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Social Development Planning

**The Approach to Methodology at Macro and
Micro Level**

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PART I

SOCIAL DEVELOPMENT PLANNING AT MACRO LEVEL

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Chapter 1

General Approach to Social Development Planning

Terminological Definitions

The term "social" is interpreted differently. In one way it is applied by economists, other interpretation is used by the sociologists, still other is applied by social workers and the like.

In the following the social development is understood in narrower sense. The term "social" is not interpreted as a "development of a society". To apply the term "social" in narrower terms mainly in relation with "economic" is understood to elaborate the connections with more efficient role and utilization of human factor in the development primarily in relation to the growth of the standard of living and with perfectioning of the social structure of the society.

The narrower definition of the social development in planning may be seen also in relation to the "social aspects of management", which can't be expressed directly in planning and if so it can be done in limited way indirectly only by means of various measures.

Although the social development is interpreted in narrower sense, when working it out the over-all trends in development should be observed and taken into consideration. It means the trends in rising the standard of living of the masses, the elimination of substantial differentials between the rural and urban areas, between manual and mental work, further the process of creation the equal work conditions, the getting closer the class differentials and so the rapprochement of social groups, increasing of the people participation in the management and administration, reaching the greater unity between individuals and society etc.

Above mentioned interpretation of the term "social" determines also approaches toward social development planning. In narrower terms social development planning is understood to mean the regulation of that social and society's processes, which are based on economic processes, but they are relatively independent and in turn they influence the economic development.

The social development planning emerges from the idea of the unified approach of social and economic development. This means that not two plans one for social and other for economic development is advocated but only one unified development plan is considered.

2. Unified Approach Toward Socio-Economic Development Planning.

The main point of departure for elaboration of social development planning is an idea of unified approach toward development of the society. In this approach the development is guided by the one/unified/ system of Planning and it is developed on the basis of political and economic directives.

This concept of social development planning represents an organic part of unified socio-economic development planning, what enables in a great extent to realize in practice the idea of unified planning elaborated by Lenin.

The next precondition which serves as a base for departure in elaborating of the methodology of social development planning is the fact that for example in Czechoslovakia there has been for many years carried out the planned economy not only at the economic field but at the social field as well.

The new aspects should be seen in the approaches towards the planning as whole and in finding the new ways of improving of the methodology of planning which would reflect in better way the needs and possibilities in development at current stage of constructing of the developed socialistic society under the conditions of realization of scientific and technological revolution.

The effort in perfectioning of the methodology of planning should be aimed towards the main problem that is to plan the social development at whole range of its problems and also to find the way of more effective incorporation of the social development planning into the system of the state development plan.

The current methodology of planning has been built up extensively on bases of economic planning at the macro as well as at the micro level. The plans of individual social sectors as it is the plan of health care, social security plan, educational plan, human environment plan are parts of the economic plan.

side this economic planning doesn't include all social problems in a complex way putting often emphasis on social programmes within the framework economic plan. It is suggested to develop much more social development planning hand in hand with economic planning.

The building up of the socialist society in our conditions requires setting the social aims as a decisive goal of economic and social development. The effort to build up a classless society, nationalization of the means of production, scientific planning in all branches of activity including employment, distribution and redistribution of national income, health care and other social problems at the national level reflects the importance and the substance of this process.

To meet above mentioned trends there is a need to work out how to improve the methodology of planning having in mind to wide up the horizon of existing economic planning by the activities that are carried out in the field of social development.

At the macro level the concept of socio-economic development plan could be considered / instead of economic development plan/ and at the micro level the concept of technico-economic plan and plan of social development could be introduced / to replace current concept of technological and economic plan of a factory/.

The approach towards development should be understood as a unified process of development of a society embracing economic as well as social aspects of development. Both economic and social development are closely related to each other in an integrated way and comes as a result of political and economic system and character of social and economic relations of the socialistic state.

The development of the socialistic society represents a social process itself in a broad sense as an over-all process of development of a society/with any political, economic, social, cultural, psychological and other dimensions which take place simultaneously and in unity.

In spite of the fact that social process takes place in a unified way, there is a need for practical purposes to study some partial processes of an over-all process of development in a separate way.

For our purposes there is needed to study primarily interrelations between social and economic development having in mind the broader relations and interconnections of other subsystems of development.

An approach to the study of social development planning within the framework of over all development of a society is seen in chart number 1.

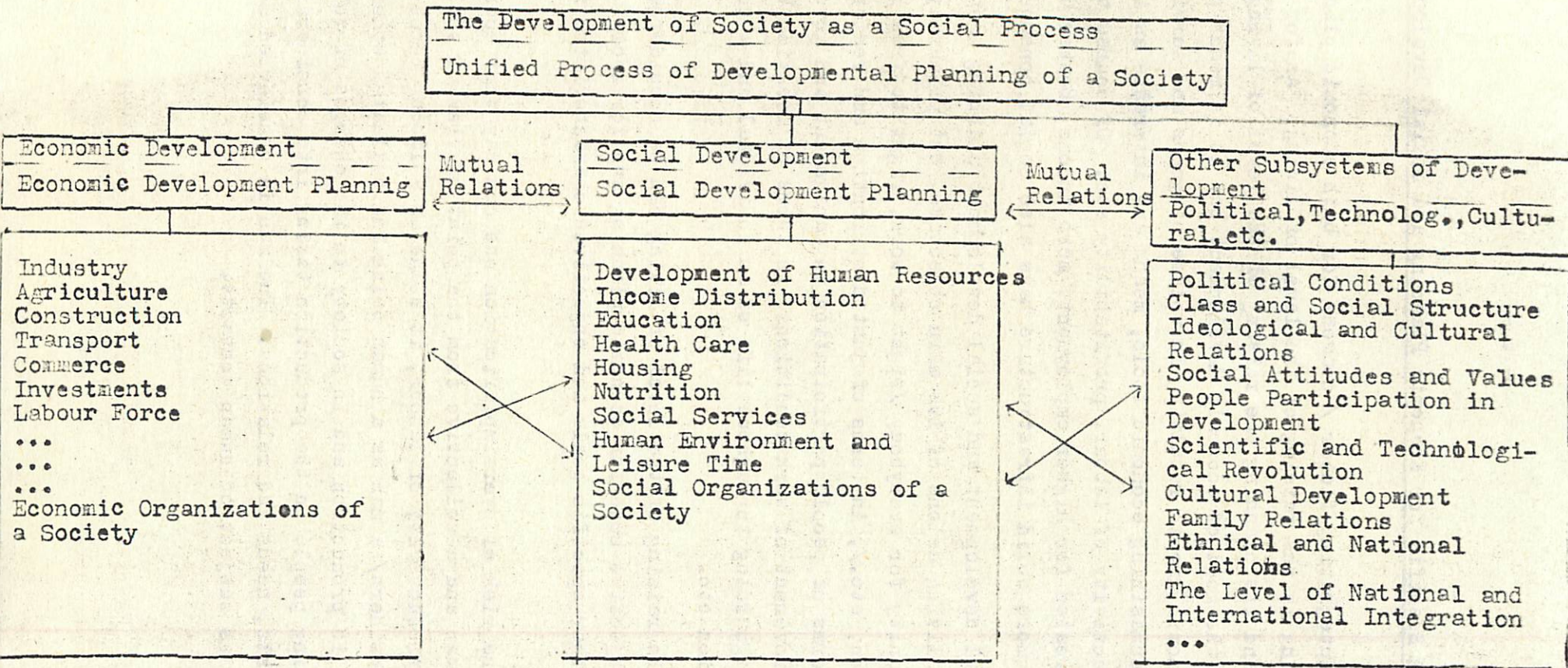
Developmental planning is based also on the unified concept of development of a socialist society incorporating economic as well as social components of development. As for economic development, economic planning has been pretty long recognized form as a tool for its management. It is logical that social development planning should be as a tool for managing of social development.

The approaches and methods of economic planning they are for a time being worked out at a fairly good level. The approaches and methods of social development planning has not been worked out properly and they are to be elaborated and introduced into the practice.

In working out of the methodology of social development planning the main task rests with effective elaboration in the most complex form of the diverse processes not only that of economic development but also of social development in their mutual interrelations taking into account specific aspects of both processes.

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Simplified Chart of Working out of Social Development Planning
in Narrow Sense at Macro Level.



3. Common and Specific for Economic Planning and Social Development Planning

The Integrating factor / common/ for both economic planning and social planning is the raising of the level of living. As for economic development and its planning the raising of the level of living is without doubt one of the goal of economic development but it is meant primarily in terms of economic growth resulting in volume of goods and services produced per person emphasizing economic tools, means and interests as it is for example productivity of labour, profitability etc. Of course the favourable conditions created for higher employment, more income, better social security and more solid infrastructure have also social consequences.

Social development and social development planning have also raised the level of living as one of its main objective, but primarily in terms of equal opportunity for everybody /right to work, right to free health care, free education, etc./, in terms of just distribution and redistribution of income, in terms of people participation in management and government, in terms of improvement of work conditions, in terms of creation better conditions for safeguarding throughout life of an individual and a collective, the selfrealization etc.

If the raising of the level of living can be considered as one of the common objective both for economic planning and for social planning there are many further specific goals and objectives characteristic for each part of planning.

At the risk of oversimplification one can say that economic planning considers a man and a collective from the point of view of their role in production, productivity of labour, it means as a labour force, social planning sees /considers/ a man as a human being and evaluates other aspects like to his place in production and in society to the changes of roles of a collective of working people in the production taking into consideration their different interests, needs and relations. The man is considered as a subject of work as well as subject of human contacts.

Taking the man as a subject of work, as a labour force the other following aspects are to be considered: The creation of favourable work conditions, conditions for study and rest and for best utilization of his abilities. A very important question in this connection is to consider the labour force in the framework of family and creation of work opportunities for men and women taking into account the family as an important unit of the society.

Similarly the different point of view can be seen in other cases. In the case of wages economic planning considers it primarily as a cost of production social planning it is seen mainly from the point of view of social differentiation. In health care along with its planning in terms of the number of hospital beds there is a need to observe much more the health situation of the population.

In the field of education there is a need to take into account not the increase of the number of schools only, but also much more interest should be given to the question of the raising of the level of education and further possibilities of spreading the education for the largest strata of the population.

It is supposed that economic planning as a system is known in substance, so in the following the decisive attention is devoted to the so far not elaborated problem of social development planning.

The specifics of social development planning at the macro level can be seen in the role of social planning to improve society, social structure and to foresee /forecast/ and to support the progressive socio-economic changes that conditioned rational and effective utilization of existing human and material resources and through development of a collective and an individual.

The Subject of Social Planning

Within these broad dimensions of social changes the main role is played by the productive collective at such extent that it represents the subject of social planning. In other way said the subject of a social development planning is considered to be a productive collective /of working people of a factory - organization/. This collective represents a basic unit of the socialist society and as such plays the significant role in development.

The collective of working people / of a factory - organization/ has to have the raising role in the solution of the objectives of developed socialist society. Within these collectives there are formed new socialistic features of working people and increase work and social activities of the people. Productive collective /in broad sense/ conditions the solution of the complex problems connected with the satisfying of the socio-economic needs of society and with the changes in her socio-political structure. Next its significance rests with the fact that represents a complex of inner relations and connections, that exists among the workers and their collective as well as between collectives of the working people and society. This is of great importance in the period of scientific-technological revolution. This concept differs from other, placing as a subject of social planning for example family, or an individual and his status.

The growing importance of production collective in solving the objectives of building up of the society, in satisfying the needs of the people and in forming of the socialistic features and values calls for planned regulation of these processes. These needs meet in some way a new branch of planning activities that is social development planning.

To meet the requirements of the social development having in mind the improvement of social structure and the supporting of the socio-economic changes the social planning implies detail elaboration of the social needs as well as the goals and objectives of meeting these needs.

The Formulation of the Social Development Plan.

The formulation of that part of the plan concerning the social development implies:

Preparatory research and study

Prognosis of social needs

Setting up the goals, objectives and priorities

Elaboration of the plan including setting up of resources

Working out of the policy of implementation

Elaboration of social development of individual sectors, setting up of the programmes and formulation of projects

Coordination of the plans of individual sectors and their integration.

Among the most difficult stages of formulation of the social development plan /as a part of a unified state plan/ can be cited the prognosis of the social needs and elaboration of goals and objectives of social development as well as setting up the priorities for their implementation.

In the course of social development planning the following system of goals should be worked out:

1. Goals of the meeting of material needs
2. Goals of the meeting of social needs
3. Goals of the meeting of development of a human being
4. Goals of the meeting of cultural art, and other needs

The elaboration of the objectives of meeting of the material needs implies mainly needs concerning:

- a) human resources development
- b) nutrition, housing, clothing, health care etc.

The elaboration of the objectives of meeting of the social needs implies mainly need concerning:

- a) social services and social security
- b) human relations etc.

The elaboration of the objectives of meeting of the needs concerning throughout development of a man implies mainly:

- a) education, creative activities
- b) utilization of leisure time

The elaboration of the objectives of meeting of the cultural needs implies mainly meeting of the needs of intellectual development in the field of culture, art, esthetic etc.

Elaborating of the goals and objectives of the social development from the point of view of priorities in the urgency of their meeting at the present time and in near future as well as possibilities in resources the following problems come to the fore:

1. Human resources development
2. Socio-economic aspects of income distribution
3. Development of education and schooling
4. Development of health care
5. Development of housing
6. Development of social care and social services
7. Development of human environment and utilization of leisure time
8. Development of ideological, political, socio-psychological and cultural relations.

The starting point for elaboration of the goals, objectives and targets in the field of social development are documents and resolutions adopted by the Communist Party of Czechoslovakia setting down basic political and economic directions for further development of a society.

Chapter II.

The Elaboration of the Goals and Objectives in the Field of Social Development

1. The elaboration of the goals and objectives in the field of human resources development is of decisive importance in the socio-economic development of a society.

The elaboration of the goals and objectives in the field of human resources development implies:

the goals and objectives of socio-demographic formation of the human resources embracing mainly the setting up of the trends in changing of the generation in general and in relation to the resources of labour force in specific. The generation change is subject of demographic processes taking place at the given time. The elaboration of the objectives and the conditions mentioned above is to express the need of the development of the all around harmonic developed inhabitants and to work up /reveal/ of the measures in the field of the factors that influence in the positive way the process of reproduction of the population. It includes mainly the question of marriages, diversity, child bearing and mortality. The given trend in the development of the population conditioned also the way of working out of the further objectives and measures to be met in the field of the development of the population in the future. These objectives and measures concern such problems as housing policy to support population growth, next employment of women in order it does not work against the birth growth and the number of children in the families, also such questions as it is social policy, family planning etc.

The goals and objectives in the field of the safeguarding of the full employment implies mainly setting up of the most favourable relation between able bodied part of the population and created work opportunities as well as the trend in utilization and best realization of labour force in accordance with the right to work for every citizen embodied in the Constitution.

Putting it into practice it means to employ ablebodied population in the social production, next to make ablebodied population active in the socially useful activities as it is for example study, housewife's work at home, etc. The next objective relates to the setting up of the objectively adopted limits higher and lower/ of the employment.

The goals and objectives of the increasing of effectiveness of the utilization of labour force resources implies mainly setting up of the optimal utilization of the economic active population, next of the effective process of distribution and redistribution of the workers as well as rational placement of labour force and its adaptability.

- d) The setting up of the goals and objectives in the field of skilled /qualified/ manpower implies the process of formation of the labour force not in economic terms only, but also in terms of over all development of personality of a man. It concerns the increasing of the level of education, the increasing of the cultural and technical level of the manual workers, next the lessening of the substantial differences between the rural and urban population between the manual and nonmanual work, between the republics, regions, etc.

2. Elaboration of goals and objectives in the field of socio-economic aspects of distribution implies:

- a) the creation of material conditions for reproduction of labour force
- b) setting up of the socio-economic aspects of distribution by means of nominal and real wages
- c) the process of distribution through public consumption funds

As for creation of the material conditions for reproduction of labour force there is a need to work out the costs of reproduction of labour force and the form of its meeting.

The elaboration of the objectives in distribution by means of nominal wages implies setting up of the relations in the distribution of the national income with regard to the over all income policy of the state.

- The important meaning here has the elaboration of the following goal
- securing the adequate income level for the population
 - securing of the trend of the more equitable income distribution among the population having in mind the goal of reaching even more social quality of the population as a whole
 - meeting the requirements that income, mainly wage income acts as an important factor of supporting of the economic development

The elaboration of the goals in distribution by means of public consumption funds implies the trend in the line of which the distribution through these funds secures the equalization of differences not straight in the personal income, but in the causes that conditions these differences. It means to create equal conditions for all in getting education, in caring for

health, etc. The growing importance of distribution by means of public funds leads to equalize the conditions for the development of ability to work for all members of a society.

3. The elaboration of the goals and objectives of the development of education is to express the process of formation of socialist profile of a man as well as the training of skilled manpower. The goals should express the trends which will be under way in the further development of education of inhabitants, collective and an individual as well as to incorporate how it influences the educational structure /system/.

The main trends that might be considered in this respects are: further development of the socialist society, technological revolution, the development of production and consumption, development of culture, the growth of the level of living, the level of political and educational activities etc.

The goals should express namely:

- a) the further process of democratization in order the school could render as much as possible of the young people as high education as possible.
- b) the transition to the general secondary education as well as tasks of development of education at each grade of schooling /getting closer three branches of secondary education: technical secondary education, apprentices schooling and general secondary education/
- c) the strengthening of the theoretical knowledge and wider professional background at the higher education as well as deepening of the specialization at the postgraduate forms of the study.

4. The elaboration of the goals and objectives in development of health care implies the wider concept of carrying over the health of the population and working people. It means that health care does not include the care done by the health professionals only but also implies health attitude in all activities, healthy work, healthy regime of a day and the complex public preventive care. A very important meaning has the health

care in the case of securing the reproduction of labour force in terms of its mental and manual features

The main attention in working out of objectives is focussed to the following:

- a) the improving of the health situation of the population /decreasing of the communicable illness, improvement of the work conditions, decreasing of noisy, dusty, environment and the like having influence on illness,
- b) the improving of the health situation of special social groups /old people, children, etc./
- c) the development of preventive health care /improvement of the preventive and therapeutic care at the district health centres, at the workshops, at the policlinics and hospitals, the improvement of the material supply etc./.
- d) the further perfection of the drug production, its distribution, development.
- e) the development of recreational facilities and care
- f) the improvement of the hygienico-epidemiological services etc.

5. The elaboration of the goals and objectives in the field of housing implies the further development of dwelling as a basic need of a man. It has an importance in influencing of the renewal of labour force, its work and leisure as well as mutual human relations in the family and among social groups.

In working out the goals and objectives there are following questions of greater importance:

- a) setting up targets in housing for people who do not have a flat /mainly for the young people/ as well as for those who do not dwell satisfactory or want to improve their standard of dwelling,
- b) the elaboration of the ways and forms of the constructing of flats /the state, cooperative, factories, private/,
- c) the elaboration of the adequate standard of dwelling
- d) the setting up the trend in the location of settlement in connection with urbanization.

6. The elaboration of the goals and objectives at the field of the social care implies the setting up of trends in the complex social care of man and in the social side of the reproduction of labour force. It comprises mainly the following:

the care of a society over the family with children
the development of the social care of the economic active population
the social care of the economic non-active population as well as of the handicapped and people in need.

There are three main principles that should be observed when elaborating the goals and objectives; the principle of universality, the principle of right to social security embodied into the Constitution and the principle stipulated that social care is provided by the society not in relation to work only but also with a view of needs.

7. The elaboration of the goals and objectives in the development of the human environment and in the utilization of leisure time is to express the process of the planned transformation of environment as a part of the creation of the favourable conditions for the human resources development and for the growth of the level of living of the population.

The following questions are of greater importance:

development of protection of the natural environment /national parks, sceneries, reservations, forests, etc./

the protection and further improvement of work environment comprising the objectives concerning the cleanliness and order at the work places, the esthetic arrangement of the work places including suitable light, colour appearance, rest places, cafeterias, hygienical places, warm and cold water etc.

the development of urbanization, settlement, development of technical and citizens outfit, development of parks, gardens, roads and personal transportation.

The elaboration of the goals at the field of utilization of leisure time implies the setting up the trends in the socialistic way of life as well as the ways and the forms of utilization of leisure time.

Chapter III

Methodological Approaches Towards Social Development Planning

There are several approaches and methods that can be applied when elaborating of the social development planning at the macro level. They are the following:

1. Social planning as a planning with social goals as a final aim of development.
2. Social planning as a socio-economic development planning
3. Social planning as a planning of a complex development of human resources
4. Social planning as a planning considering social factors contributing to the economic development.
5. Social planning as a planning in social sectors
6. Social planning as an intersectoral social planning within the social sectors.
7. Social planning as a planning of structural changes

As a final solution should be the approach considering planning with social goals as a final aim in the development. Here, it is supposed that social aims and values are the final aims of economic development and that it should be respected by the whole system of planning. In this approach economic planning is subordinated to the widely designed social planning. To elaborate this approach it will be needed to much work and time.

It seems that for time being there is more realistic to apply other approaches namely the socio-economic approach, human resources development approach and to make use the positive features of other approaches.

1. Social Planning as a Planning With Social Goals
as the Final Aims In Development

In this approach the social goals and values are considered to be the final aims of economic development. The output of goods and services produced should be considered in the plan as means for meeting the social aims and not as the aims themselves. The economic planning here is subordinated broadly designed social development planning. The economic programmes are valued primarily from the point of view of their contribution to the current and future social development. In this approach the main focus is placed in working out the social goals and objectives within the framework of the problems of overall development.

2. Social planning as a planning of human resources development

This approach stresses and works out the processes relating to the role and to the utilization of human factor in the development next deals with the conditions for the transformation of the content of work and work activity as well as creation of the conditions for all round development of a collective of an organization /factory/ and an individual in the work process and beyond it.

3. Social planning as a contribution of the social factors
to the economic planning

This approach considers social factors as important contributors to the economic development. When working out this approach the main emphasis here is done on the problem as how social factors can much more contribute to economic development. For the social factors the greater yardstick of influence is seen. It is considered that the improvement of the social conditions for example in the health care, in schooling, in housing etc. has a favourable impact on economic development, which can at the same time be expressed in the monetary way so it may improve the methodology of economic planning simply by adding to it more preference to the social aspects. In this respect there are seen some attempts to calculate for example economic contribution of the education to economic growth and others.

4. Social planning as planning in each of the social sectors

This approach supposed to work out the planning in each of the social sectors such as for example in health care, in education, in social care etc. The planning for instance in the health care is characterized by setting up of goals and objectives within the sector, there is an organizational structure for planning, methodology specifically developed for the sector etc.

5. Social planning as planning in intersectoral social sectors

In this approach a methodology common for all social sectors is supposed to be developed. The similarity can be seen in the case of economic development planning that is based on the methodology common more or less for all typical economic sectors, although each of them has characteristic features of its own /for example planning of output, productivity of labour, cost and benefits etc./

6. Social planning as the structural changes

In this approach the main emphasis is given to the social conditions as preconditions for the raising of the level of living of the population or an individual. The term "social" reflects the relations among individuals, classes and the social groups transplated into the social structure, social institutions, distributional processes, ethnical relations, relations among the age groups, relations concerning people participation in the management, attitudes towards human environment etc.

Methodological Relations Between Macro and Micro Levels

Social development planning can be effectively applied only at the presumption of its development at both macro and micro levels. The macro level is inevitable for studying relations between the man a the syst as a whole, next for working out of other features of the structure as well as for the elaboration of a model of socio-economic processes at national level.

Furthermore the development of social planning at the macro level is needed for its coordinative function of social processes taking place at the micro level. The trend in social planning is heading towards its elaboration not only at industrial plants but also at the agricultural cooperatives and commercial and trade branches, at the construction and project organizations as well as at the municipal, regional levels. In this respect the question of coordination of the social plans of individual plants and organizations will arise.

The social planning at the macro level is aimed in the first place to the planned regulation of society's intentions in the social processes /in the broadest sense/. The social planning of a collective of an organization /factory/ at micro level has the following main objectives: to regulate in the scientific way the social life in the work collective, to regulate socio-economic consequences of scientific and technological progress, to overcome socio-economic consequences of scientific and technological progress, to overcome socio-economic differentials among workers concerning the content and conditions of work, satisfy better material needs of workers as well as to meet their effort for work, social, cultural and political activities.

To meet above mentioned objectives there is a need to organize the comprehensive plan of the factory in the following way:

One part of the plan would imply the output and economic relations and the second one would imply social development of a collective of an organization /factory/.

In the first part there would be worked out the main trends of technological development and questions concerning the economy, financing and production. The second part would consider the elaboration of the problems related to the social development at the factory level.

The basic scheme of the structure of the planning activities at the micro level can be drafted in the way seen in the chart 2.

The elaboration of the structure and the content of the planning activity of the social development at the macro level as well as at the micro level should go hand in hand at the same time. Only this way can

assure a relevant relation and unity of socio-economic development planning at both macro and micro levels.

The starting point in elaborating of the social development planning at its complexity has to be to consider the main principles, goals and objectives of the social planning at the macro level. It comes with the fact that over all society's aims and goals of the social development at the macro level are determining for the social planning at the micro level /factory level/.

In the light of this there is necessary to work out the planning structure in such a way, that would meet requirements of the predominance of macro level goals with their close relations to objectives at micro level stage of social planning.

Draft approach reflecting above mentioned principles is seen in the chart 3.

By elaborating social development planning at macro and micro levels the two points are of great importance. First is concerned with unity of both parts of planning and the second implies the necessity of ensuring proper bindings of the main questions of social development at the both levels giving priorities to aims and goals at macro level. Although the size of substantial problems at the macro level is greater as to compare to factory level and so problems have not necessarily to be conveyed to the factory level, the structure of main problems in the field of social development at the macro level in principle should be related to the structure of main problems at the factory level.

Some Achievements of Planned Social Development

In Czechoslovakia

Planned social development in Czechoslovakia has brought remarkable achievements in the social fields:

Only about two decades have elapsed since Czechoslovakia has began to build up a socialistic society. It is roughly the same period of times as the duration of the First Republic having capitalistic social system. This provides an opportunity to compare what capitalists achieved in development

The Scheme of the Planning Activities at the Factory
/Draft/

The Comprehensive Plan of a Factory

The Plan of Output, Technology
and Economy

Plan of Output
Technological Development and
Increasing of Efficiency
Investment
Supply of Material and Energy
Labour Force and Wages
Profit, Cost and Benefits
Transport
...
...
Financial Plan

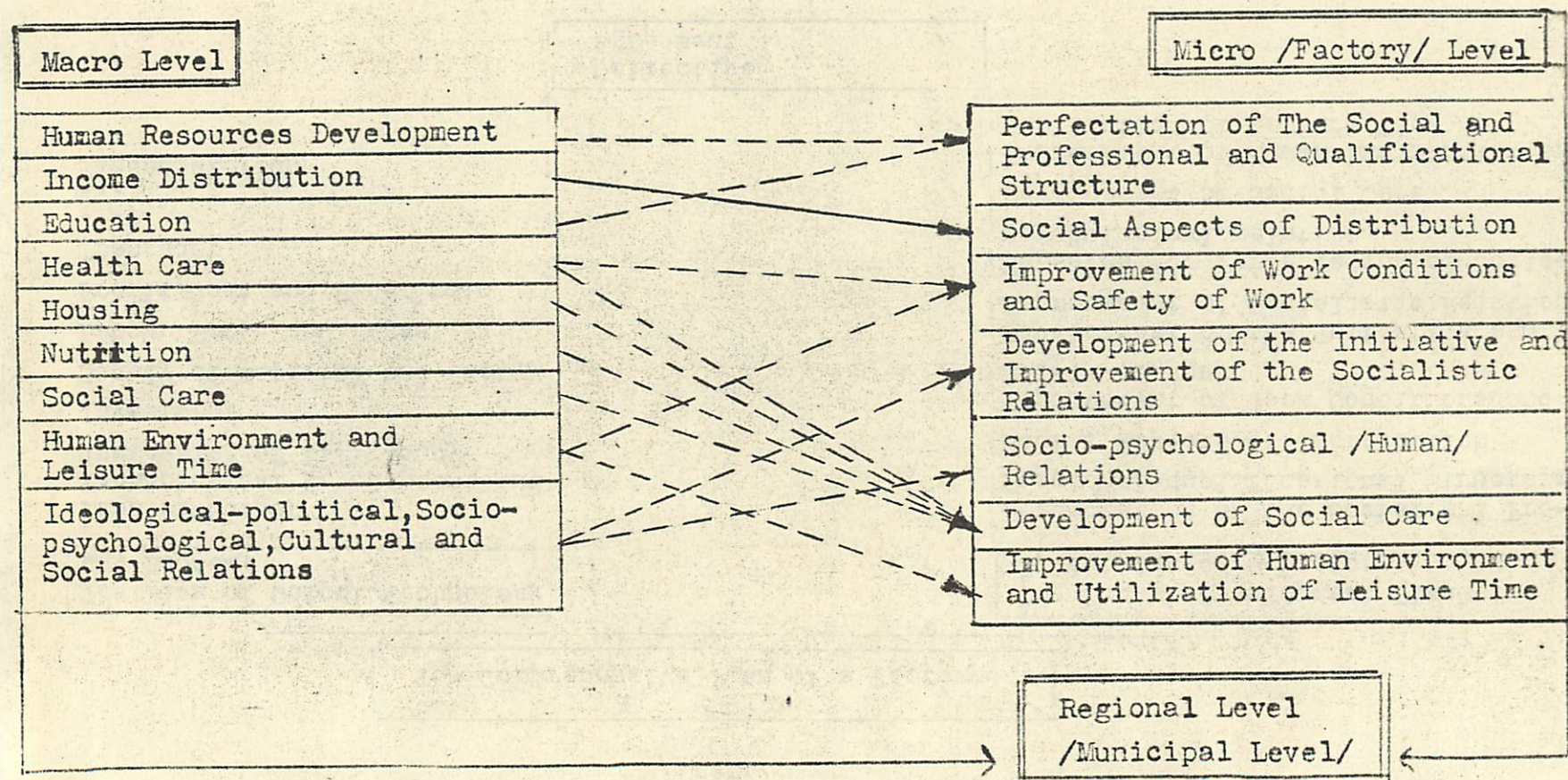
The Social Development Plan of a
Collective of a Factory

Perfectionation of the Social and Pro-
fessional-qualificational Structure
Social Aspects of Distribution
Improvement of Work Conditions and
Safety of Work
Development of the Initiative and
Improvement of Socialistic Relation
Measures for Perfectionation of Socio-
psychological relations
Development of Social Care
Improvement of Human Environment and
Utilization of Leisure Time

Collective
Agreement

Chart 3

Review of Methodological Relations of Planning of the Main
Questions of Social Development at Macro and Micro Levels



and what was achieved under the socialistic state led by communist party of Czechoslovakia. The two periods are entirely different in character with assets fully in favour of socialism.

During the years of socialistic construction a powerful material-technical base has been built, ensured growth in the standard of living and introduced a set of social measures which are convincing proof of the advantages and superiority of socialism.

Since 1948 national income has grown almost four times and personal consumption three times. During the period of the First bourgeois Republic national income exceeded the pre World War I. level /1914/ only as late as during the years 1925-1929 and in the period of the world economic depression, the national income dropped again. Under these conditions real wages and standard of living of working people was pitifully low and high unemployment reached enormous proportions.

The socialistic system has introduced and provided economic conditions for such achievements as the right to work guaranteed by the constitution, working time one of the shortest and paid holidays one of the longest in the world a social security system which covers practically all strata of the population and the right to free health care, including medicaments.

It has been successfully accomplishing the tasks set by the Party Programme as regards closing the economic gap between towns and rural areas, between the incomes of workers and cooperative farmers, also as regards the distribution of labour and jobs in various parts of the country and of balancing the economic levels of the Czech and Slovak Socialistic Republics.

The standard of nutrition, clothing and the equipment of households with durable consumer goods is up to the average of the economically advanced European countries. The caloric value of daily food consumption per capita has been running for a number of years between 3,100 to 3,200 calories, which corresponds to the standard of the most advanced countries. The same is true of consumption of other commodities. In terms of the number of radios, TV sets, washing machines and refrigerators Czechoslovak households are also well keeping with European standard. At present, faster progress is being initiated in housing construction and private motoring. For further information see Statistical Abstract.

During the socialistic construction the society has been primarily concerned with permanent social interests, that is -above all- with lifelove and social certainty. It systematically improves the living and working conditions of the broadest strata of the population and strives for an all-round socialistic development of man.

Chapter IV

The Approach in Elaborating of Indicators of Social Development Planning at Macro Level.

Setting up of the indicators of social development planning at the macro level represents one of the most work consuming planning activity. This work rests with elaborating of socio-economic indicators and the range of measures for their implementation.

Socio-economic indicators should characterize the decisive processes of socio-economic development in harmony with the goals and objectives set in the plan in the field of social development. The elaboration of individual indicators is done on the basis of analysis of each field of social development within the framework of unified process of development.

The measures should describe the ways, forms and resources of meeting the objectives expressed in the plan by means of indicators. Another role of measures is seen in embracing through the verbal form of those social processes that are not usually quantifiable so they can't be directly expressed in the plan /measures for perfection of human relations etc./.

Socio-economic indicators and measures should be worked out in the way that they fully embrace the main problems of social development.

The review of the proposed main indicators of social development planning is seen in the annex 1.

PART II

SOCIAL DEVELOPMENT PLANNING AT MICRO LEVEL - CASE
OF CZECHOSLOVAKIA

The social planning of a collective of an organization /factory/ is developed in Czechoslovakia in two steps:

In the first step the elaboration of the complex programmes of social care of working people has been worked out. In the second step, which will come after generalization of experiences from the first step as well as qualified cadres will grow up in this field the social development plan of a collective of an organization /factory/ will be introduced.

Chapter 1.

Elaboration of the Complex Social Programmes.

The impetus for the elaboration of the complex programmes of social care of working people was given by the common document issued by the Government of Czechoslovakia and by the Central Board of Trade Union Organization in March 1973. In this document there were set down the main principles and objectives for social care of working people by the organization /factory/. The document reflects current and long term objectives in the field of social development set by the XIV. Congress of Communist Party of Czechoslovakia. In elaborating this document in details at the meeting of the central trade union body there was stressed that the sustain growth of the level of living could be purposely completed by the complex planned care of needs of working people and done by the management of the organization /factory/ and the trade union organization.

The organization /factories/ are obliged to work out analysis of the current level of the care of the working people and on the basis of analysis of current shortcomings as well as felt needs to elaborate a long-term complex programme of the gradual removing of shortcomings and further improvement of conditions of work, social conditions and human environment.

Many organizations /factories/ has already worked out such programmes.

The quality of these complex programmes differs. There are many organizations /factories/ having long term complex programmes of care of working people worked out on the basis of the serious analysis and the objectives were set in harmony with the development of the organization /factory/

as well as economic capacity to cope with this programme. There are however also organizations /factories/ that worked out the programme at the lower quality and some which included into the programme only few basic social and hygienic needs of working people.

It is stressed that the complex programmes of the care of the working people be worked out in such a way which would be in the line of the principles and objectives set by the government and the Trade Union.

In the light of these documents the main principles and objectives are spelled out as follows:

The main principles apply the following:

- Taking care of working people the organization /factory/ creates conditions for cultural, economical, safety and healthy work, good human relations in work groups, for rest, all round development of personality of a man and helps to develop socialist way of life.
- There is a close relation between taking care of working people done by the organization /factory/ and nation wide care. The first purposely complets the second.
- The programme of care of working people is developed hand in hand with developing of the active participation of the people in this programme and their contribution in creation sources to meet it /by means of increasing productivity of labour, strengthening of work discipline, making better economic results etc./
- The organization /factory/ should apply such level of needs that corresponds adequate, nationally recognized needs of people, it means to the current or planned level of economic capacity.
- The organization develops and runs facilities needed for the care of working people on the basis of its own planned financial means or in some cases can to combine the resources with other organizations.

The main objectives in the field of the care of working people are following:

Improving of work organization that implies measures for decreasing of work injuries, illness due to work, work tiredness, next measures for work esthetic, it means to ensure still better looking working places, machines, tools etc.

Introducing and safeguarding of the activities of social facilities, hygienic and health facilities as well as taking care on the preventive and curative health care.

Providing for the staff of the factory cafeterias' services in the line of the principles of good and healthy nutrition.

Helping to get suitable housing mainly by means of construction of factory's housing, financial aid, aiding in kind of cooperative and private housing, modernizing flats, in building up dormitories etc.

Providing favourable conditions for utilization of leisure time / in the field of culture, sport, recreation etc./

Developing socio-juridical and consulting services in solving personal problems of the employees. Also acting on behalf of the employees in various cases at the national committees, at courts and other institutions.

Providing training of the workers in the field of social development.

Taking care of the groups of employees or their families that need a special attention. It concerns mainly women, that working and living conditions needs a special care, youth, graduates from school, young people coming from corrective institutions, from disunified homes and other influenced by antisocial behavior, next new appointed workers, disabled workers, aged workers, invalides, family members of seriously injured, ill or died employees etc.

To meet the about mentioned principles and objectives, the government stipulated that work on drafting up of the "programme of providing care working people" should be done in the following stages:

The ministries and the central institutions should ensure that after the approval of the trade union subordinated organizations should work out analysis of the level reached in the field of the care on working people as

well as programmes emerging from these analysis aiming to removing of the shortcomings that were found /due 31.12.1973/.

Next supervising institutions made a selection of organizations in which the experiment in drawing up of the "complex programme of providing care of working people" and its verification in the line with approved principles and objectives is to be done during the 1974 and 1975 years.

The experiment has been introduced in 25 organizations nation wide spread.

To guide the work in preparing of the "complex programme of providing care of working people" the Federal Ministry of Labour and Social Affairs in collaboration with the Trade Union Organization issued the methodological recommendations for verification of the principles and objectives in the field of social development at the factory level.

They include such questions as the question of importance of the programme, content and the structure of the programme, next they set organizational procedure in its preparation as well as they describe the tools for meeting the objectives of the programmes.

Due to differences which exist among the factories /and organizations/ such as size, different social structure, different content of work, location, the level of the social development reached already the methodological recommendations are meant as a framework that offers the yardstick for creative development of the content of the "programme" according to the special conditions of a factory, its needs and resources.

After generalization of the results of the experiment of working out of the "programme" it is supposed that improved methodology of drawing up of the "programme" will be fully introduced into the majority of the factories /organizations/ during the 6th five years plan, it means 1976-1980.

The meanence of working out of the "programmes of providing the complex care of working people" at the factory level can be seen in the following:

it brings more conceptual and systematic approach into the solving of work and life conditions of workers /employees/, this creates more favourable conditions for concentration of effort and resources of the factory /organization/ for constant improvement of work conditions, rest and human relations, it prevents the dispersion of resources on objectives of less importance to the benefit of small groups of people, it represents a more effective tool of influencing the objective needs of workers /it helps to stabilize workers at the factory, enables more effective workers participation in management, it helps to improve income distribution in favour of a man whose needs are to be considered in the same line as resources putting into production, it represents a basic condition for gradual transferring to the higher type of care of workers it means to the social development planning /experiences will be gathered, people will be trained/.

The structure of the "programme of providing the complex care of working people" is as follows:

The "programme" in its first part consists of brief description socio-economic tasks of the factory /organization/ and the reached level of providing care of working people. Next there are analysis done, elaboration of objectives in the field of providing care of working people. The closing part of the "programme" implies the ways and periods of control of the "programme", the measures for meeting of the objectives with the schedule.

There may be some appendixes enclosed for example such as concept improving of work environment, plans for removing of shortcomings found on the basis of analysis etc.

Organizational arrangements of the drawing up of the "programme" are done on the basis of mutual cooperation of the competent managerial workers, trade union representatives and other organizations e.g. youth organization. Main responsibility for the drawing up of the "programme"

and its fulfilment is a director /head/ of a factory /organization/. The bulk of technical work on it is done by the personal division of a factory /organization/ that draws the "programme", controls it and helps the other divisions and units in working out some parts of the "programme".

The draft "programme" is to be submitted to the committee of the trade union and approved by the general assemble of the trade union organization.

Individual parts of the "programme" are included into the respective plans of each divisions and provisions are included into the collective agreement of the trade union to meet the objective of the "programme".

The tools and resources for putting of the "programme" into practice are understood to be mainly several plans and funds. The realization of the "programme" is mainly done by means of the plan of technological development, the plan of investment, the plan of general repairment, the plan of labour, the plan of training, the plan of improvement of working conditions etc.

The main source for meeting of the objectives of the "programme" is the Fund of cultural and social needs. It is formed from the profit. It represents 0.8% of the yearly wage fund. This percentage can be raised at certain circumstances up to 2%. Other sources come from different items of financial plan, trade union sources and others.

Chapter II.

From the Programme of Providing the Complex Care of Working People to Social Development Planning

The programme of providing complex care of working people in a factory /organization/ represents a first stage for gradual introducing of social planning at factories /organizations/.

Social planning is understood to be higher type of providing care of working people.

This approach was underlined also by the VIII. trade union congress June 1972. It was stated that "In each factory or socialistic organization should be worked on the long term programme of providing the complex care of working people, connecting to the economic tasks, which will be warranted by the collective agreement. These programmes verified in the practice may become a basis for transition to the social planning of a collective of a factory /organization/ in order the providing care of the working people would be fully incorporated as an inseparable part of the plan of production".

The present situation in elaborating of the problems of social planning of a collective of a factory /organization/ in Czechoslovakia can be characterized by the following:

there is under way for several years the discussion on social planning done by the theoretical and scientific workers,

the methodological recommendations were being worked out as a basis for experimental observation in some selected factories and organizations,

in some large factories there can be found attempts to elaborate within their own initiative the social development plan of a collective of the factory.

In effort to make the planning system more effective the discussion on social planning is under way in recent years. The prevalent views in this discussion claim to include the social planning into the existing framework of planning system. The leading idea reflects the viewpoint of better utilization of the human factor in the national production. Some views stress personalistic approach, other authors place greater emphasis on socio-psychological aspects in the perfectionning of management etc.

These and other views contribute to theoretical formulation of the social planning. Some work in developing of social planning is done by scientific research institutes.

The following institutions can be quoted as contributing mostly to the development of social planning: the Bratislava School of Economics, the Prague School of Economics, the Czechoslovak Scientific Research Institut of Labour and Social Affairs in Bratislava, the Research Institut of the Level of Living in Bratislava, workers of Prague Academy of Sciences and others. The first draft of the methodology of social planning at micro level was prepared in Czechoslovakia by the Ministry of Labour and Social Affairs at Bratislava in 1972. Since then there are several teams established to work out methodology of social planning for micro /factory/ level.

Overwhelming bulk of work done in the developing of social planning has been made for factory /organization/ level. This level is important one manageable in easier way and the due attention should be devoted to it also in the future. Nevertheless, the parallel work should be done in developing social planning at macro level, which should serve as a basis for conceptual approach at micro level. The setting up of the objectives, goals and targets at macro level should find its continuation in the line of the branches and factories as well as in the regional line at the districts and towns.

The need for developing of social planning at the factory /organization/ level is motivated by necessity to safeguard the objectives and goals of the society, further to provide better utilization of the social factors in development, to make use exact approach in planning of these factors. There is also need to express the influence of inner factors and conditions of micro-climate for creation and formulation of the work collectives.

Other cause conditioning the need for developing of social planning at factory level rests with the fact that the large factories represents big social communities which organize not only production activities but also socio-political and cultural and educational activities of the people. There is a need of creation of proper conditions for social life of these people.

Financial funds of the factories that can devote quite high sums for socio-cultural development as well as other sources of the factories represent a suitable basis for social planning.

It should be underlined that social development plan of a collective of the factory /organization/ has to be interrelated with other plans and should consist together a unified complex plan of technological, economic and social activities of the factory.

The structure of the social development plan of the factory should imply the following activities: plan of perfectioning of the social and professional-qualificational structure; plan of improving of socialistic way of distribution by means of wages and public consumption funds; plan of improvement of work conditions and safety of work; plan of development of initiative and strengthening of socialistic relations; plan of perfectioning of human relations; plan of development of social care; plan of improvement of human environment and utilization of leisure time.

In more details the individual groups of problems can be characterized as follows:

The first group of questions implies the forming of the progressive changes in the social, professional and skilled structure, primarily on the basis of raising of the level of education and training reflecting the scientific and technological progress.

The second group implies the socio-economic aspects of material and moral incentives.

The third group implies improvement of work conditions, safety of work, removing of illness caused by the profession, decreasing of general sickness etc.

The fourth group implies the development of initiative /socialistic emulation, rationalization, creativeness, etc./ the development of socio-political activities /relation to work, work discipline etc./, general educational work and aesthetical development of a personality.

The fifth group implies the system of measures for perfectioning of socio-psychological relations namely in the field of human relations, increasing social activities, development of human values, and motivations and professional guiding.

The sixth group implies the development of social care at the field of housing, health care, public catering and nutrition and other social services.

The seventh group implies development of human environment, the ways of better utilization of leisure time and the development of socialistic way of life.

The above mentioned brief description of problems in individual groups should be considered as a draft for further elaboration. It is close to the structure of problems considered to be included into social planning in the USSR, in Bulgaria and in other socialist countries.

Chapter III

The Methodology of Social Planning At Micro Level.

The methodology in the following deals with these main methodological problems:

1. The structure of the social development plan at the factory level
2. The main objectives of the plan
3. The some methodological problems of elaboration of the plan.

1. The Structure of the Plan

The structure of the social development plan at the factory level emerges from the complex development planning in a factory. Whole structure of development planning is shown in the chart. 2.

2. Main Objectives and Targets of the Plan

The main objectives of the social development plan are derived from the aims of the social development in the socialistic society. At the factory or at the institution level the plan is understood to be a plan of

social development of a factory's /institution's/ collective. It means it concerns with development and well being of a collective of the people of factory /institution/ to the contrary of economic plan dealing with production, technology and economy. That is why the main objective of the social development plan is to transfer a working collective of a factory /institution/ characterizing the socialistic society into the working collective of a developed socialistic society and in the perspective into a working collective of the communist society.

The setting up objectives for the individual parts of the social development plan can be described as follows:

• Objectives and targets of the plan of the development of the social structure implies the trend of changes in the social structure in the collective of the factory that would lead towards greater social equality of the society as a whole. These changes are connected primarily with the changes in the content of the work determined by the technological development.

In the social group of workers the development of the social structure rests with providing of progressive changes within the structure of workers. Namely there is seen the movement among workers of high qualified jobs and unqualified jobs. Most important tendency characterizing the changes in the social structure is the tendency aimed towards lessening of the share of unqualified and less qualified jobs and towards extension of qualified and high qualified jobs. It is based on the increasing of the level of general and technical education commensurating to the technological progress.

Another objectives concerning the development of the social structure of workers implies planned regulation of migratory movement of workers, within the factory, special care of employment of women and youth and of disadvantages groups.

In the social groups of white collars the changes in the social structure comprise the trend towards increasing share of highly qualified white collars, mainly in the managerial staff and in the factory research and towards decreasing share of low qualified white collar workers.

2. Objectives and targets of the plan of the raising the level of living comprise the trend of raising of income of the workers and employees in the lower income brackets, the trend of growth of social services provided by the public consumption fund of a factory, the trend towards introducing harmonious structure of material and moral incentives and development of sound income differentials among individual social groups.
3. Objectives and targets of the plan of the improvement of the working conditions and safety of work comprise
- introducing of the hygienico-health measures
 - improvement of psychologico-physiological conditions
 - improvement the safety of work and health care.

The targets of the hygienico-health measures imply among others improvement of micro-climate, reduction of noise, pollution, caused by gas, dust, reduction of vibrations in the workshops as well as schedule for cleaning up of workshops.

The targets for the improvement of the psychologico-physiological conditions imply introduction and development of industrial aesthetic /cleaning and order at the working places, painting of work places, tools and machines/, projection of the optimal schedule of work and rest /within the day, week, month, putting the music or gymnastic insertions during the breaks/, determination of the optimal functioning of the technology in relation to psychologico-physiological features of a worker /organization of the work place, designing of the tools, intensification of work, suitability of job, etc./

The targets for the improvement of the safety of work and the protection of health imply the mapping of the factors resulting into the injuries and sickness as well as the measures to prevent those accidents. It comprises measures against mechanical accidents /by machines/, chemical accidents /gas, exhalations, high or low temperatures/ measures aimed to improve the light at the workshops, etc.

Objectives and targets of the plan of development of the initiative and strengthening of socialistic relations imply

- the formulation of the socialistic relation to work comprising:
 - a/ development of socialistic emulation
 - b/ development of innovation and scientific and technical creatives
- the development of people participation in the management and public affairs
- the increasing of the level of general education, political activity and aesthetic development of a man
- the strengthening of work discipline

Objectives and targets of the plan of development of human relations comprise

- regulation of the sociological and psychological relations of the collective by means of educational measures. It implies educational measures with respect to sociological and psychological particularities of the formation of the collective, putting emphases on individuality of each person. The aim is to create a good psychological climate having features of mutual cooperation, help and respectful relations to each other.
- developing the good relations between official /formal/and unofficial /informal/ structure of a collective at the factory or institution.

Objectives and targets of the plan of development of social services

are worked out mainly to meet the following needs:

- development of housing
- improvement of health care
- improvement of factory catering /cafeterias/
- development of other services

Targets in housing imply among other meeting the needs of employs of the policy in dwelling at the first place within the factory scheme of house building. It covers the needs of housing in complex way for accomodation of apprentices, for single persone in dormitories etc.

Targets in the improvement of health care at the factory level are aimed mainly to the creation of the healthy working conditions /taking care of noisy, dusty, polluted workshops/, next to the taking care of over-all health condition of workers and employees /taking care of showers, bath rooms, hygienical facilities, preventive checking up, prevention against work accidents, factory recreation etc./

Targets in the field of factory catering comprise improvement of dinning in cafeterias, introducing services of the hot meals for all shifts /2 or 3/, organization of shopping of ready made foods, increasing of the level of cultural of dinning, providing cafeterias and other facilities with skilled personal etc.

Targets in the development of other services imply the improvement of care of children in the factory nurseries, the development of recreational facilities for children, next the providing different kind of services for workers and employees /retirement application, administrative matters for every day life, consultations by senior officers of a plant in social and family affairs and like/ safeguarding better transportation to and from work etc.

7. Objectives and targets of the plan of development of living conditions and utilization of leisure time are worked out to provide the following:

- improvement of living environment within the gate of a factory
 - satisfaction of the workers and employees in creating material conditions for public and cultural activities
 - contribution of the factory to the beautification of environment outside the gate of the factory
 - cooperation in building up living environment at given area with local administration to see joint venture for development of better living condition in the area
 - reaching the optimal possibilities in utilization of leisure time.
- It means to organize free time of workers and employees in close relation to the structure and magnitude of work time and with respect to the individual interests of social groups,
- building up appropriate services to meet the demands in utilization of leisure time.

3. Some Main Methodological Problems of the Drawing up of the Plan

The methodology of drawing up of the social development plan

implies

- analysis and prognosis of social development
- working out of indicators of a plan and elaboration of the plan
- measures for the implementation of the plan and for its control
- setting up the organizational structure for social development planning.

and a/ Analysis is to formulate the basic initial datas and facts for the plan. It is also aimed to provide sources material for the setting up objectives for social development in the factory as whole / factory as a social system - people, social structure, relations within the structure, relations towards means of production, etc./ as well as for individual part of the social development plan.

Prognosis is done before the plan is drawn up or simultaneously with the planning process. Evaluation of prognosis provides an important material for formulation of the objectives and the plan itself as well. Its meaning rests in the fact that provides informations on the social development the great part of which is not quantifiable.

The methods used in the analysis and the prognosis of social development is at some extend identical with that used for economic development /in the case of human resources development, income distribution/ but at the great extend differs from that used in economic planning.

To mention some of them the following methods can be used:

-) the method of extrapolation of previous development, the method based on analysis of the relationship between economic and social development the balancing method, the norm or standard method, the method based on estimates of prospective changes, the method of model factories, the method of international comparison,
-) the method of observation, interview, inquiry, sociometric method, method of experieiment and others.

ad b/ Elaboration of the indicators of the social development plan should be intended to express the development of the material and cultural conditions in the life of a collective of a factory, development of the man himself and influence of the social condition on the growth of the production.

They can be described as indicators to be socio-economic in character and measures for development of socio-psychological relations.

Socio-economic indicators characterize the growth of material and cultural conditions for development of a man, social group and a collective. They comprise indicators describing social and demographic structure, the structure of skilled workers, income distribution, improvement of working conditions etc.

The measures for development and improvement of the socio-psychological relations express the facts concerning the behaviour and consciousness and are oriented towards improvement of socio-psychological climate as for example: relations to work, to the factory, human relations, development of initiative of workers, people participation in the management, cultural activities, self-education etc.

The group of socio-economic indicators can be quantified and in the plan rather easy to expressed.

The group of measures for development of the socio-psychological relations hardly can be quantified and because of that it is difficult to plan them in the straight way. It is possible however to expresse them by means of various measures.

The elaboration of some indicators and measures of both groups can be seen from the following examples:

ad c/ The measures for the implementation of the plan and for its control imply detail managerial, financial and political provisions aimed to meet the objectives of the plan. Each part of the social development plan has a special list of measures for a specific plan. It contains the name of measure, its description, assignment who will be in charge to supervise the fulfilment, setting up the beginning and the end of period of implementation, determination of the costs to meet goals and targets in total as well as by sources of financing of each measure /factory funds, superior bodies, state subsidies, others/. There is also elaborated social effectiveness of measure. An important part of working out measures for the implementation of the plan is elaboration of measures in close relation to the political activity of workers and employees expressed in conscientious conviction of the people to fulfil the tasks. Important links in this respect are seen in considering the measures with the collective agreement made on the behalf of workers and employees by trade union.

ad d/ Setting up organizational structure for social development planning, imply elaboration of bindings and relations of the social development plan unit /section/ with units of technological and economic and financial activities.

Development of another organizational relations is concerned with building up contacts with the units of social planning at the superior bodies, with the territorial organizational system and with the political, trade union and public organizations at the factory level.

Among units dealing with social development planning can be quoted:

- social planning section or division attached to the department of over-all planning at the factory,
- social planning committee for formulation of goals, providing coordinating work among functional units having some relations to social development. Members are: vice director of the factory, chairman of the party and trade union organizations at the factory, heads of departments and delegates of youth, women and other organization,
- social planning groups, doing work and gathering the basic dates for the individual sections of social development plan, within each unit at the factory,
- laboratory for social planning providing sociological and psychological observations, inquiry and other work needed for supplying of basic statistical material. Beside the head of a laboratory there are usually a sociologist, psychologist and a technician for data processing.

The work is building up of organizational structure for social development planning is closely related to the data gathering and data processing system. It means the reorganization of the float of information, mainly statistics for the purpose of social development planning, which has been done for long time at the great extent from economic point of view.

ANNEX 1.

-) The Proposed Main Indicators of Social Development at Macro Level.

-) The Proposed Main Indicators of Social Development at Factory (Micro) Level.

A. Main Indicators at Macro Level

Main Indicators of Analysis and Prognosis of Human Resources Development

[illegible]

Item	Indicators	Unit	Past Development				Plan 1975	1980	Prognosis		
			1955	1960	1965	1970			1990 as a variant		
									I	II	III
1	2	3	4	5	6	7	8	9	10	11	12
8.	Movement and Migration of Labour Force, Total of which	in 1000									
	- Social Movement										
	...										
	...										
	- Professional Movement										
	...										
	...										
	- Interbranches Movement										
	...										
	...										
	- Territorial Movement										
	...										
	...										
	- International Movement										
	...										
	...										
9.	Skilled Manpower total	in 1000									
	As a Percentage of Total Labour Force	%									
	of which										
	- Skilled Workers	in 1000									
	...										
	...										

Item	Indicators	Unit	Past Development							Plan 1975	Prognosis		
			1955	1960	1965	1970	1975	1980	1990 as a variant		I	II	III
1	2	3	4	5	6	7	8	9	10	11	12		
	- White Collars Workers Having Technical Education	in 1000											
	- White Collars Workers Having Higher Education	in 1000											
	...												
	...												

1/ Figures in the Table are Broken Down Also According to Sex/Male, Female.

Main Indicators of Analysis and Prognosis of Socio-Economic Aspects of Income Distribution

Item	Indicators	Unit	Past Development				Plan 1975	1980	Prognosis 1990 as a variant		
			1955	1960	1965	1970			I	II	III
1	2	3	4	5	6	7	8	9	10	11	12
1.	Average Wages of Workers and Employees in National Economy Total of which in Branches of National Economy According to Categories of Workers 	Kcs "									
2.	Level of Lowest Wages in National Economy of which - Women - Unskilled Workers and Employees - Administrative Personnel - Youngest Workers and Employees - Eldest Workers and Employees										

Item	Indicators	Unit	Past Development				Plan 1975	1980	Prognosis		
			1955	1960	1965	1970			1990 as a variant		
									I	II	III
1	2	3	4	5	6	7	8	9	10	11	12
3.	Income of Public Consumption Funds of which - in Workers and Employees Households - in Households of Cooperative Farmers of which - in Monetary Form - in the Form of Services and Benefits	Kcs									
4.	By what Percentage Income from Public Consumption Funds raises the Wage of Workers and Employees of which by Categories by Social Groups	% % %									

Education

[illegible]

Main Indicators of Analysis and Prognosis of Health Care
and Health Services

Item	Indicators	Unit	Past Development				Plan 1975	1980	Prognosis 1990 as a Variant		
			1955	1960	1965	1970			I	II	III
			4	5	6	7			10	11	12
1	2	3	4	5	6	7	8	9	10	11	12
1.	Number of Beds in All Health Care Facilities of which - Hospitals and Maternity Homes - Psychiatric Hospitals - Sanatorias for TBC - Sanatorias for Adults - Sanatorias for Children - Special Children Health Facilities of which Nursing Homes	in 1000									
2.	Number of Doctors Total of which - in Ambulances - in Hospitals - in Spas										

Main Indicators of Analysis and Prognosis of Housing Development

Item	Indicators	Unit	Past Development				Plan 1975	1980	Prognosis		
			1955	1960	1965	1970			1990 as a Variant		
			4	5	6	7			I	II	III
1	2	3	4	5	6	7	8	9	10	11	12
1.	Inhabitants	in 1000									
2.	Housing Fund of Dwelling	1000 m ²									
3.	Dwelling Space per Person	m ²									
4.	Number of Dwellers per One Dwelling	Person									
5.	Number of Dwellers Per One Room	Person									
6.	Average Number of Rooms per One Dwelling	Rooms									
7.	Share of Dwellings Having 3 and More Rooms	%									
	...										
	...										
8.	Share of Dwellings with										
	- Central Heating	%									
	- Bath										
	- Gas										
	- Sewer	%									
	...										
	...										
9.	Housing Construction by State Cooperatives Factories Private	No of Dwelling									
10.	Cost of Housing Construction	Kcs									

Item	Indicators	Unit	Past Development				Plan 1975	1980	Prognosis		
			1955	1960	1965	1970			1990 as a Variant		
									I	II	III
1.	2	3	4	5	6	7	8	9	10	11	12
3.	Number of Beds per 1000 Inhabitants in Hospitals Psychiatric Hospitals										
4.	Number of Places in Nurseries per 1000 Children up to 3 Years										
5.	Number of Doctor Posts in Ambulance Services per 10000 Inhabitants										
6.	Number of Beds per 1 Doctor Post in Hospitals and Maternity Homes										
7.	Number of Beds per 1 Doctor Post in Spa Treatment										
8.	Number of Inhabitants per 1 Doctor										
9.	Cost of Health Services	Kcs									

Main Indicators of Analysis and Prognosis of Development
of Social Security and Social Services

Item	Indicators	Unit	Past Development				plan 1975	1980	Prognosis		
			1955	1960	1965	1970			1990 as a variant		
									I	II	III
1	2	3	4	5	6	7	8	9	10	11	12
1.	Care of Family with Children										
	- Nurseries	No of									
	- Kindergardens	Places									
	- School Clubs										
	...										
	...										
	Payments Total	Kcs									
	of which										
	- Maternity Benefits										
	- Allowances at the Birth of Child										
	- Family Allowances										
	...										
	...										
	Total Cost	Kcs									
2.	Care of Working Population										
	- Sickness Benefits										
	- Cafeterias in Factories and Institutions										
	...										
	...										
	Total Cost	Kcs									

Item	Indicators	Unit	Past Development				Plan 1975	1980	Prognosis		
			1955	1960	1965	1970			1990 as a Variant		
									I	II	III
1	2	3	4	5	6	7	8	9	10	11	12
3.	Care of Personel Demanding Intensive Attention										
	- Number of Employed Women	Pers.									
	- Number of Working Pensioners										
	- Number of gipsy Workers										
	- Number of Handicaped Workers										
	Total Cost	Kcs									
4.	Care of Inhabitants Over Economically Active Age/Pensioners, Aged/Permanently Disabled Persons and Other Old Persons in Need										
	- Number of Pesioners	Pers.									
	- Pensions for Aged	Kcs									
	- Disabled Pensions	"									
	- Widows Pensions	"									
	...										
	...										
	Clubs for Pensioners	Number									
	...										
	Cafeterias for Pensioners	No. of Places									
	...										
	Sanatorias for Mentaly and Physically Illed										
	Number of Elderly Persons Needed										
	Care in Houses for Aged People										
	Total Cost	Kcs									

**Main Indicators of Analysis and Prognosis of Development and Protection of
Human Environment and Utilization of Leisure Time**

Item	Indicators	Unit	Past Development				Plan		Prognosis		
			1955	1960	1965	1970	1975	1980	1990 as a Variant		
			4	5	6	7	8	9	I	II	III
1	2	3	4	5	6	7	8	9	10	11	12
1.	Soil Protection	Ha.									
	- Agricultural Land										
	- Forests										
	- Forest Reservations										
	- Parks										
	- Other Protected Land										
2.	Protection Against Air Pollution Exhaust Concentration in the Air	Pollu- ted Land in %									
	- Dust and Ash										
	- SO ₂ /Sulphur Dioxide/										
	- CO ₂ /Carbon Dioxide/										
	...										
	...										
3.	Water Protection	in km of rivers									
	Cleanliness in Degrees										
	Excellent /I/										
	Good /II/										
	Acceptable /III/										
	No Good /IV/										
	Not Acceptable /V/										

Item	Indicators	Unit	Past Development				Plan 1975	1980	Prognosis		
			1955	1960	1965	1970			1990 as a Variant		
									I	II	III
1	2	3	4	5	6	7	8	9	10	11	12
4.	Protection Against Noise Zones of Excessive Noise in Working Process Zones of Excessive Noise Beside Working Process	No in db.									
5.	Urbanization and Settlement Urban Population Rural Population Increase of Urban Population in Towns Over 5000 Inhabitants 20000 Inhabitants 100000 Inhabitants	% % Inhabi- tants									
6.	Leisure Time Average Working Week Average Length of Nonworking Time Average Length of Leisure Time	Hours									
7.	Cost of Protection of Human Environment.	Kcs									

B. Main Indicators of Factory (micro) Level

Social and Demographic Structure

Item	Indicator/Social/Groups	Initial year		19..	Planning 19..	Period 19..	19..	19..
		Total	of which women	Total	of which women			
1	<u>Social Structure</u> Total number of workers and employees of which Workers Engineering and technical personnel Administrative personnel Other							
2	<u>Age Structure</u> Up to 18 years from 19-30 : Over 60 years							
3	<u>Qualificational Structure</u> Having general education up to 5 years 7 " 9 " Having specialised ed. up to 2 years							
4	<u>Employment Seniority Structure:</u> up to 0-5 years 5 -15 "							

Balance of Trades and Skill Structure of Workers

[illegible]

Item	Indicator	Unit	Last Period				Planned Period			
			19..	19..	19..	19..	19..	19..	19..	19..
1	Total income per 1 employee	crowns								
	a/ of which									
	- Workers	crowns								
	- ITP	"								
	- A personnel	"								
	- Other									
	b/ of which by social groups:									
	- non skilled workers	crowns								
	-									
	-									
	c/ of which per employee taking care of									
	1 Person	crowns								
	2 Persons									
	3 Persons									
2	Total income per 1 family member	crowns								
3	Average wage income									
	of which by social groups:	crowns								
4	Low wages	crowns								
	of which by social group:									
5	Structure of wage income	in %								
	500 - 1000									
	1000 - 1500									
	.									
	.									
	.									
6	Income from public funds									
	of a factory	crowns								
	of which by important items:									
	housing									
	.									
	.									
	by soical groups:									
	workers									
	.									
	.									

Improvement of Working Conditions

Item	Indicator	Unit	Initial year	Planned Period				
				19..	19..	19..	19..	19..
1	Number of workers working in conditions: a/ normal of which women b/ unhealthy warm conditions of which women c/ with excessive noise d/ in dusty conditions over standards e/ in ill-lighted conditions f/ in other							
2	Number of workers working at physically hard work of which women							
3	Number of women in night shifts	per 100						
4	Number of work accidents	persons						
5	Other illness a/ illness causes temporally disability to work b/ average duration of temporally illness	per 100 workers days						
6	Reduction of pollution of air water other	2/km						

Development of Socialistic Emulation

Item	Indicator	Unit	Initial Year	Planned Period				
				19..	19..	19..	19..	19..
1	<u>Emulation of Individual</u> The best worker of a factory Pioneer of socialistic work ...							
2	<u>Emulation of Collectives</u> Brigades of socialistic work Emulation for a flag of director ...							
3	<u>Emulation of Youth</u> Emulation for mastership in trade ...							
4	<u>Emulation to greet some occasions</u> To great liberation day ...							

Increasing People Participation in Management

Item	Indicator	Unit	Initial year	Planned Period				
				19..	19..	19..	19..	19..
1	<u>Direct forms of Participation in management</u> a/ Permanent Production meetings b/ Technical conferences c/ Member's meeting to discuss the plan ...							
2	<u>Delegated forms of participation in management by trade union</u> a/ economic and production commission b/ commission of safety of work c/ commission for wages e/ cultural commission ...							

Measures for Improvement and Development of Human Relations

[illegible]

Social Services

A. Housing

Item	Indicators	Unit	Initial year	Planned Period		
				19..	19..	19..
1	Number of workers and employees and members of their families	persons				
2	The living space occupied by them	2 m				
3	Living space per 1 person	2 m				
4	The number of workers and employees having a/ flat in the state, cooperative or factory apartment haus b/ not having proper dwelling	persons persons				
5	Dwellings equipped with electricity water pipes sewage gas bath room	% % % % %				
6	The number of workers and employees needed a/ a new flat b/ to improve their dwelling c/ other accommodation/dormitories/	persons persons				
7	The dwelling will be provided a/ by the factory b/ by the national committee c/ in private family house	2 m2 m unit				

Social Services

B. Other Services

Item	Indicator	Unit	Initial year	Planned Period			
				19..	19..	19..	19..
1	The number of places at - nurseries - recreational facilities	persons persons					
2	The number of children not having places in nurseries in recreation facilities	persons persons					
3	The staff for nurseries	persons					
4	Financial funds to cover expenses	crowns					
5	The number of pensioners at factory	persons					
6	The financial subsidies for handicaps, orphans, widows	crowns					
7	The services provided in shops service stations hair dressing ...	unit					
8	The number of workers needed transports to work in I.II.III. shifts	persons					
9	The consultant teams ...	unit					
10	Total expenditure on social services	crowns					

ANNEX 2

Methodology of Social Development Planning

by Dr. J. Mihalik

Contents of the book⁽¹⁾

Chapter 1. Methodological Approaches in Social Development Planning

- 1/ Development as a social process
 - a/ Characteristic Features of Social Development
 - b/ Integrated Approach Toward Economic and Social Development Within Unified Concept of Development
 - c/ Interrelations Between Economic and Social Development.
- 2/ Directives of XIV. Communist Party Congress as a Departing Point for Further Improvement of Planning
- 3/ From Methodology of Economic Planning to Methodology of Social and Economic Development Planning
- 4/ Common and Specific in Economic Development and in Social Development Planning
 - Subject of Social Development Planning
- 5/ Approaches Toward Social Development Planning
- 6/ Macro, Micro, Regional and Community Levels in Elaborating of Plans
- 7/ Parts and Structure of a Comprehensive Plan at the Factory Level.
- 8/ The Role and Importance of Social Development Planning
- 9/ The Role of Social Development Planning in Development of Internationalization of Socio-Economic Life of CEMA Countries.

⁽¹⁾ In Printing. Will be available in December 1974, Pages 400.
Address: Vydavateľstvo PRACA, Bratislava, Bezručova 12, Czechoslovakia.

Part I

Chapter 2. Elaboration of Aims, Goals and Targets of Social Development at Macro Level

- 1/ Elaboration of Aims, Goals and Targets of Human Resources Development
- 2/ Elaboration of Aims, Goals and Targets in the Field of Socio-Economic Aspects of Income Distribution
- 3/ Elaboration of Aims, Goals and Targets in Educational Development
- 4/ Elaboration of Aims, Goals and Targets in the Field of Health Care
- 5/ Elaboration of Aims and Goals of Housing
- 6/ Elaboration of Aims and Goals in the Field Social Security
- 7/ Elaboration of Aims and Goals of Development of Human Environment and Utilization of Leisure Time

Chapter 3. Analysis and Prognosis of Social Development

- 1/ Planning Process and its Stages
- 2/ Analysis
- 3/ Prognosis

Chapter 4. Analysis and Prognosis of Socio-Economic Aspects of Human Resources Development

- 1/ Analysis and Prognosis of Socio-Demographic Processes of Formation of Labour Force
- 2/ Analysis and Prognosis of Full Employment
- 3/ Analysis and Prognosis of Socio-Economic Aspects of Utilization of Resources of Labour Force
- 4/ Analysis and Prognosis of Migratory Movement of Labour Force and its Adaptability.
- 5/ Analysis and Prognosis of Skilled Manpower

Chapter 5. Analysis and Prognosis of Socio-Economic Aspects of Income Distribution

- 1/ Analysis and Prognosis of Creation of Material Conditions for Human Resources Development
- 2/ Socio-Economic Aspects of Income Distribution by Means of Wage Income
- 3/ Analysis and Prognosis of Distribution Through Public Consumption Funds

Chapter 6. Analysis and Prognosis of Education

- 1/ Analysis and Prognosis of Development of Primary Education
- 2/ Analysis and Prognosis of Development of Secondary Education
- 3/ Analysis and Prognosis of Development of High Education.

Chapter 7. Analysis and Prognosis of Development of Health Care

- 1/ Analysis and Prognosis of Development of Health Situation of the People
- 2/ Analysis and Prognosis of Preventive Health Care
- 3/ Analysis and Prognosis of Other Health Services
- 4/ Analysis and Prognosis of Personal and Material Conditions of Health Sector

Chapter 8. Analysis and Prognosis of Housing Development

- 1/ Analysis and Prognosis of Needs in Housing
- 2/ Analysis and Prognosis of Development of Standard of Dwelling

Chapter 9. Analysis and Prognosis of Social Security

- 1/ Analysis and Prognosis of Care of Family With Children
- 2/ Analysis and Prognosis of Development of Social Care of People in Economic Active Age
- Development of Health Care and Protection in Sickness

- Development of Care of Nutrition in Plants and Institutions
- Development of Care of Persons Deserving a Special Social Care
- 3/ Analysis and Prognosis of Development of Social Care of People Above Active Age and Persons in Permanent Disability and Aged in Need

Chapter 10. Analysis and Prognosis of Development and Protection of Human Environment

- 1/ Analysis and Prognosis of Development and Protection of Natural Beauties and Reservations
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Part II.

Chapter II. Elaboration of Goals and Targets in Social Development Planning of a Factory /Collective/

- 1/ Setting Goals and Targets in Development of Socio-Skilled Structure
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- 3/ Setting Goals and Targets in Planning of Improvement of Working Conditions and Protection of Work
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- 5/ Setting Coals and Targets in Improving Conditions for Development of Socio-Psychological Relations

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Chapter 14. Indicators and Measures of Social Development Plan of a Factory /Collective/

- 1/ Elaboration of Indicators of the Plan of Development of Socio-Skilled Structure
- 2/ Indicators and Measures of the Plan of Income Distribution.
- 3/ Indicators and Measures of the Plan of Development of Working Conditions
- 4/ Indicators and Measures of the Plan of Development of Initiative and Socialistic Relations
- 5/ Measures of the Plan of Development of Conditions of Improving of Socio-Psychological Relations
- 6/ Indicators and Measures of the Plan of Development of Social Care and Social Security
- 7/ Indicators and Measures of the Plan of Development of Human Environment
- 8/ Comprehensive Index of Basic Informations and Reference Datas for Elaboration of Social Development Plan.

