

Social welfare activities and services and their role in improving the quality of life of workers in private sector

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Abstract:

The role of the private sector has grown in recent times, as the private sector in the modern era plays a fundamental role in investment and employment, so the private sector invests capital bearing risk, and not on the basis of seizing quick opportunities only, in order to have a social role in addition to its economic role as a strategic partner. The state is building an advanced society to which everyone belongs, and thus we find that the private sector provides social welfare services to workers, but each according to what he sees as his benefit, in order to ensure that these services work to improve the standard of living for workers and satisfy their needs and thus overcome the problems they face. This difference in seeing the importance of the availability of services is what made the matter more complicated and affected the ability of the worker to obtain his right to care, this may be due to the worker himself, the extent of his awareness and the quality and quality of the skills he possesses, including what is related to the regulations and legislation that govern the relationship between production forces, workers and employers, including what is related to the goals and objectives of the production process, so this study aimed to determine the social welfare services provided to workers in industrial companies in the private sector, as well as Determine the relationship of social care services provided to workers in industrial companies in the private sector to improve their quality of life, and to come up with a Suggested vision to increase the effectiveness of social care services provided to workers in industrial companies in the private sector to improve their quality of life. provided by private sector companies and improving the quality of life of workers in those companies, and the study achieved all of its hypothesis.

Keywords: Social care, improving quality of life, private sector.

أنشطة وخدمات الرعاية الاجتماعية ودورها في تحسين نوعية حياة العاملين بشركات القطاع الخاص

مستخلص:

لقد تعاضد دور القطاع الخاص في الآونة الأخيرة، حيث يقوم القطاع الخاص في العصر الحديث بدور جوهري في الاستثمار والتشغيل، فقيام القطاع الخاص باستثمار رأس المال متحملاً المخاطرة، وليس على أساس اقتناص الفرص السريعة وحسب، بل كي يكون له الدور الاجتماعي إلى جانب دوره الاقتصادي كشريك استراتيجي للدولة في بناء مجتمع متقدم ينتمي إليه الجميع، وهكذا نجد أن القطاع الخاص يقوم بتوفير خدمات الرعاية الاجتماعية للعاملين وذلك حرصاً منه على أن هذه الخدمات تعمل على تحسين مستوى المعيشة للعاملين وإشباع إحتياجاتهم وبالتالي التغلب على ما يواجههم من مشكلات، كما يعتبر قلة توافر هذه الخدمات يزيد الأمر تعقيداً ويؤثر على قدرة العامل في حصوله على حقه في الرعاية، لذلك إستهدفت تلك الدراسة تحديد خدمات الرعاية الاجتماعية المقدمة للعاملين بالشركات الصناعية بالقطاع الخاص، وكذلك تحديد علاقة تلك الخدمات المقدمة للعاملين بالشركات الصناعية بالقطاع الخاص بتحسين نوعية حياتهم، والتوصل إلي وضع تصور مقترح من منظور طريقة تنظيم المجتمع لزيادة فاعلية خدمات الرعاية الاجتماعية المقدمة للعاملين بالشركات الصناعية بالقطاع الخاص لتحسين نوعية حياتهم، وتعتبر تلك الدراسة من الدراسات الوصفية والتي إستخدمت منهج المسح الاجتماعي بالعينة لمجموعة من العاملين الموجودين بشركات القطاع الخاص بمحافظة القاهرة، وقد إستخدمت إستمارة لقياس رأي العاملين في الخدمات المقدمة لهم، وقد تحققت الدراسة من كافة فروضها.

الكلمات المفتاحية: الرعاية الاجتماعية، تحسين نوعية الحياة، القطاع الخاص.

Introduction:

Attention to development and its issues is now not purely a choice of countries, but rather it has become an inevitable necessity imposed by the differences that the whole world is experiencing today. The private sector is considered one of the most important leading sectors in the process of social and economic development, and it arose as a result of primarily political reasons and to achieve social and political goals through economic development programs. (Qassem, 1999, p. 17)

Where the progress of countries is measured by the effectiveness of their systems and plans in the preservation and care of their human and material resources alike, and the care of their human resources is through providing all different types of care to all segments of society, including the category of workers in the private sector, and this care aims to achieve development associated with raising levels of human welfare so as to satisfy the needs of generations the present without harming the needs of future generations, hence the main objective is to improve the ways of life by meeting basic human needs. (Mostafa & Hefzy, 2001, p. 15)

The private sector is those units owned privately by some individuals or shareholders at the national and local levels, regardless of their legal form, which devolve the right to take a decision to dispose of them by selling or buying to the owners of this sector (Ibrahim, 1996, p. 80), and for a long time the private sector holds me His responsibility with the state for economic and social development plans and his commitment to some of the general policies followed in that period, and one of its commitment was to appoint graduates in addition to attracting large numbers of manpower in its factories due to the expansion of its units and the diversity of its activities and its constant endeavor to emphasize its social goals governing projects (providing political services to citizens - Creating job opportunities for employment - raising the standard of living for community members) and this has resulted in the continuation of this sector for a long time.

This was confirmed by the results of the study (Highum Erick, 2008), which aimed to (identify the indicators of economic growth in the modern era, and the study concluded that) strengthening the economy is an important and influential factor in improving the quality of life and government expansions in education and health. All of these aspects have a positive impact on the quality of life. .

Thus, we find that the private sector provides social welfare services to workers, but each according to what he sees as his benefit, in order to ensure that these services work to improve the standard of living for workers and satisfy their needs and thus overcome the problems they face and this difference in seeing the importance of the availability of services is what increased the matter Complication and impact on the worker's ability to obtain his right to care, and this may be due to the worker himself, his level of awareness and the quality and quality of the skills he possesses, some of which are related to regulations and legislation that govern the relationship between production forces, workers and employers, and some of them are related to the goals and objectives of the production process. (Ibrahim, 2000, p. 323)

This was confirmed by the results of the study Fine, Jean Saluki (2009), which aimed to (provide social care services for the workforce in light of the increasing demand for social care, as well as always work to improve the quality of these services). The study concluded that (the social welfare services provided to the working class are facing severe shortcomings, and in the form they are provided at the present time, they do not satisfy the needs of workers).

Social welfare services contain a variety of different types, including food and various amenities for many and many sects of workers in the private sector, places where workers can spend their rest, various entertainments during leisure time, and transportation to and from

workplaces, especially places far from work to another. That long chain of social services in the environment of work and workers (Ibrahim, 2000, p. 323)

Many Egyptian studies and writings have addressed the need for these services to actually be available within the private al-Qaa institutions because of their great importance, especially in Egypt as a developing country trying to accelerate the pace of development, Ismail & Abed, (2002) The study concluded that (the provision of social welfare services to workers is not governed by the decisions of the owners of capital after privatization, as it was before privatization, after privatization, the point of view sees social welfare services as a type of luxury.

But what we can say cannot expect high production performance as long as the worker lives in psychological and social suffering, whether within the industrial establishment or outside it, because these workers have been given to society through specific roles that contributed in one way or another to the development of society and their right to improve their quality of life is no longer the issue Upgrading the worker's standard of living is not only, but the issue extends to the recognition of subjective and objective evidence that interact together in individuals' perception, evaluation, or judgment on the quality of life and the extent of their fulfillment. (Saleh, 1990, p. 63)

Moreover, we must say that the factor is the backbone of development, and we must search behind the factors that led to the decline in the productivity of the Egyptian worker from global rates and try to reach social services that meet the necessary needs and improve the quality of life of workers. The issue is currently related to the importance of design, but how should we plan for these services and provide a high level of coordination and integration between these services (Abu A El-Maati, 2012, p. 19)

And development does not include only economic growth, but a qualitative and quantitative change in the standard of living towards improving the quality of life of individuals. Therefore, achieving development requires human energies that are aware of the origins of work and production, and those energies possess the necessary knowledge, values and trends because the human being is the goal of development and its means to push society towards progress and development. Total productivity and raising rates of economic and social development cannot be achieved without raising the health, economic, social and cultural levels of workers by providing all the social services they need.

This is confirmed by the results of the study Hughes, Michael, (2006). Which concluded that there is a strong correlation between work and all the problems experienced by the working individual, and this work may lead to being a cause of isolation from family life. This study confirmed that work and family life affect each other, and this study recommended the need to formulate a policy that includes To provide measures to improve the worker's life within his work, which will benefit his life within his family.

Proceeding from the philosophy of social welfare for the individual human being, social services for workers of all kinds are considered activities that contribute to improving the quality of life for workers in any industrial format. Creating human relations between employees, heads and subordinates.

There is no doubt that the modern industrial institutions operating in the industry work to a large extent on facilitating and confronting these obstacles and solving the previous problems that these organizations suffer from, especially as these institutions work within a framework of coordination, integration, guidance and training for their members on everything that is modern and new in the industrial field. Attention to improving the quality of life of social care providers in these institutions will give clear indications of the capabilities of these institutions in keeping pace

with the pace of development and urbanization and the possibility of working with the latest scientific methods and presenting pioneering development projects and programs in the industrial field. (Ragab, 2005, p. 287)

However, these institutions are currently exposed to a set of internal and external obstacles and problems, which ultimately affect their general system and prevent them from achieving their goals or performing the role entrusted to them in society (Ragab, 1983, p. 87), including financial problems or administrative and organizational problems. They may be popular problems, coordination problems, internal and external communication, planning problems, problems with lack of skills or competence of human resources, and problems with the quality of life of social care providers. (Annan, 1999, p. 230)

This was confirmed by the results of a study Larry Kruger, (2018), which aimed to reveal the risks and challenges facing social welfare services as a result of fundamental changes in political and economic structures. In what it seeks to achieve, it is likely to threaten the survival and continuity of services.

These non-governmental organizations used several approaches to achieve their goals, some of which are their creativity, and some of them are produced by others, and these approaches, which have recently been used (the approach to improving the quality of life) to influence the distribution of power in a larger way, and this concept tends to develop the collective performance of those Institutions and capacity building as an input that includes (human resource development capabilities, project and program management capabilities, organizational capabilities, information capabilities, financial capabilities, relationship building capabilities at all levels of the organization and other capabilities.

Through the previous review of the challenges and problems facing private sector companies, it is clear that the burdens on these companies are many and multiple. These challenges require the use of an approach to improve the quality of life for the private sector and not random, scattered attempts from several parties that do not coordinate among themselves (Kandil, 2014, p. 164)

Social work in general and the method of community organization in particular in the industrial field, by virtue of its position, is required to contribute to the production process with its theories, scientific and strategic foundations, tactics and professional roles, and to create positive interaction between all workers in the private sector, including administrators and workers, and outside it in the local community in general and the private sector in particular. (Farid, 2012, p.1361)

Accordingly, the method of community organization must modify its roles and functions in order to contribute effectively to achieving the development goals of the private sector. To this end, the method seeks to improve the quality of life of workers in the private sector as a social system to carry out the function of compatibility with the environment, meaning that the method becomes one of the mechanisms of compatibility, This requires that the community organization be one of the elements of change within the production system itself, in addition to the task of community organization to help the system of improving the quality of life open to other systems in order to obtain the necessary resources in the system of society. (Abdel El-Aal, 2001, p. 65)

The social work in general and the method of community organization, especially in the industrial field, aims to support the social system of the institution as a qualitative society, and to coordinate between the existing bodies working within it on the one hand, and to support the relationship between the institution and the surrounding community, and the researcher believes in the importance of theoretical cumulativeness, this study will use the following theoretical guide:

Organizational development model: It means activities aimed at improving the organization's capabilities in solving its problems and enhancing its ability to deal with change factors in the surrounding environment. The term "organization development" often symbolizes planned change. (Ahmed, 2002, p. 98)

- **Objectives of the organizational development model:** It aims to link the organization as a whole to its environment and its compatibility with the needs of the beneficiaries of its services. Development does not target only internal change, but aims to develop the organization with other organizations in the community. It sets the goals in: (El-Qadi, 2001, p. 107)

1. Develop a renewed and lively organization that has the ability to move freely and reconfigure in line with the requirements of the beneficiaries of the organization.
2. Achieving a greater degree of cooperation and integration between the parts of the organization and eliminating the possibility of contradiction between them.
3. Developing systems and procedures for the decision-making process for the benefit of service beneficiaries.
4. Strengthening relations between employees and beneficiaries of the services of the existing organization.

The researcher benefits from this model in his current study through: focusing on the deficiencies in the organizational aspects related to private sector companies, the ability to organize work within private sector companies, and the ability to develop and implement a strategic plan for company employees, by following up and evaluating the performance of committees, and benefiting from Executive and popular leaders in support of the experience, and attention to the nature of the relations between the company's committees, especially its Social Welfare Services Committee.

Accordingly, the problem of the study can be formulated as follows: Social welfare activities and services are considered an activity that not only achieves economic benefits for industrial companies, but also helps in raising the morale of workers and strengthening the sense of belonging to the company in which they work, as well as creating human relations between factory workers, chiefs and subordinates, and the current study seeks to identify welfare services The social services provided to workers in the private sector, as well as the role of these services in improving the quality of life of workers in industrial companies, including the private sector, and arranging the priorities of these services, in order to develop a Suggested vision to increase the effectiveness of the performance of these services to improve the quality of life of these workers.

Therefore, the researcher asked several questions that led him to formulate the problem of his research:

- What are the social welfare services provided to workers in industrial companies in the private sector?
- What is the relationship of social welfare services provided to workers in industrial companies in the private sector to improving their quality of life?
- What is an attempt to develop a Suggested vision to increase the effectiveness of social welfare services provided to workers in industrial companies in the private sector to improve their quality of life.
- What is the relationship between social welfare services and improving the quality of life objectively and subjectively for workers in industrial companies in the private sector?

The importance of this study :

1. The private sector in Egypt, as one of the industrial sectors in general, is considered a pivotal sector in economic development and comes at the forefront of the sectors as it contributes to local production, as it contributes 34% of the gross national product, and the value of exports from industry is about 60% of total exports, as it absorbs one-sixth (6%) of the workforce in Egypt (Ministry of Planning, 2020) and the Federation of Egyptian Industries confirms that industry contributes 39% of the total employment in Egypt. (Federation of Egyptian Industries, 2021)
2. The importance of industrialization escalates until it has become the only way to ensure a decent standard of living for individuals in light of the decline in growth rates in the agricultural and extractive sectors, but it has left impacts on security and safety, and industry is considered the most dangerous activity to humans and its losses greatly exceed the losses left by the war. (Abu Shama, 2009, p. 98).
3. The quality of life contributes to estimating development, and that estimation depends not only on economic development, but also on social and human development (Al-Srouji, 2008, p. 65).
4. Improving the quality of life represents at the present time, with all the variables it is going through, a general goal of national development that is required to be reached, so the social organizer must measure and evaluate the quality of life (Tauhidur, 2013, p.74). Professional practices of social service and community organization may contribute directly Or indirectly in improving the quality of life considering social capital as part of progress and well-being, and the results of quality of life studies may guide policy makers to build the necessary realistic models that are consistent with the capabilities of society to improve the quality of life and reduce its disability. (UNESCO, 2007, p.85)

Study goals:

1. Determining the social welfare services provided to workers in industrial companies in the private sector.
2. Determining the relationship of social welfare services provided to workers in industrial companies in the private sector to improving their quality of life.
3. Attempting to develop a Suggested vision to increase the effectiveness of social welfare services provided to workers in industrial companies in the private sector to improve their quality of life.

Study Hypothesis:

1. There is a direct, statistically significant relationship between providing social care services and improving the quality of life for workers in industrial companies in the private sector.
2. There is a direct, statistically significant relationship between social welfare services and subjective Improvement of quality of life for workers in industrial companies in the private sector.
3. There is a direct, statistically significant relationship between social welfare services and objective improvement of quality of life for workers in industrial companies in the private sector.

Theoretical approach:

1. The concept of worker:

There are those who believe that the word worker includes “all persons who perform work under the management, authority or supervision of an employer under a work contract, regardless of the value of the wage, large or small, and without regard to the type of work, whether it is technical, mental or manual.” (Badawy, 1999, p. 62)

There are those who believe that the worker is “that person who works in order to earn his living.” (Mazen, 2007, p. 25)

It is also “every male or female who works for a wage of any kind in the service of an employer and under his authority and supervision (Shafiq, 1998, p. 32).

The worker is defined in the Labor Law as “every natural person who works for a wage for an employer under his management or supervision. The production process in order to achieve raising the productivity of the worker in light of the new economic changes (Al-Amawi, 2003, p. 10)

Under the Labor Law (2003), the worker entered a new phase in work relations and the ensuing rights and duties as one of the most important social laws that regulate labor relations, and community relations and its social repercussions on workers, represented in the decline of legal protection for labor relations and therefore does not mean With the minimum necessary to protect workers as a weaker party in the labor relationship, based on the consideration of this relationship as a contractual relationship between two equal parties, although the human conditions created by the labor laws themselves consider this relationship of a special nature because it is between two parties of different positions in the economic and social peace. (Abbas, 2008, p. 150)

-The concept of the worker in this study is determined by:- He is the one who works in private sector companies, and the worker may be male or female, and the work must be permanent, and the work may be mental or muscular, and the worker is the head of a family and spends on it.

2. social welfare services:

There are those who define it as “all efforts, services, and material or moral assistance provided by individuals or institutions (governmental – civil – international) to individuals or groups who lack material or moral needs in order to help them, improve their conditions, meet their needs, raise their morale and integrate them into society through Direct interaction with the needy or through the provision of targeted programs capable of improving their material and moral conditions (Ayush & Al-Zanoun, 2009, p. 17).

There are those who see it as “a societal system that includes a set of activities and services that aim to help people and meet their social, psychological, economic, educational and health needs that express basic needs to maintain society.” (Niyazy & Bin Tash, 2010, p. 245)

The researcher can define social welfare services within the framework of this study as:

a) The services that are provided to workers in industrial companies in the private sector and include:

- Economic services, including (loan fund - special insurance fund - grants on holidays and occasions - exceptional financial aid - advances to workers - incentives - year-end profits).
- Social and recreational services, including (leisure time - summer residences for workers - one-day trips throughout the year - Hajj and Umrah trips - honoring parties - exhibitions - housing - means of transportation - social club).
- Occupational health and safety services, including (periodic inspection of workers - first aid - examinations for workers - medical clinic - resident doctor and nurse - ambulance - health insurance - prosthetic devices - hospitals - meals - industrial security services and occupational safety).
- Educational and cultural services, including (literacy classes - training courses - scholarships - awareness programs - religious and educational seminars - books and libraries).

b) These services are provided in accordance with the regulations and laws.

3. concept of Quality of life

Rarely has a concept received wide attention, whether at the level of scientific use or general practical use in our daily lives, and so quickly, as happened to the concept of quality of life. Despite the rapid growth in the use of the concept, the definition of the concept or trying to define it has received little attention. (Al-Ghandour, 1999, p.19)

The World Health Organization defines quality of life as "individuals' understanding of their positions in life in the context of the cultural and value systems in which they live and in which their goals, expectations, standards and interests are linked" (Allison, 2013, p.155).

The concept of quality of life can be defined procedurally in this study as follows:-

1. It is an integrated concept that includes objective and subjective indicators that determine the standard of living and the lifestyle that the worker lives within the framework of the prevailing societal conditions. The following indicators can be identified to improve the quality of life:

A- The subjective dimension, which includes:

- Family independence and stability, including (standard of living - decision-making - saving expenses - family cohesion and interdependence - family needs)
- Adaptation and family harmony, including (trust between family members - satisfaction with the mutual relations between family members - participation in solving problems - understanding and communication between family members - the language of dialogue)
- General satisfaction with life, including (self-satisfaction - achieving goals in life - enjoying a good atmosphere in life - enjoying good mental health)

b- The objective dimension includes:

- Improving economic conditions, including (saving books - savings - borrowing, searching for another job - children bearing some family expenses)
- Improving social conditions, including (visiting relatives - going to resorts - family visits - spending weekends)
- Improving health conditions, including (going to the doctor - going to a government hospital for treatment - living in a healthy home - eating full meals - enjoying good health).
- Improving educational conditions, including (children's education - communication with children's schools - reinforcement groups and private lessons - provision of study tools - provision of modern technology (computer) for children).

c. The importance of studying the quality of life for workers in industrial companies: With the importance of quality of life studies, it seeks to achieve these goals:- (Mark, 2012, p.85)

- Evaluating the effectiveness of social policies and social welfare services.
- Define human services.
- Determining the status of people within their communities and how they should live.
- Identify and understand social problems.
- Making comparisons and building human services models.
- Building capacity and independence in lifestyle.
- Directing decision-makers to the sources of community services.
- Training of competencies and officials in the areas of care and nursing.
- Directing the attention of patients concerned to the importance of social relations.
- Directing officials to pay attention to human services.
- Developing theoretical approaches to quality of life and developing indicators and standards for quality of life.
- Raising awareness about understanding the meaning of quality of life and its relationship to human existence.
- Promote human rights and justice in the distribution of resources.
- Directing research directly towards development.

D. Quality of Life Elements: The analyst of the results of recent literature in the field of scientific research will find that the results of research confirm this fact. Life in its simple concept is no

longer food, drink and shelter, and the problems of life no longer find their way to a solution through traditional methods that were valid for years ago (Abdel Halim, 2008, p. 34)

Therefore, we affirm that the distant future of humanity is closely linked to a good understanding of the workers related to the quality of life, and therefore the identification of these workers is of great importance to decision makers. (Abdel Halim, 2008, p. 25)

-The determinants of quality of life are:

- Subjective elements, including: the individual's feeling of improving his life, self-development, individual growth, and all of this is abbreviated in the symbol QP "Quality Person"

- Objective elements that depend on: the individual's community and include the conditions that allow the individual to improve his life and abbreviated in the symbol QC "Quality Community."

These two groups can be expressed with a mathematical function, for example, quality of life = a function with two variables (type of individuals + quality of circumstances). (Auner, 2006, p.124).

Methodology:

A: Type of study: This study is considered one of the descriptive studies, which aims to determine the relationship between social welfare activities and services and their role in improving the quality of life of workers in private sector companies.

B. - Type of method used: A sample social survey method was used for a group of workers in private sector companies in Cairo Governorate. The researcher's use of social survey is due to the following reasons:

1. It helps in obtaining the required data on the various study variables.
2. Study assignments test.
3. It seeks a scientific study of the phenomenon under study, which is concerned with an important group within the community and is located at the present time, namely workers in private sector companies.
4. On the practical side, the current study aims to determine the relationship between social welfare activities and services and their role in improving the quality of life of workers in private sector companies.

- Study tools: These tools were represented in: A measurement form for employees within companies, which is the most appropriate tools for collecting data from the community under study, The measurement form included the following main variables:-

- The first variable: the initial data for the employees of the companies and it contains eight questions about gender, age, educational status, marital status, number of family members, nature of work, monthly income, duration of work in the factory.

- The second variable: social care services, which included:

- Economic services to improve the worker's quality of life, phrases (1-10).
- Social and recreational services to improve the quality of life of the worker (Phrases 11-21).
- Occupational health and safety services to improve the worker's quality of life. Phrases (22-41).
- Educational services to improve the quality of life of the worker Phrases (42-52).

3. The third variable: Improving the quality of life of workers in industrial companies and includes:-

First: The subjective dimension, which includes:

- Family independence and stability Phrases(53-60).

- Adaptation and family compatibility phrases (61-67).
- General satisfaction with life phrases (68-73)

Second: The objective dimension, which includes:

- Economic status phrases from (74-80)
- Social status phrases from (81-84).
- Health status phrases from (85-90)
- Educational status phrases from (91-97)

The measurement form was designed according to the following steps-:

The stage of designing the initial image of the measurement form: In this stage, the researcher determined the general and sub-objectives of the research (which were determined in light of the objectives and hypotheses of the study).

Then the researcher divided those sub-goals into phrases using previous studies, the theoretical framework of the study, scientific books that deal with topics related to the subject of the study, whether directly or indirectly, and the observations of the supervisors. The vehicle, and each variable of the study was measured through a set of criteria formulated in the form of phrases. Each statement is answered by choosing one of the responses (yes - to some extent - no). The form included negative and positive statements. Positive statements: yes (3), to some extent (2), no (1), negative statements: yes (1), to some extent (2), no (3), and at the end of this stage the number of statements reached(105).

- **Validity Tools:** The researcher used Face Validity, and the researcher presented the form to (12) arbitrators from faculty members at the Faculty of Social Work - Helwan University in order to express an opinion on the validity of the measurement form in terms of the linguistic integrity of the phrases on the one hand and its relationship to the dimension to be measured on the one hand. Others, and the deletion or addition of some phrases, and accordingly, some phrases were modified, added and deleted, according to a degree of agreement of no less than 83%. At the end of this stage, the number of phrases reached (97) positive and negative phrases, and the form was put into its final form. The researcher identified the degree of clarity The form for the respondents in order to ensure that:-1-that the phrases are not ambiguous. 2- The respondents' responses to the statements are logical, and in order to test the form, a random sample of (20) was taken from outside the total sample and the form was distributed to them. None of the questions. 3- There were no illogical answers.

2. Reliability tools: The stability was calculated using the test-retest method, where the researcher applied the first and second applications at an interval of 15 days for a sample consisting of (10) items from Misr Aluminum Company and (10) items from the Egyptian Company for Metallic Construction. The conditions of the sample and the following table apply to them. It shows the stability of the measurement form based on the Spearman correlation coefficient.

Table (1) shows the Reliability of the measurement form for employees of the companies under study, depending on the Spearman correlation coefficient.

Dimensions	correlation
Economic Services.	** 0.8671
Social and Recreational Services.	**0.9583
Occupational health and safety services.	**0.3986
Educational services.	**0.9497
The self-dimension (family autonomy).	**0.9545
Adaptation and family adjustment.	**0.9442
General life satisfaction.	**0.9472
Objective dimension (economic level)	**0.9391
Social level	**0.9101
health level	**0.8216
Educational level	**0.9457
The level of Reliability of the form as a whole:	**0.9297

**Significant at(0.05)

The previous table clearly shows: the coefficient of Reliability of the measurement form as a whole was (00.9297) as it is significant at the level of significance (0.01), which is a high value, which indicates the stability of the form.

Thus, the validity and reliability coefficients are acceptable, which indicates the validity and reliability of tools.

Fields of study:

1. Spatial field:The spatial domain was represented in the Cairo governorate in the Helwan region, and two companies were selected, namely, the Misr Aluminum Company and the Egyptian Company for Metal Construction and its branches, according to specific conditions.

2. The human sample:It is represented in a regular random sample of the employees of the Misr Aluminum Company and its branches, numbering (73), as well as a regular random sample of the employees of the Egyptian Company for Metal Construction and its branches, numbering (62) individuals, distributed as follows:

N	Company Name	Number of employees
1	Misr Aluminum Company and its branches.	73
2	The Egyptian Company for Metal Construction and its branches.	62
Total:		135

3. Time domain: It is the period of data collection from the field, as the process of collecting data from the field took from: 1/8/2021 to 25/11/2021.

- **Statistical coefficients used in the study:** After the data collection and review process, the researcher unloaded the data automatically using the (SPSS) program for statistical analysis, and used the statistical methods:-

1. Frequency 2- Repetitions Percent 3. Mean Average 4- Std. Deviation 5. Chi-square 6- Spearman correlation coefficient 7- Analyzing the contrast by using One way Anova.

Study limitation:

A. The difficulties of studying the theoretical side and how to overcome them: - Industry-related references are old references.

- The lack of Arabic references that dealt with improving the quality of life. It was possible to overcome this by referring to some articles, conferences and foreign letters. - Social care services are characterized by a ramification according to their objectives and their nature. It has been

possible to overcome this by mentioning some of the social care services provided to workers in industrial companies to be dealt with in detail, and the researcher also formulated hypotheses for the study linking a certain number of social welfare services for workers in industrial companies and the two dimensions of improving the subjective and objective quality of life.

B - The difficulties of studying the field aspect and how to overcome them: 1. The expansion of the geographical area of the companies, which made it very difficult to move to them. 2. Difficulty in collecting data because of the shift system in the companies under study. 3. The company's divisions are separated from each other. 4. The resistance of some officials to the data collection process for fear that it would affect the work and disrupt the production process, especially because they are business leaders, and this was overcome by personal relations.

Results:

Table (3) shows the distribution of workers according to the gender variable

Gender	(N=135)	
	Fr	P%
Male.	120	88.9
Female.	15	11.1
Total:	135	100
Age	(N=135)	
	Fr	P%
30 - less than 40	48	35.5
40 - less than 50	57	42.2
50 - less than 60	30	22.3
Mean:	42.6519	
S.D:	7.27736	
social status	(N=135)	
	Fr	P%
married	118	87.4
divorced	11	8.1
Widower	6	4.4
Total:	135	100
Educational Status	(N=135)	
	Fr	P%
Illiterate.	20	14.8
Reads and writes.	8	5.9
Medium.	37	27.4
Above Medium.	24	17.8
High.	45	33.3
Postgraduate.	1	0.7
Total:	135	100
number of family members	(N=135)	
	Fr	P%
1 - less than 4.	71	52.52
4 - less than 7.	56	41.48
7 - less than 10.	8	6
Total:	135	100
Mean	3.5704	
S.D	1.77268	
type of employment	(N=135)	
	Fr	P%

Worker.	30	22.22
technical supervisor.	38	28.15
administrative works.	2	1.48
Engineer.	47	34.81
Director of the Department.	7	5.19
Head of the Department.	11	8.15
Total:	135	100
sample	(N=135)	
income	Statistical coefficients	
	Mean	S.D
	1986.8815	1745.35975
Duration of work in the company.	(N=135)	
	Fr	P%
12 - less than 22.	80	59.26
22 - less than 32.	41	30.37
32 - less than 42.	14	10.37
Total:	135	100
Mean:	18.9111	
S.D:	6.20359	

The previous table clearly shows:

- The percentage of (88.9%) of the employees of the company affiliated to the private sector are males, and (11.1%) of the employees are female. This may be due to: the nature of work in the field of securities trading.

The age group of the private sector (40 - less than 50) also ranked first with a rate of (42.2%), and the age group (50 - less than 60) came in the last place with a rate of (22.3%).

- The majority of employees in the private sector company are also married, with a percentage of (87.4%), and that (8.1%) are unmarried, and (4.4%) are widows.

- The educational status of the workers: the sample of workers with high university qualifications ranked first with a percentage of (33.3%), then (27.4%) came in the next rank for workers with intermediate qualifications, while the percentage of workers with above-intermediate qualifications reached 17.8% , followed directly by the percentage of illiterate workers at a rate of (14.8%), and in order those who read and write at a rate of (5.9%), then those who hold post-university qualifications with a percentage of (0.7%). The university indicated that it is not committed to appointing only those whom the management considers a certain competence and skill that pushes production forward, especially after the company was privatized and a certain number of workers were laid off.

- The majority of its employees work as engineers, with a percentage of (34.81%), immediately followed by the percentage of employees in technical supervision, at a rate of (28.15%), then employees as technical workers, with a percentage of (22.22%), and the heads of departments came in order with a percentage of (8.15%) and management managers with a percentage of (8.15%). (5.19%), and finally, administrative work by (1.48%).

- The average income of the worker (1986.8815) with a standard deviation of (1745.35975), which indicates that the average income of the worker in the company affiliated with the private sector is higher than that of the public sector company.

- The average working years for workers, the year category (12-22) ranked first with a rate of (59.26%), and the average length of work in the company was (18,9111), with a standard deviation of (6.20359) in the company.

Table (4) shows the economic services as determined by the employees of the private sector company (n = 135)

n	Economic Services	Yes		Some times		NO		M	S.D	Chi-2
		Fr	P%	Fr	P%	Fr	P%			
1	My employer gives me a wage that is commensurate with the effort.	49	36.3	50	37	36	26.7	2.0963	0.79056	2.711
2	I get paid for the extra hours.	61	45.2	50	37	22	16.3	2.2932	0.73631	18.241**
3	The company's management pays us monthly bonuses.	54	40	59	43.7	22	16.3	2.237	0.71453	17.911**
4	The company's management is keen to disburse grants to workers on occasions.	61	45.2	57	42.2	17	12.6	2.3259	0.68925	26.311**
5	I can get an advance when I want.	13	9.6	60	44.4	62	45.9	1.637	0.65343	34.178**
6	Motivation is related to production in the company.	47	34.8	60	44.4	28	20.7	2.1407	0.73467	11.511**
7	We pay our year-end earnings.	38	28.1	70	51.9	27	20	2.0815	0.69165	22.178**
8	There is a special loan fund in the company.	17	12.6	48	35.6	70	51.9	0.6074	2.2741	31.511**
9	A cash allowance is paid for the meal.	59	43.7	54	40	22	13.6	2.2741	0.72719	17.911**
10	The company holds an annual exhibition of durable goods.	17	12.6	32	23.7	86	63.7	1.4889	0.71097	58.533**

*Significant at (0.01) ** Significant at(0.05)

The previous table clearly shows: that there are a set of economic services that are provided to the employees of the company affiliated to the private sector, which are represented in: The company's management is keen to pay grants to workers on occasions and holidays, and there is always a wage for extra hours, the payment of monthly bonuses and linking the incentive to production. These services are considered They are the most significant services at the level of significance (0.01), or(0.05) for economic services.

- In the first order: the company's management is keen to disburse grants to workers on holidays and occasions, with an mean of (2.3259) and a standard deviation of (0.68925), and the value of CHI-2 is (26,311), which is a function at a significant level of (0.01).

- Comes in the second rank: the worker gets a wage for the extra hours, with an mean of (2.2932) and a standard deviation of (0.73631), and the value of CHI-2 is (18.241), which is a function at a significant level of (0.01).

- It comes in the third position: the exchange of a cash allowance for the meal, with an mean of (2.2741) and a standard deviation of (0.72719), and the value of CHI-2 is (17.911), which is a function at a significant level of (0.01).

- Coming in the fourth position: the company's management's keenness to pay monthly bonuses, with an mean of (2.2370) and a standard deviation of (0.71453), and the value of Chi-2 (17.911) is a function at a significant level of (0.01).

- In the last order: the existence of a loan fund in the company, with an mean of (0.6074) and a standard deviation of (2.2741), and the value of CHI-2 is (31.511), which is a function at a significant level of (0.01).

It is clear from this that there is an interest in providing economic services and that there are some of these services that need attention, including: disbursing year-end profits to employees, and that the company holds an annual exhibition of durable goods, as well as the possibility for the worker to obtain an advance when he wants, as the arithmetic average of these indicators came Respectively: (2.0815), (1.4889), (1.6370), which are significant values at the level of significance (0.01).

There are also economic services that the company provides, such as giving the worker a wage that is commensurate with the effort he exerts, and using the calculated Chi-2, we find that these services are not significant at the level of significance (0.01) or(0.05). This does not mean that it does not exist.

It is clear from this that the worker in the private sector makes a great effort and needs to obtain a large wage to meet his requirements, so the management of this company must take this into account.

Table (5) shows the social and recreational services as determined by the employees of the private sector company (n = 135)

N	social services	Yes		Some times		NO		M	S.D	Chi-2
		Fr	P%	Fr	P%	Fr	P%			
1	The company carries out one-day trips throughout the year.	17	12.6	39	28.9	79	58.5	1.5407	0.70988	43.911 **
2	The company provides summer residences for workers in many places.	53	39.3	67	49.6	15	11.1	2.2815	0.65394	32.178 **
3	Suitable resort sites.	20	14.8	73	54.1	42	31.1	1.837	0.66025	31.511 **
4	The value of the participation in the resorts is appropriate.	31	23	62	45.9	42	31.1	1.9185	0.73354	10.978 **
5	The company is keen to hold honoring ceremonies for pensioners.	6	4.4	45	33.3	84	62.2	1.4222	0.57907	67.600 **
6	The company prepares group Iftar parties in Ramadan.	8	5.9	46	34.1	81	60	1.4593	0.60794	59.244 **
7	The company holds parties for those who advance to a higher level of career	5	3.7	53	39.3	77	57	1.4667	0.57041	59.733 **
8	The company provides Hajj and Umrah trips for employees at reasonable prices.	4	3	55	40.7	76	56.3	1.4667	0.57041	60.933 **
9	The company has a social club.	24	17.8	29	21.5	82	60.7	1.5704	0.77787	45.911 **
10	The company provides employees with appropriate transportation to and from work.	36	26.7	78	57.8	21	15.6	2.1111	0.6426	38.800 **
11	The company provides us with adequate housing.	7	5.2	15	11.1	113	83.7	1.2148	0.52384	154.844 **

*Significant at (0.01) ** Significant at (0.05)

The previous table clearly shows: - The most significant services at a level of significance (0.01), or(0.05) for social services as determined by the employees of this company are: The company provides summer residences for workers in many places, and provides appropriate means of transportation to and from work, and the subscription value The resorts provided to the workers are suitable, the locations of these resorts are suitable, and the company's social club is available.

The mean of these indicators came in the following order: - (2.2815), (2.1111), (1.9185), (1.8370), (1.5704), and the high averages of these social services indicate that there is interest on the part of the administration to provide social services to workers, and this may be from Positive effects of privatization. There is also a set of services that reflect the need to put them in the priorities of the administration's work in terms of support and attention to them. The most important of these services are:

The company implements one-day trips throughout the year, with an mean of (1.5407) and a standard deviation of (0.70988), and the value of Chi-2 is (43.911), which is a function of(0.05).

The company holds parties for those who advance to a higher job level, with an mean of (1.4667) and a standard deviation of (0.57041), and the value of K2 is (59.733), which is a function of(0.05).

The company prepared collective iftar parties in Ramadan, with a mean of (1.4593) and a standard deviation of (0.60794), and the value of Chi-2 was (59.244), which is a function of(0.05).

The company held ceremonies honoring pensioners, with an mean of (1.4222) and a standard deviation of (0.57907), and the value of Chi-2 was (67.600), which is a function of(0.05).

The company provided adequate housing for its employees, with an mean of (1.2148) and a standard deviation of (0.52384), and the value of CHI-2 was (154.844), which is a function of(0.05).

Which reflects the need to pay attention to it because it is part of re-configuring the worker to work actively. The worker is not just a machine, but rather a human being who needs good working relations and needs to meet with his colleagues on various occasions in which he exchanges views and gains experience in matters related to work and matters related to his private life, but in an atmosphere of calm Stability and psychological comfort, so that he is a balanced person in all different aspects of life.

Table (6) shows occupational health and safety services as determined by private sector company employees (n = 135)

N	Occupational health and safety services	Yes		Some times		NO		M	S.D	Chi-2
		Fr	P%	Fr	P%	Fr	P%			
1	A medical examination is carried out periodically on the company's employees.	4	3	29	21.5	102	75.6	1.2741	0.51	115.244**
2	The company provides first aid.	10	7.4	68	50.4	57	42.2	1.6519	0.6147 3	42.178**
3	Medical examinations of workers are carried out when needed.	32	23.7	66	48.9	37	27.4	1.963	0.7166 2	14.978**
4	The company's management provides the medicines needed by the workers.	52	38.5	64	47.4	19	14.1	2.2444	0.6853 1	24.133**
5	The company has an equipped medical clinic.	13	9.6	59	43.7	63	46.7	1.6296	0.6549 6	34.311**
6	There is an ambulance equipped with the company.	6	4.4	19	14.1	110	81.5	1.2296	0.5174 7	142.711**
7	There is a permanent doctor in all the company's shifts	1	0.7	22	16.3	112	83	1.1778	0.4027 3	154.533**
8	There is a permanent nurse in the company.	0	0	0	0	135	100	1	0	32.933**
9	The company contracts with hospitals to perform surgeries.	34	25.2	76	56.3	25	18.5	2.0667	0.6601 7	40.844**
10	The company provides workers with a health insurance system.	10	7.4	62	45.9	63	46.7	1.6074	0.6241	125.378**
11	The company bears all costs of my treatment.	1	0.7	30	22.2	104	77	1.237	1	104.311**
12	Ease of transferring a medical examination.	3	2.2	34	25.2	98	72.6	1.2963	3	142.933**
13	The company provides prosthetic devices in the event of a work injury.	1	0.7	25	18.5	109	80.7	1.2	1	67.733**

N	Occupational health and safety services	Yes		Some times		NO		M	S.D	Chi-2
		Fr	P%	Fr	P%	Fr	P%			
14	The company's management provides a meal to the workers while they work.	0	0	0	0	135	100	1	0	142.933**
15	The lighting in the company is suitable to do the work.	7	5.2	43	31.9	85	63	1.4222	7	67.733**
16	The ventilation of the company is suitable for doing the work.	3	2.2	25	18.5	107	79.3	1.2296	3	133.511**
17	The company's management provides devices for occupational safety and protection.	23	17	55	40.7	57	42.2	1.7481	23	16.178**
18	The company's management provides clothing for occupational safety and protection.	38	28.1	65	48.1	32	23.7	2.0444	38	13.733**
19	The company's management is keen to conduct periodic inspections of the workplace.	35	25.9	82	60.7	18	13.3	2.1259	35	48.844**
20	The company's management is keen to ensure that employees adhere to occupational safety procedures.	20	14.8	75	55.6	40	29.6	1.8519	20	34.444**

*Significant at (0.01) ** Significant at(0.05)

The previous table clearly shows: - The most significant expressions in the indicators of occupational health and safety services were as follows- :

- The company's management provides the medicines needed by the workers, with an mean (2.2444) and a standard deviation (0.68531), and the calculated Chi-2 value was (24.133) at a significant level of (0.01) or(0.05)
- The company's management was keen to conduct a periodic inspection of the workplace, with an mean (2.1259) and a standard deviation (0.61607), and the calculated Chi-2 value was (48.844) at a significant level of (0.01) or(0.05).
- The company contracts with hospitals to perform surgical operations, with an mean (2.0667) and a standard deviation (0.66017), and the calculated Chi-2 value was (40.844) at a significant level of (0.01) or(0.05).
- The company's management provides clothing for protection and occupational safety, with a mean (2.0444) and a standard deviation (0.72139), and the calculated Chi-2 value was (13.733) at a significant level of (0.01) or(0.05).
- Medical examinations for workers are conducted when needed with an mean (1.9630) with a standard deviation (0.71662), and the calculated Chi-2 value was (14.978) at a significant level (0.01) or(0.05).
- The company's management is keen to ensure the employees' commitment to occupational safety procedures, with an mean (1.8519), a standard deviation (0.65242), and the calculated Chi-2 value was (34,444) at the level of significance (0.01) or(0.05).

There are many occupational health and safety services that the company's management cares about, although this concern is little, but it should be mentioned, including: the company's management provides devices for occupational safety and protection, the company provides first aid, medical examinations are conducted for employees when needed, the company has an equipped medical clinic, The company provides workers with a health insurance system. The company bears all the costs of treating its workers. Therefore, private industrial companies must take into account everything that would preserve the worker's health and reduce work accidents

and injuries, such as the presence of a permanent doctor and a nurse in all work shifts, and creating an appropriate work environment to do Working with lighting and ventilation.

Table (7) shows the Educational services as determined by the employees of the private sector company (n = 135)

N	Educational services	Yes		Some times		NO		M	S.D	Chi-2
		Fr	P%	Fr	P%	Fr	P%			
1	The company provides literacy classes to illiterate workers.	0	0	0	0	135	100	1	0	166.933**
2	The company organizes training courses to raise the performance level of employees.	4	3	64	47.4	67	49.6	1.5333	0.55718	57.23**
3	The company allows workers to complete their studies.	15	11.1	56	41.5	64	47.4	1.637	0.67589	56.133
4	The company offers programs to increase union awareness among workers.	0	0	0	0	135	100	1	0	30.711**
5	The company holds training courses for employees to use the methods of industrial safety and occupational safety.	48	35.6	71	52.6	16	11.9	2.237	0.64885	55.54**
6	The company provides scholarships to employees to raise their productive efficiency.	25	18.5	71	52.6	39	28.9	1.8963	0.68321	33.911**
7	The company holds religious seminars for employees.	1	0.7	28	20.7	106	78.5	1.2222	0.4348	24.711**
8	The company offers educational seminars on various occasions.	0	0	22	16.3	113	83.7	1.163	0.37071	132.133**
9	The company's management is keen to hold seminars to raise awareness of diseases.	1	0.7	19	4.1	115	85.2	1	0.0000.	61.341**
10	The company provides cultural books to provide workers with knowledge.	0	0	0	0	135	100	1	0	166.933**
11	The company has a library to serve its employees.	-	-	-	-	135	100	1	0	166.933**

*Significant at (0.01) ** Significant at(0.05)

The previous table clearly shows: - The most significant educational indicators at the level of significance (0.01) and(0.05) as determined by the employees of this company came as follows- :

First rank: The company holds training courses for workers to use industrial safety and occupational safety methods. This shows that the private sector is interested in industrial security methods, and this appears in the low number of work injuries that the Central Agency for Public Mobilization and Statistics clarifies.

The second rank: The company provides scholarships for workers to raise their production efficiency. The third rank: The company allows workers to complete their studies. The fourth rank: The company organizes training courses to raise the performance level of the workers. The last arrangement: The company holds religious seminars for workers. It is noticeable that this company does not care about many services. Educational, because the new investor sees that it is useless and that the most important thing is to increase productivity, even literacy classes. Perhaps the lack

of interest in them is due to the small number of illiterate workers in the company, and there is not the slightest interest in awareness seminars about the role of unions in the worker's life so that the worker is not over He is aware of his rights and how to obtain them.

Table (8) shows the order of social welfare services as determined by the employees of the company affiliated with the private sector (n = 135)

N	social care services	P%	Total weight	Mean	Rank
1	Economic Services.	67.20%	272.2	2.009	1
2	Social and Recreational Services.	55.42%	224.4	1.68	2
3	Occupational health and safety services.	51.60%	209.25	1.54	3
4	Educational services.	44.98%	182.2	1.33	4
P% as atotal:		54%			

The previous table clearly shows: that the order of social welfare services provided to the employees of the company affiliated with the private sector is that: - Where it came in the first rank: - economic services with a percentage of (67.20%), and then came in the second rank: - social and recreational services with a percentage of (55.42). (%), then came in the third rank: - occupational health and safety services with a percentage of (51.6%), then came in the last rank: - Educational services with a percentage of (44.98%), because the company's interest in the educational process does not exceed a set of courses and seminars Irregular with severe neglect to provide literacy classes for illiterate workers due to the small number of illiterate workers in the company, it is always keen, after it has been privatized, to select workers with experience and knowledge of appropriate scientific, and the relative strength of social welfare services provided to workers in the private sector reached (54%), which is an average percentage of what It reflects the private sector's lack of interest in the social welfare services provided to its workers except in the narrowest limits, which gives a bad image of the abuse of the private sector.

Improving the quality of life:

A. (self dimension)

1.Family independence and stability:

Table (9) shows the independence and stability of the family as determined by the employees of the company affiliated to the private sector

N	Simple Family independence and stability.	The private sector company (n=135)								
		Yes		Some times		NO		M	S.D	Chi-2
		Fr	P%	Fr	P%	Fr	P%			
1	Working in the company makes me feel stable in my family life.	3	2.2	58	43	74	54.8	1.4741	0.54403	61.644**
2	My family is tight-knit and tight-knit.	38	28.1	84	62.2	13	9.6	2.1852	0.58826	57.644
3	My work in the company enables me to raise the standard of living for my family.	82	60.7	53	59.3	0	0	2.6074	0.49015	6.230*
4	Unable to provide for my family's needs.	69	51.1	66	48.9	0	0	2.5111	0.50174	0.067**
5	My income is not commensurate with the needs of my family.	0	0	69	51.1	66	48.9	2.5111	0.50174	0.067**
6	I feel important in my family.	0	0	69	51.1	66	48.9	2.5111	0.50174	0.067**
7	I can solve my family's problems.	54	40	73	54.1	8	5.9	2.3407	0.58798	49.644**
8	I talk to my children about my private matters.	101	74.8	34	25.2	0	0	2.7481	2.3407	33.252**

*Significant at (0.01) ** Significant at (0.05)

The previous table clearly shows: - As for the independence of the family, as determined by the workers in this private sector company, it came as follows: Despite the high average income of the worker, the requirements of life are always continuous and evolving, and each employee has a number of children who need large expenses and the breadwinner of the family must provide them. The least of the expressions in its arithmetic average, which amounted to (1.4741), was that (the worker feels stability in his family life as a result of that work in the company) and this may be due to the constant threat by the new investor to expel whoever he sees does not perform his duty in the manner stipulated in the contract and there is no place for any default Or excuses, and this is evident in the continuous discounts for workers and the deprivation of incentives and rewards, and there is no doubt that this is harmful to all members of the worker's family.

There are indicators of family independence, using the Chi-2 test. We find that these values are not significant, namely: The family of the worker is cohesive and interconnected.

2. Adaptation and family adjustment:

Table (10) shows the adjustment and family adjustment as determined by the employees of the private sector company (n = 135)

n	Adaptation and family adjustment	Yes		Some times		NO		M	S.D	Chi-2
		Fr	P%	Fr	P%	Fr	P%			
1	There is mutual trust between family members.	77	57	50	37	8	5.9	2.5111	0.60922	18.978**
2	My relationship with my children is good.	67	49.6	67	49.6	1	0.7	2.4889	0.5164	**14.400
3	My relationship with my wife/husband is good.	48	35.6	64	47.4	23	17	2.1852	0.70378	61.911*
4	All family members participate in solving family problems.	27	20	63	46.7	45	33.3	1.8667	0.7207	68.133
5	Dialogue is absent in the family.	13	9.6	36	26.7	86	63.7	1.4593	0.6665	39.511
6	I prefer to be alone in making decisions within the family.	8	5.9	41	30.4	86	63.7	1.4222	0.6043	16.533
7	The method of violence with children is appropriate to raise them.	12	8.9	53	39.3	70	51.9	1.5704	0.65267	93.644

*Significant at (0.01) ** Significant at(0.05)

The previous table clearly shows: - The most indicative expressions regarding family adjustment and harmony as defined by the workers in the factory affiliated with the private sector.
 - There is mutual trust between family members, the worker's relationship with his children is good, and the worker's relationship with his wife/husband is good, and this is due as we mentioned That these are the characteristics of our society and the sample is only a part of society.

3. General satisfaction with life:

Table (11) shows the general satisfaction with life as determined by the employees of the private sector company

N	study community life satisfaction	The private sector company (n=135)								
		Yes		Some times		NO		M	S.D	Chi-2
		Fr	P%	Fr	P%	Fr	P%			
1	I feel satisfied with myself.	37	27.4	67	49.6	31	23	2.0444	0.71097	** 24.578
2	I care about my family's sense of well-being when meeting their needs.	19	14.1	98	72.6	18	13.3	2.0074	0.52542	**32.133
3	I can achieve my goals in life.	18	13.3	61	45.2	56	41.5	1.7185	0.68733	327.56**
4	My family enjoys a good climate in life.	59	43.7	62	45.9	14	10.4	2.3333	0.6579	16.044**
5	I feel confident.	98	72.6	37	27.4	0	0	2.7259	0.44771	**20.133
6	I enjoy good mental health.	24	17.8	50	37	61	45.2	1.7259	0.74743	**65.578

*Significant at (0.01) ** Significant at(0.05)

The previous table clearly shows: - The most significant expressions as defined by the employees of this company: -The worker feels self-confidence: with an mean (2.7259) and a standard deviation (0.44771), the value of CHI-2 is (20.133), which is a function at a significant level(0.05). The worker's family enjoys a good climate in life: with an mean (2.3333) and a standard deviation (0.6579) The value of CHI-2 (16.044) is a function when significant(0.05), the worker feels satisfied with himself: with an mean (2.00444) and a standard deviation (0.71097), and the value of CHI-2 is (24.578) at a significant level(0.05).

b) The objective dimension of improving the quality of life of workers in industrial companies

1. Improving the quality of economic conditions:

Table (12) shows the economic situation as determined by the employees of the private sector company

n	Simple Economic Status	The private sector company (n=135)								
		Yes		Some times		NO		M	S.D	Chi-2
		Fr	P%	Fr	P%	Fr	P%			
1	My sons have savings books.	49	36.3	64	47.4	22	16.3	2.2	0.69968	**18.178
2	I save the rest of my expenses.	76	56.3	53	39.3	6	4.4	2.5185	0.58401	**51.911
3	My children help me with the expenses of the family.	37	27.4	68	50.4	30	22.2	2.0519	0.70519	**18.978
4	I can buy clothes in seasons and holidays for my family.	41	30.4	81	60	13	9.6	2.2074	0.59971	**129.911
5	The wages I get are not enough for my family's requirements.	39	28.9	68	50.4	28	20.7	1.9185	0.70236	** 19.244
6	I borrow a lot to provide my children with what they need	3	2.2	26	19.3	106	78.5	1.237	0.47642	**16.044
7	I am looking for another job to increase my income.	69	51.1	34	25.2	32	23.7	2.2741	0.82344	62.978**

*Significant at (0.01) ** Significant at(0.05)

The previous table clearly shows: With regard to improving the economic situation as determined by the employees of that company, the most indicative phrases were: - The worker can save the remainder of his expenses, and this may be due to the high average income of the worker in the private sector, so there is what remains of him and saves, searching for another job To

increase income, have saving books for children, and the ability to buy clothes on holidays and occasions, and this reflects the high economic level of workers in the private sector.

2. Improving social conditions:

Table (13) shows the social status as determined by the employees of the private sector company

N	simple social situation.	The private sector company (n=135)								
		Yes		Some times		NO		M	S.D	Chi-2
		Fr	P%	Fr	P%	Fr	P%			
1	I make sure to visit relatives on various occasions.	50	37	61	45.2	24	17.8	2.1926	0.71754	2.178
2	I make sure to go to the resorts with my family.	88	65.2	29	21.5	18	13.3	2.5185	0.72123	**24.067
3	I spend the weekend with my children in public places.	37	27.4	50	37	48	35.6	1.9185	0.79227	*4.630
4	I make sure to visit my family regularly.	96	71.1	39	28.9	0	0	2.7111	0.45493	**10.141

*Significant at (0.01) ** Significant at(0.05)

The previous table clearly shows: Regarding the social status of the workers in that company, the phrases came in the following order, which reflects their importance for the workers: Caring for family visits: with a mean of (2.7111), a standard deviation of (0.45493), going to the resorts: with an mean of (2.5185), a standard deviation of (0.72123), and spending the weekend with children in public places.

3. Improving health conditions

Table (14) shows the health status as determined by the workers in the private sector factory

N	Simple Health status	The private sector company (n=135)								
		Yes		Some times		NO		M	S.D	Chi-2
		Fr	P%	Fr	P%	Fr	P%			
1	I go to the doctor when someone in my family is sick.	80	59.3	55	40.7	0	0	2.5926	0.49318	2.141
2	I go to a government hospital for treatment.	0	0	49	36.3	86	63.7	1.363	0.48265	24.067
3	I live in healthy housing with my family.	76	56.3	59	43.7	0	0	2.563	0.49787	**8.067
4	I make sure that my family members eat a complete food.	96	71.1	39	28.9	0	0	2.7111	0.4543	**33.252
5	My family members are in good health.	84	62.2	51	37.8	0	0	2.6222	0.48664	**17.785
6	All health facilities are available in the house we live in.	101	74.8	34	25.2	0	0	2.7481	0.43569	118.978**

*Significant at (0.01) ** Significant at(0.05)

The previous table shows us:- The availability of health facilities in the house in which the worker lives with his family is the main indicator in improving the health level, according to the responses of the factory workers. All the modern and necessary health requirements he needs. The worker is keen that his family members eat an integrated meal. The members of the worker's family enjoy good health, and this may be due to the availability of all health facilities for the family while eating integrated meals, which naturally leads to improving the economic level of the family.

4. Improving educational conditions:

Table (15) shows the educational status as determined by the employees of the private sector company

N	Simple educational mode	The private sector company (n=135)								
		Yes		Some times		NO		M	S.D	Chi-2
		Fr	P%	Fr	P%	Fr	P%			
1	I make sure to educate my children in public schools.	43	31.9	0	0	92	68.1	1.637	0.93525	*17.785
2	I follow the educational level of my children.	102	75.6	32	23.7	1	0.7	2.7481	0.4525	**118.978
3	I communicate with my children's schools to follow up on them.	54	40	61	45.2	20	14.8	2.2519	0.69881	**21.378
4	The best remedial groups for private lessons.	13	9.6	2	1.5	120	88.9	1.2074	0.59971	**188.844
5	I teach myself to my children.	66	48.9	32	23.7	37	27.4	2.2148	0.8498	**14.978
6	I save for my children what they need from study tools.	98	72.6	37	27.4	0	0	2.7259	0.44771	**27.563
7	There is a computer in the house that the children use in their education.	127	94.1	0	0	8	5.9	2.8815	0.47398	**104.896

*Significant at (0.01) ** Significant at(0.05)

The previous table clearly shows: - The most significant expressions as determined by the employees of that company to improve the educational situation: The presence of a computer at home to help the children with an average of (2.8815): because the majority of the study sample in this factory enjoys a high level of education, which makes them fully aware of the importance of the computer in the life of Their children also have sufficient income that makes them able to buy it, follow up on the educational level of the children with an average of (2,7481), save what the children need of educational tools with an average of (2.7259) and this reflects the degree of interest in the educational level.

Social care services and quality of life improvement:

Table (16) shows social welfare services and improving the quality of life for employees of the company affiliated with the private sector (n = 135)

Improving the quality of life	The subjective dimension	the objective dimension	the quality of life as a whole
social care services.	-0.001	*0.199	0.1
Economic Services.	0.114	-0.127	-0.001
Social and Recreational Services.	-0.058	**0.303	0.1
Occupational health and safety services.	0.011	-0.091	-0.012
Educational services.	0	*0.196	0.086

*Significant at (0.01) ** Significant at(0.05)

The previous table clearly shows: -There is a statistically significant relationship between health, safety and occupational services and the objective dimension of improving the quality of life for workers in the private sector, and this relationship may come through the private sector's keenness on occupational safety procedures and the provision of industrial security devices, as well as signing a medical examination for workers and dispensing the necessary medicines so that the employer protects a source Production is the worker.

- There is a statistically significant relationship between (economic services) and the objective dimension of improving the quality of life for workers in the private sector and what it includes of improving the economic, social, health and educational levels. Joining a trade union or enjoying the same benefits in the public sector.

- There is also no statistically significant relationship between the economic services provided by the factory and the subjective dimension of improving the quality of life of its workers, and this may reflect the presence of obstacles that prevent the impact of economic services in affecting the subjective dimension of family life.

- There is also no relationship between social care services as a whole and the subjective dimension of improving the quality of life, and this may be due to the fact that social care services provided to workers in the private sector focus on the objective dimension of quality of life more than the subjective dimension because it is linked to the internal, psychological and emotional aspects of the individual, which affects the quality of life as a whole.

- Variation between groups of workers according to the nature of work variable:

Table (17) shows the discrepancy between groups of employees of the private sector company in the social care services provided to them according to the nature of work variable

Services	Contrast source	sum of squares	DF	mean squares	F	level of significance
Economic.	between groups	25.556	5	5.111	0.992	0.469 notsignificance
	within groups	715.418	129	5.546		
	total:	741,037	134			
social and recreational.	between groups	25.892	5	5.178	0.960	0.445 notsignificance
	within groups	695.769	129	5.394		
	total:	721.659	134			
occupational health and safety.	between groups	17.638	5	3.528	0.426	0.830 notsignificance
	within groups	1086.362	129	8.282		
	total:	1086.000	134			
educational	between groups	8.764	5	1.753	1.023	0.407 notsignificance
	within groups	220.970	129	1.713		
	total:	229.733	134			
Total:	between groups	90.644	5	18.129	0.857	0.582 notsignificance
	within groups	3086.659	129	23.928		
	total:	3177.304	134			

The previous table clearly shows: The value of (Q) to find out the differences between groups of workers in the private sector according to the variable nature of work in the following social welfare services- : (educational - social and recreational - economic - health and occupational safety). Where the value of (P) respectively amounted to (1.023 - 0.960 - 0.922 - 0.426), which are not statistically significant values, which indicates that there are no differences between groups of workers in the private sector in the social care services provided to them according to the nature of work variable.

The general results of the study: confirm the previous results- :

1. Not accepting the first hypothesis of the study for the private sector (there is a statistically significant relationship between social welfare services and the subjective dimension of improving the quality of life for workers in industrial companies).
2. Acceptance of the second hypothesis of the study for the private sector (there is a statistically significant relationship between social welfare services and the objective dimension of improving the quality of life for workers in industrial companies) in economic services, health services and occupational safety, where the correlation was in: Economic services (*0.199) at a level of significance (0.01).), occupational health and safety services (**0.303) at the level of significance(0.05).

proposed Suggested vision to increase the effectiveness of social care services to improve the quality of life of workers in industrial companies: The following researcher tried to develop a Suggested vision to increase the effectiveness of the performance of social care services to

improve the quality of life of workers in industrial companies :Based on that, and through the findings of the study, the researcher tried to reach a Suggested vision to increase the effectiveness of the performance of social welfare services to improve the quality of life of workers in industrial companies. This perception includes:

First: the basics which the Suggested vision depends.

Second: The objectives that the Suggested vision seeks to achieve.

Third: The areas and contents of the Suggested vision.

Fourth: the considerations that must be taken into account when implementing the Suggested vision.

Fifth: The target groups in the Suggested vision.

Sixth: The means and procedures for achieving the Suggested vision.

Seventh: The strategies used in the Suggested vision.

Eighth: The techniques used in the Suggested vision.

Ninth: The professional roles that the social organizer uses to achieve the goal of the Suggested vision.

Tenth: Suggested vision skills.

Eleventh: Suggested vision Tools.

Twelfth: Factors for the success of the Suggested vision.

First: the basics which the Suggested vision depends:

1. The theoretical approach of the social work profession in general and the community organization in the field of improving the quality of life in particular, and the texts specified by the regulations and laws that provide for the provision of labor social welfare services.

2. Previous studies and their conclusions and recommendations.

3. Results of the current study.

4. Semi-structured interviews with experts and workers in the industrial field and trade unions about their personal visions of social welfare services provided to workers in industrial companies and improving their quality of life.

Second: The objectives that the Suggested vision seeks to achieve: This vision aims to increase the effectiveness of the performance of labor social welfare services in a way that contributes to achieving its objectives and improving the quality of life of workers in industrial companies.

Third: The areas and contents of the Suggested vision: This perception attempts to set features for the fields and contents of labor social welfare services, including:

1. Economic services, including: all services such as wages, incentives, rewards, a fund for loans, fellowships, advances and grants on various occasions.

2. Social and recreational services, including: Hajj and Umrah trips, recreational and educational trips, parties on various occasions, transportation, housing, social club, work relations and general satisfaction with work.

3. Occupational health and safety services, including: periodic checkups, first aid, clinics equipped with doctors and nurses, suitable work environment, health insurance, prosthetic devices, industrial security services, safety and periodic maintenance of devices.

4. Educational and informative services, including: classes, training courses, awareness seminars, and scholarships.

5. Improving the quality of life of workers through the subjective dimension of family independence and stability, adaptation, family harmony, and general satisfaction with life, and the objective dimension through improving the economic, social, health and educational level

6. Fields of research and scientific studies by encouraging studies and scientific research that deal with social welfare services and improving the quality of life for workers in industrial companies and using scientific research in evaluating programs and their effectiveness and benefiting from them in disseminating successful results and experiences.

Fourth: Considerations to be taken into account when implementing the Suggested vision:

1. Satisfying the desires and needs of workers through scientific studies, because the needs are by their nature renewable and evolving
2. Taking into account that the Suggested vision is commensurate with the workers in the private sector in terms of the economic, social, educational and health conditions of the private sector.
3. When designing the concept, there must be an atmosphere of democracy so that workers in industrial companies are allowed to participate in the development and design of the Suggested vision that they will practice.
4. Providing the possibility of change in the Suggested vision, in other words, maintaining the flexibility of implementation in order to suit emergency situations and changing needs.
5. Educating employees about the importance of the Suggested vision and the importance of their participation in its development and evaluation
6. Taking into account that the perception is related to the resources in the community and within the limits of the possibilities provided by the regulations and laws.

Fifth: The target groups in the Suggested vision: - Workers in industrial companies in the private sector.

Sixth: The means and procedures for achieving the Suggested vision: In order for social welfare services to achieve their goals and become effective for workers in industrial companies, and for there to be demand for these services, and for these services to improve the quality of life of workers in industrial companies, and there is satisfaction and acceptance of these services, there must be a multiplicity of programs And the procedures that are used to achieve this, including the planning, implementation and evaluation aspects in relation to these services in terms of quantity and quality. These procedures include:

- Economic services:

- Objectives-:

1. Achieving safety by increasing the minimum wage by increasing incentives and not being related to production and adding the periodic increment to wages, with the establishment of work contracts that are carried out in accordance with the laws regulating the relationship between the worker and the company.
2. Emphasizing that the wage is a means to satisfy the needs of the worker, which determines his social status. The higher the wage of the worker, the more he gets good food, a healthy housing, an appropriate degree of education, culture and morale boosting.
3. Improving the relations between members of the working class and the administration.
4. Supporting the annual exhibitions of durable goods so that the worker can benefit from them.

- Work programs and techniques:

1. There shall be fair systems of wages and their attachments and incentives to work to mobilize the capabilities of workers in a way that increases the efficiency of their performance of their work in a greater and better way.
2. Creating organizations that help the worker obtain his needs at reasonable wages
3. Assisting him in forming social trends and values such as developing the habit of saving and saving to meet his needs in the future by organizing his budget and distributing it among the needs

of the present and the future, and social insurance is one of the most important economic guarantees for the worker.

4. Encouraging the establishment of lending and assistance funds and the demand for them from the employees of the establishment so that there are savings for the workers to obtain a remunerative interest for.

5. Providing loans to workers or assistance in the event of the worker's marriage or the status of the wife or the death or illness of a family member and facing education expenses. Loans are granted without interest and are paid in monthly installments at a percentage rate for the worker.

6. Everyone has equal opportunities for promotion to a higher rank, subject only to considerations of seniority and efficiency.

7. Dealing with the problems of low wages as a result of the application of privatization, which caused pressure on public spending.

- Social and recreational services:

- Objectives-:

1. Improving the relations between the worker and his colleagues and between him and his superiors.

2. Increasing the social awareness of the worker by working to improve the working relations between the workers themselves and between them and the administration.

3. Creating just and satisfactory working conditions.

4. Adaptation between the worker and the environment in which he works in a way that achieves the common good of both the worker and the facility in which he works and the society as a whole.

5. Recreation works to provide the worker with different skills and attitudes that make him able to balance his physical, psychological, mental and social needs.

6. The worker maintains his ability to work by providing suitable means of transportation to and from work.

7. Respecting the worker from the humanitarian point of view and respecting his humanity by providing him and his family with suitable housing.

- Work programs and techniques:

1. Rest in leisure time in a place far from the official working atmosphere and the noise of machines, reasonable limitation of working hours and periodic paid vacations, as well as remuneration for official holidays.

2. When planning to establish housing for workers, this must be preceded by a social research to know the needs of workers according to the size of the families. In the light of the research, the necessary services for the population are planned as long as the worker is not assigned more than a reasonable percentage of his income.

3. If there is housing for workers, it must meet all the conditions of comfort and health.

4. Not assigning large expenses to the worker in return for using the means of transportation provided by the company and protecting the employer from employing a hardworking worker.

5. If it is not possible to use the means of transportation, the facility must help them to extract annual or semi-annual subscriptions for public transportation, taking into account the shifts in the day and night periods.

6. Develop recreational programs that are popular with the workers and are in line with their tastes and inclinations, and are appropriate for the gender and age level of the members.

7. The existence of centers for the care of working mothers and their children with appropriate equipment.

8. Establishing a social services department to handle and resolve disputes between workers

- Occupational health and safety services:**- Objectives-:**

1. Taking care of the health of workers as they are a national wealth that must be preserved.
2. Taking care of the sanitary conditions of work from the spaciousness of the workplace and the necessity of providing adequate lighting and ventilation.
3. Spreading health awareness among workers.
4. Protecting the facility from the dangers surrounding it and the harms surrounding it by providing means of occupational safety and industrial security.
5. Work to raise the nutritional level of workers.

- Work programs and techniques:

1. Expansion of the health insurance system to include the worker's family.
2. Periodic inspection of new and old workers.
3. Periodic inspection of devices and machines and their continuous maintenance, especially industrial security and occupational safety devices.
4. Providing clothes and equipment to protect workers, especially in the chemical industries, which use some radiation.
5. Providing places for washing and cleaning and providing a pure water resource in all workplaces in the facility.
6. Conducting health seminars to raise awareness of occupational diseases that may affect the worker, and special seminars using industrial safety methods.
7. Providing good nutrition to workers in appropriate quantities and containing all the nutrients and easy in terms of abundance and price.

- Implementation priority:

1. Expansion of the health insurance system to include the worker's family
2. Periodic inspection of new and old workers.
3. Periodic inspection of devices and machines and their continuous maintenance, especially industrial security and occupational safety devices

- Educational services:**- Objectives-:**

1. Providing employees with various types of integrated knowledge that helps them to perform their duties
2. It is the means by which workers reach the level of awareness.
3. Providing unionists with the knowledge and skills necessary to perform their roles.
4. Helping workers to adopt positive attitudes towards their work.
5. Rehabilitating workers for a common culture in a way that reduces work pressures.
6. Choosing the best person for a particular profession and helping the individual choose the profession that suits his abilities, preparations, inclinations and plans for the future.

- Work programs and techniques:

1. Creating classrooms for illiterate workers and supporting those who complete their studies.
2. Conducting awareness seminars for workers about the important role of trade unions, which is to protect and defend their rights.
3. Encouraging the trade unions to play their role successfully, and a continuous endeavor by all concerned authorities to improve the material and moral conditions of workers, especially in the private sector and companies that have been privatized.
4. Training courses to provide workers with new skills, especially if they are new or will advance to a higher job level, especially in the stages of economic transformation, to enable production

sectors to face the conditions of open markets internally and externally and to keep pace with rapid technological development.

5. Developing training systems and methods to maximize the use of them and encourage the private sector to establish a vocational training center and pay attention to transformational training.

6. Making periodicals and publications to inform external audiences of the objectives of the industrial establishment and its role in production and contribution to development.

7. Providing a library in every industrial facility to enlighten minds on topics related to the lives of workers and their society

8. Helping the individual to assess and evaluate his areas of superiority and his weaknesses in relation to the various professions and their requirements by drawing up a plan for his professional future on the basis of his knowledge of himself and of the various professions.

- Implementation priority:

1. Creating classrooms for illiterate workers and supporting those who complete their studies.

2. Encouraging trade unions to perform their role successfully, and a continuous endeavor by all concerned authorities to improve the material and moral conditions of workers, especially in the private sector and companies that have been privatized.

3. Training courses to provide workers with new skills, especially if they are new or will advance to a higher job level, especially in the stages of economic transformation, to enable production sectors to face the conditions of open markets internally and externally and to keep pace with rapid technological development.

- Improving the quality of life for workers in industrial companies:

- Objectives-:

1. Achieving the independence and stability of the family.

2. Achieving adjustment and family harmony.

3. Achieving general satisfaction with life and mutual relations between family members.

4. Raising the standard of living of the worker.

5. Improving the health, economic, educational and social levels of workers and their families

- Work programs and techniques:

1. Expansion of social welfare services provided to workers in industrial companies to include their families, including health insurance services.

2. Holding awareness seminars that help the worker to balance the needs of his family and the income he gets and support the values of saving for the future.

3. Providing the worker with the necessary knowledge to determine his needs and the needs of his family to make wise decisions and bear the consequences of his decisions.

Seventh: The strategies used in the Suggested vision:

1. Empowerment. 2- Defender. 3- Justice. 4. Democracy. 5- Interaction. 6- Violence.

7. Development. 8- Strength. 9- Negotiation. 10. Political power. 11- Pressure. 12- Persuasion.

13. Support. 14- Education and training. 15- Excitement.

- techniques:

1. Work by building the influential force in companies.

2. Self-help.

3. Radical change.

- Roles of the social organizer:

A) enabler: by assisting workers in industrial companies to identify the services provided by industrial establishments and to invest their capabilities to obtain these services.

b) collector and data analyst: studying the social problems in the facility, studying the apparent and latent needs of employees through opinion polls and survey research to determine the needs of workers, determining what has already been implemented in terms of confronting employees' problems and identifying the steps taken to solve them. A work that includes programs and services that confront the workers' problems and meet their desires.

c) planner: Develop a realistic and executable plan in light of the general plan of the facility and within the framework of the general plan of the state, taking into account the coordination between this plan and the plans followed by the various departments in the facility and proceed in light of the comprehensive plan for the national development of the community, and the plan includes the needs and problems Interests, resources and capabilities, setting social welfare plans that make it possible to achieve the objectives of privatization and lead to limiting its negative effects, finding work methods to avoid negative complications when implementing the privatization program, studying the mutual impact between social welfare services and the privatization program.

d) service provider: One of the most important duties of the social organizer is to facilitate workers' access to forms of labor social services that help them to advance their level and provide them with the opportunity to raise their productive efficiency in cooperation with all workers and officials in the facility and familiarity with the financial and human resources in the facility in order to facilitate the workers' better use of the service. The development of services that did not exist and in line with the conditions of the modern era and imposed by economic transformations.

e) therapitc: treating labor problems that threaten production, such as the negativity of some workers and the existence of social trends that impede production, and the control and domination of some bosses, carrying out programs aimed at strengthening industrial security and following its guidelines, deepening the spirit of loyalty and belonging among workers, developing literacy programs to modify trends Negativity for factory workers and educating workers about privatization policies.

f) evaluator: his role requires participation in the various organizations and committees in the factory in designing services and programs that are provided to employees and evaluating the work of these organizations and the services they provide.

G) Assistant: Helping the worker to identify his capabilities and personal resources and the strengths he enjoys and helping him to take advantage of them and identifying the internal forces that hinder his abilities and overcoming them, helping him to identify the forms that he can benefit from such as hospitals and unions, helping him to choose the best alternative among Resources to address the problematic situation.

h) coordinator: by helping the leaders in the factory achieve their goals and coordinating between the different agencies to prevent duplication of service provision for the purpose of integration and cooperation, coordinating between social welfare plans and the plans of other departments, coordinating between the various disciplines to achieve the facility's objectives.

i) consultant: he provides the factory community with information, facts and technical expertise, where he can: - contribute his opinion regarding the projects implemented by the industrial establishment, express his opinion before the various committees regarding social welfare services and their suitability to the needs of workers, provide advice to the factory work team to help them understand Dealing format (the worker) in a way that contributes to increasing the awareness of the work team about the needs of the handling system (the worker.)

j) activator: the social organizer takes the initiative and works on developing the facility by adding services needed by workers and that do not exist. In addition, he directs the attention of social policy makers by taking into account the needs of workers when developing a social welfare plan.

K) defender: He defends the interests of workers and seeks with them to try to satisfy their needs and stand by them and amend regulations and laws that limit their benefit from labor social welfare services while speaking on their behalf, representing their interests, adopting their point of view and leading them in their efforts.

L) administrator: through administrative planning, setting and making decisions with his contribution by providing accurate data and information to decision makers, participating in setting and implementing the budget for labor social welfare, following up and evaluating its implementation and writing reports that can be referenced when needed.

The skills necessary for the social planner to increase the effectiveness of social - care services: This perception depends on some of the skills necessary for the social organizer to activate social care services in industrial companies, and these skills include:

1. Positive interaction.
2. The ability to solve problems and identify needs.
3. Skill in continuous evaluation of social welfare programs.
4. Skill in communicating with the bodies that can help the social organizer to satisfy the needs of the workers.

Eleventh: Suggested vision tools: It depends on a set of tools that are considered an area to strengthen the performance of social care and to increase its effectiveness.

1. Seminars and lectures.
2. Group discussion to open the door for dialogue and free discussion to give workers the opportunity to express their opinions, needs and problems and open the door for dialogue to exchange experiences and skills.
3. Various interviews with experts, officials and union leaders to explain how to support social welfare services and how to develop them and improve the quality of life of workers.
4. Bulletins and reports concerned with the industrial field and workers and their issues and directing research in the field of worker welfare, especially after privatization.

Twelfth: Factors for the Success of the Suggested vision:

1. The National Council for salary issued a preliminary study calling for an increase in workers' wages by 40%.
2. Working to develop a comprehensive plan based on scientific foundations by decision makers and decision makers, taking into account the needs of workers in industrial companies.
3. The necessity of the participation of all agencies and bodies in its development and implementation, and surveys of the opinions of the workers themselves, with the exchange of experiences with the various industrial establishments.
4. The necessity of establishing this plan and the policy for taking care of workers in industrial companies in accordance with the values of society and the economic and social conditions of society.
5. Organizing an academic program to prepare and train workers in the industrial field by organizing courses to update information and raise professional performance.
6. Supporting the role of the family and dealing with it as an auxiliary unit and helping the worker to perform his role in the factory successfully.
7. Encouraging conducting scientific and field research and studies in industrial fields and achieving cooperation and coordination between centers interested in this field.
8. The trade union organization in Egypt is a governmental organization in the first place and does not at all express the workers of Egypt, and it is natural that it is unable to confront the privatization policies and their negative aspects that have deprived many of the rights of workers in Egypt!..

9. Each Member State of the International Labor Organization undertakes to take all necessary and appropriate measures to ensure that workers may exercise their right to organize freely.
10. Workers shall enjoy adequate protection from every act that discriminates in the field of employment because of their union affiliation, such as making the employment of a worker conditional on his non-joining a union or his abandonment of union membership, or laying off a worker or offending him by any other means because of his joining a union or his participation in a union. Union activities outside working hours, or also for his participation in them, with the consent of the employer during working hours.
11. Contribute to persuading the leaders in charge of companies with capital of the importance of trade unions and maximizing their role in the various media.
12. Working with the Social Fund for Development as one of the effective means to confront the negative effects of privatization and work to support its efforts.
13. Assisting workers who have been laid off by directing them to the various institutions through which assistance is provided and developing their skills.
14. Not to privatize health insurance because this directly affects workers, and privatizing services is no less dangerous than privatizing companies.
15. Providing individual services to people with problems resulting from the changes that society is going through, including privatization.
16. Participate in decision-making, especially in light of the developments that our society is going through in the direction of privatization by providing sound data to decision-makers in order to be more effective.
17. Enacting legislation that protects the worker from the abuse of the employer, protecting him as a weaker party in the production process, and helping him to obtain his rights if he is dismissed and compensated.
18. Providing accurate data on the spread of corruption in private sector practices and the allocation of tasks between the public and private sectors.
19. Studying the societal reality in its economic, social, cultural and political dimensions and diagnosing this reality.
20. Being fully aware and aware of the objectives of social welfare policies, the values and societal issues that they adopt, the problems and their historical frameworks, and the societal needs and their degree of urgency.

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