

Social Policy and Social Planning in Czechoslovakia and the Role of Social Work in Enterprises

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Abstract

The article deals with development of social policy and social planning in Czechoslovakia in the second half of the 20th century in the historical context of European social policy, focusing on the role of social work in enterprises. Methodologically it is based on historical research applied in social work whose verifiable approach enables interpretation of the ascertained historical facts. Two social transformations which occurred in Czechoslovakia in the second half of the 20th century prove that the social sphere is influenced by long standing traditions. Although far-reaching changes in politics and economy were made after 1948, basic social systems such as social security, public health and education maintained continuity with the past. The main managing tool was a state plan. Long-term or comprehensive care programmes for workers in enterprises were among the first practical attempts to implement social planning. Starting from the early fifties of 20th century, collective agreements were concluded between management of enterprises and trade unions, containing numerous tasks of social nature. Social care for workers in enterprises was carried out according to a social plan or programme of the organization using its own resources. It particularly included care for the needs of employees and their families, care for individuals and groups of employees requiring special and enhanced assistance by the organization and care for former employees of the organization and their families. Social care for workers in enterprises always paid attention to social activities in favour of the employee. Social workers in enterprises performed a qualified professional activity.

Key words: Czechoslovakia, social work in enterprises, social planning, social policy, historical research.

Introduction

Social planning was an integral part of social policy in Czechoslovakia in the second half of the 20th century. The objective of this article is to describe development of social policy and social planning with a focus on the role of social work in enterprises, using methodology of historical research. In terms of time, the article is delimited by two important milestones in the history of Czechoslovakia, specifically by the year 1945 when the Second World War ended and 1989 when the so-called Velvet Revolution took place and we can talk about restoration of democracy in the then republic. With respect to the set objective, the article is divided into four parts. The first part shortly defines the key notions such as social policy, social state, social planning and social work in enterprises. The following part introduces brief development of social policy in Czechoslovakia in the period concerned in the context of European social policy; the third part is devoted to description of social planning applied in the then republic and in industrial plants. Crucial is the fourth part which depicts social work in enterprises and its role in the social security system.

In accordance with the method of historical research, mainly primary sources are used for interpretation of findings. These are sources which originated at the time they describe. They are therefore authentic sources. To elaborate the article, I utilized documents from the Archives of the City of Ostrava, the Research Institute for Labour and Social Affairs in Prague and the Prague City Archives. Original terminology used at the time which the article deals with is retained. The purpose of historical research is not to decide what in history happened as “good” or “bad”, but to state, using appropriate methodological tools, in a verifiable way “what” happened and to interpret “why” it was the case. It is necessary to bear in mind that the resulting reconstruction of history is not in disputable and also not the only possible one (modif. Rákosník, Tomeš, 2012).

Definition of Terminology

The article deals with defining the role of social work in enterprises in the context of the development of social policy and social planning in the then Czechoslovakia. With respect to the set objective, it is necessary first to define the basic notions used in the European historical context.

Social Policy and Welfare State

Social policy as a practical activity has been carried out by various entities for centuries. It embraces broader activities than those of the welfare state. Social policy forms the essence of the welfare state. Despite this fact, the two terms are often used interchangeably. In 1916, Karel Engliš defined social policy in a wider sense as practical efforts with a view to cultivating and transforming a community whole as ideally as possible. In a narrow sense it is understood as a branch of government policy, in addition to industrial, commercial, health, housing and agriculture policies, etc. Večeřa (2001) understands social policy in the broad sense as a concept of society including basic social ideas, further narrowed down to specific partial social measures and social benefits providing help to people in a difficult social situation. The same ambivalence is also found in the definition of the term of welfare state. Lord William Beveridge used the term “welfare state” in the 40s of the 20th century when developing the first comprehensive system of social security. It was a promise of being “an island of abundance in the sea of lack”. The content of this concept has always been understood in other countries in the context of a broader meaning than the original English term of welfare state. Even the language equivalents in individual countries are different. E.g. in France, the expression “état-providence” is used, suggesting versatile care for a person from the cradle to the grave, in Germany, the term “Wohlfahrtsstaat” (welfare state) has been used since the 70s of the 19th century, and in connection with Bismarck’s reforms also the term “Sozialstaat”, in the Netherlands we encounter the term “caring state”, including social services provided by the state and state-controlled economy as well. In the Czech Republic, the term social state is preferably used. (modif. Večeřa, 2001)

Social Planning

Planning in the sphere of social policy formed part of the national economy management in Czechoslovakia after 1945. It followed its principles in terms of organization and methodology. Social planning was applied in situations where it was desirable to implement a set of measures for a specific purpose. According to Kutta and Soukup (1975), social planning was described as deliberate achievement of certain changes in states of social systems. To answer this purpose, social programmes of various focuses were utilized.

Social Work in Enterprises

Social work is understood as an instrument of social policy. Social work in enterprises formed a part of social policy of the given enterprise. It can be found in archival materials under different names. For example, it is referred to as: “*planning of work teams development*”, “*plans of enterprise social growth*”, “*personnel work in the enterprise*”, “*social work in the enterprise*”, “*enterprise social care*” or “*enterprise care for employees*”. Similarly, activities performed by social workers differ as for terminology, but their content is identical. As it follows from available documents, social workers in enterprises performed social-health services or social activities.

A Short Excursion into History of Social Policy

The social sphere, as well as other areas, is heavily influenced by longstanding traditions. Although far-reaching changes in politics and economy were made after 1948, basic social systems such as social security, public health and education maintained continuity with the past. (Kalinová, 2001). Important historical milestones in the field of social policy rest on the experience of the Czech population with a relatively developed system of social security. This system was shaped mainly from the end of the 19th century under the influence of Bismarck’s reforms in the former Austro-Hungarian Empire and further developed in Czechoslovakia between the two world wars. Prevailing features of social policy in pre-communist Czechoslovakia consisted in developing a social-democratic approach to solving social issues of the given time. (Potůček, Radičová, 1998; cf. Rákosník, Tomeš, 2012). However, after the communist coup in February 1948, a situation occurred that the society had an existing potential of citizenship, but the ruling party demanded social atomization in order to destroy all forms of social, political and economic relationships which could support individual and collective independence. Social assistance was regarded as a bourgeois vestige.

(Potůček, Radičová, 1998) Member parties of the National Front coalition agreed on the need to eliminate the traditional Bismarck insurance from the pre-war period and replaced it at first in 1948 by national insurance and subsequently by the Soviet model of social security (Rákosník, Tomeš, 2012).

From 1952 on, redistributive processes were implemented, based on which the state re-allocated resources in the social field from levies by enterprises, from employees' income taxes and turnover taxes in the interest of labour force reproduction (free education and health care) and meeting the needs of those who did not have any income from employment. (Kalinová, 1999). In the sixties of the 20th century, far-reaching plans in the social field for housing construction and expansion of social services were approved, but no one counted with rapid exhaustion of financial resources. We talk about liberalization of conditions which allowed use of foreign experience (Rákosník, Tomeš, 2012). These restrictive measures aimed to increase citizen participation in payments of certain previously subsidized services. Removal of existing social benefits in the prices of services was offset by an increase in social benefits for families with children, pensioners and other needy groups of citizens. (Kalinová, 1998a). The sixties in developed European countries were characterized by development of social states – the welfare state. “*Welfare state promised to be an island of abundance in the sea of lack*”. (Večeřa, 2001: 23). Universalization of social security was applied, which means that social insurance turned into a security system covering the whole population.

The social security system ensured the basic needs of citizens regardless of the insurance amount. This also significantly expanded the state participation in financing of this system. (Kalinová, 1998b). The nature of the social model in the period of state socialism in Czechoslovakia retained certain features of the German and Swedish type. Every citizen capable of work was employed which prevented their dependence on social benefits, and insurance was virtually universal. (Kalinová, 2001). It was characteristic for social care of the Czechoslovak Socialist Republic (hereinafter the CSSR) that the state assumed full responsibility for this sector. At the same time, it bore a major part of all necessary material costs. The existing care focused mainly on two social areas – care for children and family and care for people of retirement age. Later, task so extending and deepening care for elderly citizens and disabled citizens appeared. (Koncepce sociální politiky Národního výboru města Ostravy, 1973; Špiláčková, 2014). Starting from 01.01.1976, a new act on social security came into force, being in its scope the most important one in this field since 1948.

This regulation increased standard of living of three million pensioners by abolishing the tax on pension and by incrementing the maximum limit of pensions. According to available literature, other significant advances in the social sphere included increasing expenditures on additional care (e.g. provision of meals for pensioners outside home, free public transport tickets for seniors, contributions for aids for disabled people, one-off or repeated financial contributions, contributions for tuberculosis and diabetes patients and others), enlarging the number of workers of home care services, expanding the capacities of social care facilities – in old people's homes, boarding houses for pensioners. Thanks to National Committees, also the number of facilities with home care was increased. (Šolcová, 1984) In care for families with children, a pro-natality programme from the turn of the seventies, which I have already mentioned closer, was applied. Social care was financed exclusively from the state budget and executed through local government administration – *National Committees*. (Potůček, Radičová, 1998)

Development of Social Planning in the Czechoslovakia

Planning from the perspective of the then literature consisted in elaboration of social problems related to the increasing standard of living of the population. A plan was a set of social and economic tasks to be addressed in the planning period. (Kutta a kol., 1980a). The basis of socialist economy was central planning. The main tool was a state plan which set priority objectives of economic development. State plans were prescriptive and they had to be mandatorily fulfilled in the national economy. Their fulfilment was secured by a system of obligatory tasks, determined priorities and binding rules. The basis for all national economic plans was the government plan of CSSR which defined tasks with a view to ensuring economic development of both republics, as well as of individual areas. (Charvátová, Brablcová, 1975) On their basis, Plans of Main Tasks for One Year were prepared, which were specific actions in the given town and the given field. (Rovňáková in Špiláčková, 2014)

The first plan of national economy in the Czechoslovak republic was a two-year plan of recovery and construction for the years 1947-1948. In October 1948, the National Assembly passed a law on the first five-year plan for the years 1949-1953.

(Kutta a kol., 1980a) In the following period, they were known under an abbreviation as “*five-years*”. In this regard, particular importance and role belonged to *election programmes of the National Front* for five-year periods. The election programmes of the National Front in accordance with long-term prognoses of development of regions and districts and with five-year national economy plans set tasks of socio-economic and cultural development for villages, towns, districts and regions. Therefore, they were crucially important as a management tool for comprehensive development of territorial units. Feasibility of the plans was mainly conditioned by knowledge of the needs and requirements of citizens.

For this purpose, findings gained from assemblies of National Committees, activity commissions of National Committees, civic committees, but also from social surveys, inquiries among inhabitants or public debates were utilized. (Kutta a kol., 1980b). Among practical attempts to implement social planning, projects of plans for social development in enterprises, so-called enterprise social plans or *comprehensive programmes of care for employees* prevailed. This focus resulted from the conception of social policy at that time which particularly emphasized the field of employment, specifically working people. According to Kutta, comprehensive programmes of care for employees were used to verify the possibility of “*programming social life in individual enterprises and organizations in order to create the most favourable conditions not only for effective work, but also for further all-round development of workers*”. (Kutta a kol., 1980a: 14) Long-term programmes of care for employees were regarded as the first stage of a social plan.

Development of social planning was entrusted to the State Planning Commission, development of social planning in enterprises was provided by the Ministry of Labour and Social Affairs at federal and national levels. (Charvátová, Brablcová, 1975 Kutta a kol., 1980a; Kutta a kol., 1980b). Planning of social development of territorial units originated in the late sixties in relation to social planning in enterprises. Regional plans, which also included plans of social work in regional areas, ensured creation of balanced economic and social regional proportions and favourable development of individual regions with regard to their distinctive economic, natural and social circumstances and pre-conditions. Regional plans were elaborated by Regional National Committees. Social work plans created space for various forms of social work. Also the Czechoslovak Sociological Society at the Czechoslovak Academy of Sciences contributed to development of social planning. Its department of sociology of work, industry and enterprise along with a branch in Plzeň and the specialized enterprise of Škoda organized two seminars on the issues of social planning. (Kutta a kol., 1980a)

Social Work in Enterprises

The importance of introduction of social work in enterprises rested on the assumption that experiencing an adverse personal situation by an employee affects their job performance and subsequently causes conflict in interpersonal relationships at their workplace, in the family setting or in the employee’s surroundings. A qualified social worker was responsible for preventing these situations and taking care of employees’ problems, representing desirable professional support and also a contact person in case of need of professional consultation with a medical doctor, psychologist, lawyer, etc. The employee’s social milieu, such as family and work performance itself, was considered to be the basic source of employees’ problems. The first thoughts of establishing so-called enterprise social work in Czechoslovakia appeared already at the beginning of the 20th century. In the journal *Social Revue* of 1923 we can read about social care within the Czechoslovak State Railways. Social care included a sickness fund, private accident insurance, a pension fund, care for children, care for students, provision of subsidies, loans and care for housing needs. In 1921, it was granted to 175.000 employees of the Czechoslovak State Railways. As part of the sickness fund, so-called lay checks were established.

The role of these lay checkers was to visit the sick at home and to check whether they were really at home. Furthermore, they had the same tasks as social workers and an obligation “to point to cases of blatant poverty and to propose a contribution”. (*Sociální péče čsl. státních drah*, 1923: 299) Training of lay checkers took place in Prague in the form of two-week courses. Financial costs of social care of the Czechoslovak State Railways were covered mainly from the “*Zahradník’s Welfare Fund of the Czechoslovak State Railways*” founded in mid-1919 and named after the first minister of railways. It was kept as a separate self-help fund of railway employees. Its purpose was to provide monetary support, reimbursement of medical expenses, to provide scholarships to employees ‘children, contributions to daughters’ trousseau, cheaper interest-bearing loans and to cover operation of holiday villages for children.

It was subsidized entirely by voluntary contributions of employees and donations. As of 31.12.1921, the Fund's account amounted to CZK 1.071.694. An equivalent of the social fund was later used as a model by the Ministry of Posts. (Sociální péče čsl. státních drah, 1923).

In 1943, a few weeks' course aimed at preparing social workers for practice in enterprise care took place so that the first course leavers could start their mission in heavy industry in Prague, Ostrava, Kladno and Plzeň in May 1943. They were assisted by so-called social clerks, i.e. women who completed specialized schools with school-leaving examination or female labourers who had undergone training. (Kodymová, 2014) For the future, social care in enterprises was intended to be performed by a social worker with university education. There were plans of introducing a social worker into every enterprise of 1.000-1.500 employees to organize social-medical service in the enterprise.

According to archival materials, the social- health service also dealt with private and family circumstances of employees. Social workers were meant to be interested in nutrition, housing, recreation; they should organize and facilitate self-education and qualification growth of both labourers and officials. (Pažoutová in Kodymová, 2014). After the Second World War, substantial efforts to establish enterprise social services conceived as an enterprise social institution were notable. The task consisted in meeting the social needs of workers in organizations in order to prevent phenomena which would impede their performance. The Revolutionary Trade Union Movement participated in introduction of enterprise social services. The activities were implemented by social workers who often held positions of social clerks. (Berka, Šálková, Tomeš, 1987). Enterprise social work was carried out following a social plan or programme of the organization using its own resources. Only in some cases, funds of the trade union movement or National Committees were used. Basic tasks were subsequently reflected in collective agreements between the organization management and the competent body of the trade union movement. Under the organization guidelines, social workers were entitled to conduct relevant inquiries with employees both at the workplace and at home. (Šálková 1971).

Social activities carried out by social workers were destined for members of work teams and their families. Enterprise social work was part of social policy of the enterprise. Social work in enterprises is understood as concretization of enterprise social/personnel policy. In terms of terminology, social work was defined as a set of activities aimed at direct efforts immediately influencing a person or their family in order to preserve their relationship to society, the nearest milieu, to education, to work, etc. Social work was characterized as socially diagnostic, consulting and educational work, ensuring social services in specific cases. (Šmýd, 1972) Enterprise social policy was based on directivity conceived state plans and further was anchored in legislation, for instance in the State Enterprise Act No. 88/1988. Enterprise social policy represented continuous and purposeful care for employees with regard to securing their legitimate social needs. It concentrated on health and safety at work, on enterprise catering, recreation of employees, children's recreation in pioneer camps of the trade union movement, enterprise kindergartens and nurseries, housing policy in enterprises, issues of the working environment and living conditions and wages policy. (Kutta a kol., 1980a; Kutta a kol., 1980b). Enterprise social work particularly included:

- Care for the needs of workers or their families comprising care for social and health needs of workers and their families, care for housing, nutrition, transportation, cultural and recreational needs, socio-legal protection and counselling and others.
- Care for individuals and groups of employees requiring special and enhanced assistance by the organization consisted in care for women, lonely men taking care of a small child, for adolescents or new employees, workers with disabilities, group care for employees' children, care for workers of senior age or just before retirement, for employees in extraordinary life situations, care for workers with suspended sentence, for employees of Roma origin or care for people released from serving a prison sentence and others.
- Care for former employees of the organization and their families comprised care for pensioners, employees disabled due to a work accident, bereaved family members, care for employees released from the organization due to structural changes. (Šálková, 1971)

Socio-legal protection and consultancy included provision and mediation of professional information, support to self-help, dealing with social issues, written submission to institutions in socio-legal issues, negotiations with bodies of state administration, institutions and individuals in the interest of employees, e.g. issues of social security and social welfare, in matters related to labour-law, family, child care, etc. (Šálková, 1971)

Enterprise care for employees paid attention to social activities in favour of the employee. Serious were mainly those facts which adversely affected the employee's subjective profile, i.e. those which the employees perceived as inconvenience, distress, worries and troubles. In all cases of personal problems, the worker became a subject of social activities. The content of social activities was understood in the sense of "*corrective efforts, efforts to improve the conditions for meeting the legitimate needs of employees, or as the case may be, prevention of processes which could harm the employees' interests*". One of the main tasks of social workers was screening and dispensarization, which means searching for employees who needed help actively. "*Help to people does not mean manipulating them or divesting them of their responsibility*". (Růžička, Šálková, 1971: 11)

The position of social workers in the enterprise was mainly influenced by traditions and distinctive features of each enterprise. The basic methods of social work were:

- collective or general work
- work with groups
- individual or case work

Collective work addressed issues of improving the working environment, housing, catering and health services, recreation, culture, cleaning of working clothes, etc. Care for groups of employees in archival materials involved pregnant women and single mothers, adolescents, pensioners, alcoholics, citizens of Roma origin, persons with changed working ability or released from serving a prison sentence. (Šálková, 1968) All the above activities were mutually complementary, interconnected and were part of social activities. As a rule, social work was provided by a social department or department of care for employees under the cadre and personnel division. (Růžička, Šálková, 1971). A prerequisite for functioning of a social worker in enterprises was to gain the trust of the enterprise employees. Social workers paid great attention to the course of interpersonal contact with the enterprise employee. Its success was subject to tolerance and factual self-assessment by the social worker. Furthermore, it was essential for them not to impose their views authoritatively, to show their willingness to listen and to emphasize concentrated interest, to try to imagine the employee's situation. Social workers sought for enterprise employees who needed help, examined the employee's social situation, i.e. performed diagnostics and finally proposed solutions. They maintained an individual approach to clients.

Clients of an enterprise social worker can be divided into three categories:

- those who sought the social worker in case of a problem themselves
- those who visited the social worker upon recommendation of their colleagues after a time of certain hesitation or if their problem has come to a head
- Those who were in different to solving their problems with the aid of a social worker and refused intervention in their personal affairs. (Růžička, Šálková, 1971)

Ongoing assessment of existing results was highly important for the social work process. The main instrument of social workers was an interview. Another crucial source of information for social workers was regular visits to the individual workplaces of the enterprise and the related direct contact with employees. The presence of a social worker directly at the workplace often accelerated decision-making of a more hesitant employee intending to contact the social worker with demand for help. Getting to know the non-working environment of employees belonged to work forms of social workers, too. Knowledge of the family and personal background of members of work teams could not be absent in the activities of social workers. Methodological assistance in functioning of a social worker in enterprise was provided by a social card file. It served to record the social worker's activities. Social workers made statements as to requests by employees in social matters addressed to the enterprise management or the trade union organization. In addition, they made analyses of social needs of the employees and submitted reports to the enterprise management on their work results. (Růžička, Šálková, 1971).

Social workers in enterprises were members of a team which professionally and systematically dealt with people, workers of an enterprise team. The position of social workers is described by Růžička and Šálková (1971: 23) as follows: "*they examine legitimate social needs of workers, apply methods of social work in the enterprise practice, propose, promote and ensure measures leading to an improved living and working situation of employees and thereby to improvement of programmed enterprise results and social-political objectives of the state*". The team also included sociologists or psychologists who were involved in deeper analyses of social processes in organizations.

Social workers performed professional qualified activity in the enterprise. Preparation for this activity consisted in professional studies at a social-legal school. As the number of social workers in enterprises was very low, in the seventies it was not possible to organize efficient follow-up training through enterprise courses, meetings, workshops and training events. (Růžička, Šálková, 1971).

Activities of social workers in enterprises were a specific form of social care for people. Its implementation observed the following principles:

- The social worker was an employee of the enterprise; therefore, they had to respect the political and economic concepts of the enterprise, objectives of the enterprise and decisions by its management.
- The social worker was involved in preparation and development of personnel and social policy of the enterprise.
- The social worker maintained a permanent work contact with the executive staff.
- The social worker did not assume tasks ensured by the state welfare system unless there was a serious reason to do so. On the contrary, they forwarded incentives and information with a view to solving social problems to professional enterprise divisions or institutions outside the enterprise. They collaborated with them in implementation of the proposed measures. (Růžička, Šálková, 1971).

Basic tasks of social workers rested on the fact that they were expert advisors to the enterprise management or personnel department on issues of collective, group and individual care for employees, they collaborated with specialist divisions in the enterprise such as the enterprise health centre, department of health and safety at work, with the personnel department and also with institutions outside the enterprise such as National Committees, facilities of state health administration, courts, furthermore they conducted analyses and elaborated situational reports in compliance with comprehensive solutions to social problems of the enterprise employee. On the basis of these analyses, they proposed, promoted and implemented measures to solve social problems of the enterprise employee. (Šálková, 1968). Social work in enterprises was notably of preventive character. It prevented processes which could adversely affect the worker and thus secondarily interfere with the interests of the enterprise and society. Informal development of social work in enterprises showed positive results, as overcoming of personal difficulties of an employee contributed to stabilization of the enterprise team. Although the main importance of social work was prevention, social workers mainly performed curative activities, which meant dealing with life situations and problems. (Růžička, Šálková, 1971).

Social planning in enterprises represented comprehensive planning, allowing programme changes in the social structure in line with economic possibilities of the manufacturing plant. Plans of enterprise social growth included e.g. construction of enterprise canteens, flats, enterprise doctor's offices, libraries, vocational schools, enterprise clubs, recreational facilities, but also professional and cultural growth of the enterprise team. Planning rested on analyses of the enterprise state, often made on the basis of sociological surveys. They were mainly constituted of surveys on the social climate of workshops, operations, organizational units and workplaces, research concerning work discipline, morale and conditions for development of work activities and initiatives, research on free time activities, the level of housing, transportation to work and surveys on the issue of special groups of enterprise employees, especially women, the youth, and workers of older age. (Bauerová, Kolář, Růžička a kol., 1972).

Social work in enterprises was of great importance for development of professional social work. In 1969, a separate section of social workers in enterprises at the Association of Social Workers was established. Its aim was to bring together social workers involved in care for employees in enterprise practice, in agricultural plants, cooperatives and other production and non-production units. Results of social work in enterprises were achieved in the field of dealing with housing issues, enterprise catering, accident rate, sickness rate and recreation of workers. Some larger enterprises, e.g. the Ironworks of Třinec prepared their first enterprise social plans already in 1971-1973. Enterprises built their own flats, medical, educational, cultural facilities, facilities of physical education, recreational, catering facilities, but also enterprise nurseries and kindergartens. They cooperated with National Committees in operation of certain facilities, pooling of resources, provision of contributions and in-kind assistance. In the years 1972-1974, the Czechoslovak Research Institute for Labour prepared a methodology of planning social development for enterprise teams to be a framework for the years 1976 to 1980. (Kutta a kol., 1980a) Comprehensive programmes of care for workers should be gradually improved and should expand into social programmes for a particular territorial unit.

In terms of legislation, social development of work teams was regulated in the Act on State Enterprises No. 88/1988 Coll. The main tool was plans of economic and social development. A mandatory minimum for organizations consisted in ensuring safety and health at work, occupational hygiene, health care and enterprise catering. These activities were paid from own resources of the organization. Enterprises could organize other services above the mandatory minimum. After 1989, when democratic changes in the former Czechoslovak Federal Republic took place, a discussion as to continuation of social work in enterprises started. In connection with the economic changes, the scope of social measures which enterprises implemented from their own resources was significantly narrowed. Many enterprises underwent reorganization and were split into smaller units, while the production programmes and sales of products were not clarified. This naturally resulted in declining profits and limited funds for social purposes, thus also in reduction of social work.

Despite the occurred situation, the role of social work in enterprises was considered as difficult to replace. With respect to the relevant competences and in collaboration with other enterprise professionals and executives, enterprise social workers were in a better position to influence solutions to a number of social problems than social workers at local authorities of the state administration. (Šálková, 1991) On the basis of available materials, we can conclude that starting from 1989, enterprise social work gradually started to disappear. Its tasks were taken over by the system of social services originating in the nineties. However, with its content and scope of social activities, social work in enterprises significantly contributed to development of professional social work in Czechoslovakia and in the newly formed Czech Republic, too.

Conclusion

After the Second World War, state policy was implemented mainly in the form of planning. The social sphere falling under diction of social policy was part of state plans for a particular election term. Practically, five-year planning periods were applied, giving rise to the popularized term of five-years'. Within five-year plans, also economic and social development of territorial units was determined including social development of enterprises in the form of enterprise social plans or comprehensive programmes of care for employees. Enterprise social policy and social plans comprised social work as a social activity performed in a competent and professional way. Archival materials clearly show that enterprise social workers played a significant role in the social system of enterprises. All enterprise employees and their families or closest relatives were offered advisory, counselling and operational assistance.

It concentrated on problems of individuals, groups of employees or addressed issues of improving the working environment, housing, catering and health services, recreation, culture and others. Methods of social work known in the given period were actively applied, namely case work, group work and collective work. Following the prevailing diagnostic model of social work resting on medical terms, in the second half of the 20th century social workers in enterprises conducted screening and dispensarization, diagnosed the employee's situation and proposed a social therapy. Social work in enterprises represented a precursor to development of social care for all other target groups, especially during the seventies of the 20th century. Based on enterprise social work, fields of care for seniors, children, the youth and families, for citizens with changed working ability and for citizens of Roma origin were developed. After 1989, when changes in the country leading to democratization of society occurred, enterprise social work gradually faded into the background. Currently, there are no social workers in companies present at all. Although enterprise social work was fully developed and successfully implemented in practice, the year 1989 virtually brought its existence to an end. However, enterprise social work plays an important role in the history of social work in the territory of the today's Czech Republic.

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