively affecting the workforce and reflecting incorrect data that affect strategic employment plans.

## › The termination reason does not match the actual reason for termination (with a condition affecting SANED benefit)

The violation is significant in the event of:

- › The contributor is prevented from receiving SANED.
- › Affecting GOSI's fund by disbursing the benefit to ineligible contributors

## › Incorrect wage for the contributor

The violation is significant in the event of:

- › The number of subscribers against whom the violation was committed increased compared to the size of the establishment.
  - › Committing the violation with premeditation to repeat the violation more than once in the presence of a notification from GOSI about previous violations
  - › Affecting the contributor's insurance dues by increasing or decreasing
  - › Committing the violation with intent and insistence for more than one contributor unless GOSI proves the existence of a factual error whereby the violation is overlooked
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- › The future impact on the contributor's average wage, account in GOSI, wage statement, and the beneficiary's insurance benefits upon retirement age with financial risks to GOSI's Fund.

## › **Not registering a contributor with an actual work relationship**

The violation is significant in the event of:

- › **Loss of retirement benefit or SANED benefit for the contributor**
- › **Affecting the chronology of contributions, the statement of contribution periods for the contributor, and the impact on the disbursement of compensation resulting from work injuries.**
- › **Affecting GOSI's fund by missing earnings and paying contributions, resulting in the contributors being registered on time for the entire or part of the period.**
- › **This is considered severe harm to GOSI and its investment system, which aims to cover beneficiaries' benefits and avoid financial deficits.**

## › **Violating law regulations leading to disbursing compensation without justification**

The violation is significant in the event of:

- › **The violation is related to all types of violations stipulated by the law that cause direct harm to the financial position of GOSI because of disbursing compensation without justification.**
- › **Providing incorrect data that led to the disbursement of compensation.**

# 02

## **Minor Violations That Grant Establishments a Corrective Period to Address the Violation**

## › **The termination reason does not match the actual reason for termination (with a case to affect SANED benefit)**

The violation is significant in the event of:

- › The establishment discloses the violation and requests its correction within the specified period without harming GOSI's funds, the contributor's account, or insurance benefits.
- › Considering the size of the establishments' entities and the number of contributors against whom the violation was committed, consider the number of times the violation was committed or the absence of its recurrence.
- › GOSI discloses the violation within a specified period and corrects the violation without causing a financial effect that harms GOSI's position or collecting late fines in its favor resulting from the wage adjustment.

## › **Incorrect wage of a contributor**

The violation is significant in the event of:

- › The establishment discloses the violation and requests correction within the specified period without harming GOSI's fund, the contributor account, and insurance benefits.
- › Considering the size of the establishments' entities and the number of contributors against whom the violation was committed, consider the number of times the violation was committed or the absence of its recurrence.
- › GOSI discloses the violation within a specified period and corrects the violation without causing a financial effect that harms GOSI's position or collecting late fines in its favor resulting from the wage adjustment.

## › **Not registering a contributor with an actual work relationship**

The violation is significant in the event of:

- › The establishment discloses the violation and requests correction without harming GOSI and the contributor record and benefits.
- › Settling GOSI's financial rights resulting from not registering the contributor
- › Considering the size of the establishment compared to the number of contributors to whom the violation was committed, with no indication of the recurrence of the same violation that the establishment was previously notified of.

