At the present stage of the building of communism, social planning is acquiring steadily increasing importance, and particularly so the development and elaboration of prospective plans for the social development of production workforces. In his report to the Central Committee of the Communist Party of the Soviet Union, at the XXIV Congress of the CPSU, L. I. Brezhnev laid stress on the point that the practice of drawing up prospective plans for the social development of workforces is deserving of general support at the present time.

In deciding the goals of social planning, V. I. Lening set forth the task, in the very first years of the founding of socialist society, of introducing "...planned organization of the social and productive process in order to ensure the welfare and rounded development of all members of society" [1].

Social planning is a requirement of the time. At the present time, it has become filled with a new condition under the new conditions of managing the life of productive workforces: new opportunities and rights for intensifying its effects on all aspects of the activities of the enterprise have come to light. In addition, social planning makes it possible to proceed all the way to the solution of such problems as the harmonic development of the personality, heightening of social activism, and the struggle against antisocial phenomena.

Social development plans have already been drawn up at enterprises in Leningrad, Sverdlovsk, Perm', Novosibirsk, L'vov, and other cities throughout the Soviet Union. A social development plan has also been developed at the Petrovskii Metallurgical Plant in Dnepropetrovsk. It must be pointed out that this plan is of a complex nature and contains a prospective program of major interconnected measures: technical, organizational, economic, and social.

The structure of the social development plan for the plant workforce, for the years 1971-1975, consists of the following divisions and chapters:

Section I

Ways to rearm the factory technically.

Section II

Planned changes in the social structure of the production workforce.

1. Shaping of progressive changes in the social structure of the workers.
2. Raising the general and special level of education of workers of the enterprise.
3. Using a balanced method in planning changes in the social structure of the work force.

Section III

1. Improvements in working conditions and labor safety.
2. Improving the organization of management work.

Section IV

Raising the standard of living of the workers.

1. Salary regulations.
2. Radiation utilization of collective funds,
3. Living and social conditions for workers of the enterprise.

Section V

Communist education of the workers,
1. Molding communist attitudes towards work.
2. Development of social-political activism on the part of the workers, and enhancing their role in the management of production.
3. Party organization and political education.
4. Esthetic development of the personality.
5. Physical culture and physical development of the human.
6. Social development of the youth.
7. Strengthening labor discipline.

Section VI

Improving social and psychological attitudes toward the workforce as a whole.

All the sections of this plan are tied in to plans for enhancing production effectiveness, implementing progressive technology in production, mechanization and automation of labor, capital construction, assignments on wage and labor questions, and planning of economic incentive funds.

All aspects of the life of the plant's workforce were studied intensely in the course of compiling this plan, and concrete sociological investigations were carried out in order to lay bare the reasons for fluctuations of labor and cadres, the degree of participation of engineering and technical workers in technical improvement of production work, searching out effective forms and means of party education, etc. The researches paid off in the light shed on social problems of labor at the enterprise. The shortcomings unearthed helped in developing a more concrete approach to the resolution of the problem. By resolution of the plant management, the plant Party committee, and the plant trade-union committee, a plant-wide commission empowered to draw up a comprehensive social development plan was set up. This body was in turn divided into commissions each of which was responsible for working out a particular section of the plan. The draft social development plan for the plant workforce was discussed with representatives of the personnel of departments and divisions, in the commissions responsible for sections of the plant, and in the plant-wide commission.

The first section of the plan was devoted to topics concerning the technical rearming of the plant, and covered the following: new construction work; rebuilding of existing production lines and production sections; specialization and centralization of production work and services; replacement and modernization of equipment; automation and modernization of production processes; complex mechanization of load-handling, conveying, and inventorying work; implementation of advanced technology.

The changes needed in the social structure of the workforce are planned in the second section of the plan. This section calls for bringing about progressive changes in the social structure of the workers, raising the level of general education and special education of production workers and engineering-technical workers, and drawing up a balance sheet on workers according to their skill groups.

Improvements in working conditions and labor safety measures are given great prominence in the plan. Work conditions would undergo significant improvements at many worksites when those measures are put into effect, and the organization of management work would also undergo much improvement.

The section on "Raising the standard of living of the workers" is of special interest. After the plant was converted to the new system of planning and economic incentives, all of the bonus systems underwent substantial changes, and new bonus systems geared to intensify the interest of production workers, engineering-technical workers, and plant employees in attaining higher production figures were worked out. The plan envisages measures which would make it possible on the basis of increases in labor productivity and improvements in cost indices, to raise wages and salaries appreciably. Utilization of enterprise funds was distributed over the years.