

**Readiness Extent of Private Sector for Implementing Social Security**  
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**Abstract**

The study aimed at identifying the extent to which the private sector is willing to implement the social security law in Palestine. In order to achieve the objectives of the study, the descriptive analytical approach was used in the study, and the sample of the study were (385) males and females employees. The researcher used the questionnaire as a tool for study.

The study found that the extent of the willingness of private sector companies to implement the Social security law came in a medium degree; the most important of these reasons are the fact that the security law does not protect the money that is going to be deducted. Also, the companies fear that the purpose of the law is collecting the money from them and not for the interest of the employee. The results also indicated private sector willingness to receive suggestions that will make them accept implementing social security. The most important of which is that the social Security Board ensures that money that is already deducted from the company are for the employees. Besides, the companies desire to get involved with the investments which will be carried out by the institution of social security. The results indicated that there were no differences in respondents' opinions according to the gender variable; however, differences were according to the variable of scientific qualification for the favor of the Master degree holders. Also there were differences in favor of the number of workers in the company yet, it was small difference. There are also differences depending on the life of the company, and it was in favor of small companies. Other differences were found depending on the sector type variable and the differences were in favor of the health sector and then came the other sectors. This means that accepting implementing social security was among small companies, with few workers, because the implementation of social security did not affect them significantly.

The study recommends that amendments be made on the social security law to comply with condition of request all companies in all sectors, and commensurate

with their employees regarding the time period, subscription and other points. Also, it recommends giving guarantees that enable the employees and the companies to give confidence to the social security institution regarding the money that is going to be paid to them.