

Industrial Institution, labors inseparable issues

Some may fancy that the economic march of the industrial institution, which aims to increase the output and bring down the cost, will come to a stage where the raise in the worker's wages contradicts cost reduction efforts.

This opinion is justified by a short-sighted and erroneous explanation: as long as the productivity of the worker is stable there is no need to increase his salary, because cost and revenue are the criterion of evaluation.

This erroneous computational conclusion can be reached by the head of the institution if he is an accountant who deals with figures without addressing their industrial significance, but the vision of the industrial battalion led by an engineer specialized in industrial engineering will be completely different.

It is an indubitable fact that cost and revenue must be arithmetically balanced. The bone of contention is that the more the performance of the worker is improved the faster he moves up the ladder of technical skills and the value of industrial process he is entrusted with.

It is illogic to imagine that a technical worker who joined an industrial institution 17 years ago will continue to practice a specific productive process, like welding or puncturing or compressing, until he turns 45 without any increase in the productivity of this worker.

There is no doubt that the only meaning of this case – if it really exists – is that there is a big defect in the human resources development policy in that institution. It even raises doubt that this industrial institution will continue to exist in the industrial arena until this worker turns 40.

Management experts believe that the lifespan of any industrial institution is estimated at about 15 years during which the technical character of the worker will grow in association of the scope of excellence.

Rebirth of this institution in the form of a new package of products, new proficient administrators and marketers, new advanced technology and distinguished production means could be a necessity.

The institution has only two means to achieve this end: the lifecycle of the product and the functional lifecycle of the employee and the worker.

Human development experts believe that to make a success of any industrial institution they have to play two intertwined roles: to procure the institution the best human elements at the suitable cost and to maintain the supremacy of the human capital which is the pride of every institution.

No industrial institution can achieve this objective without continuous training for every individual in the institution throughout his career life.

As for the unions, they have to realize that their role has become prerequisite to industry and the society more than ever regardless of its meanings and tools. They have to take care of developing their own human capital with the aim to improve its performance and subsequently increase its income, and thus impacting positively on the unions' revenues directly.

This helps the unions improve their financial performance from these revenues. This also helps the unions decrease their idle potential, either those of low performance or those who cannot find job opportunities. This can be done through the following steps:

- a. Implementation of the rehabilitation system in cooperation with high-level universities and technical institutions and medium-level training and education centers by changing the specialty of the individuals into the professions that better suit the labor market.
- b. Incorporating those who have obtained certificates in new fields of specialization into the lists of the holders of those specialties and issuing certificates and IDs that are complementary to these procedures.
- c. Allocating part of the foreign and domestic donations for financing rehabilitation policy and creating a banking mechanism affiliated to the union to finance and rehabilitate the union's human force in a transparent way encouraged by the state.
- d. Creating an information network showing all data and information related to the labor market and their proficiency and qualification in a way that allows business sectors to benefit from them in their search for suitable workforce for all work levels.

Finally we should say that the part of the Egyptian human capital that can be enhanced is actually a major national wealth that can open broad horizons in building the future in keeping with the requirements of the age.