

**Social Workers in Governmental,
Non-Profit and For-Profits Organizations:
An Exploratory Study of Differences in Working
Conditions, Conflicts between Welfare and Profit
Goals, Professional Development and Satisfaction**

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Social services in Israel have undergone a rapid process of partial privatization in recent years. The focus of this exploratory study is the impact of the partial privatization of personal social services on the social workers employed by these services. The study examines the impact of privatization upon social workers by comparing social workers employed in three different types of organizations: governmental (n=32), private non-profits (n=34), and private for-profits (n=35) that provide rehabilitation services for mental disabilities. Differences between the social workers employed in the three types of organizations focused upon working conditions, investment in organizational development, the perceived gap between welfare and profit goals, satisfaction and a readiness to remain in the organization. The findings reveal that social workers in governmental organizations enjoyed better working rights than others and were more inclined to remain in their place of work. Social workers employed in non-profits were the least satisfied. No differences were found between social workers in the non-profit and those in the for-profit organizations and, with regard to some of the variables, the results were similar for all three groups.

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