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# THEORY OF SOCIAL WORK

Monography



Sumy  
University Book  
2013

УДК 316.35  
ББК 65.272  
Б 55

*Translated by Olena Tytarenko*

**Bekh, Volodymyr**  
Б 55      **Theory of Social Work : monography / V. Bekh , Yu. Bekh ;**  
**ed. by I. Predborska. – Sumy : University Book, 2013. – 208 p.**  
**ISBN 978-966-680-663-8**

The monograph highlights the genesis, morphology and functional capacity of social work as a natural phenomenon. The origin, nature, content, morphological and procedural forms of social work are grounded consistently. The activity-nature of the phenomenon is demonstrated, the basic law of the social work self-development is formulated, the heuristic models of social work and social institution is presented, the risk factors for the social work development process by means of the state and civil society authorities are defined, the decision-making algorithms for solution of the crisis human problems and the problems of the social institution management are provided, the general types of self-regulation mechanisms: archetypal, regulatory and information-signs are highlighted.

It is recommended for use of researchers, doctoral candidates, master's degree graduates, bachelors, executives of social institutions, practitioners and volunteers working in the field of social work and for all those who are interested in these issues of design, construction, modernization and optimization of social systems.

**УДК 316.35**  
**ББК 65.272**

ISBN 978-966-680-663-8

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## SOCIAL WORK AS SCIENCE, PRACTICAL WORK AND ACADEMIC DISCIPLINE

The present development of Ukrainian society has set the problem before the scientists and practitioners: the need to study the specific areas of activity, the self-outlined own profession and the recognized by MES of Ukraine independent specialty – **social work**.

Realization of radical reforms in the economy and politics, social and cultural practice shows that today the state can not do without the implementation of one of the areas of life of individuals and communities – without **social work**.

Current understanding of foundations of social development today logically comes from the fact that social policy should be aimed at creating conditions for a dignified life and free development of the individual.

In these conditions, the importance of social work as a social mechanism to support the human vital forces is growing as it had never before, which is understood by the subject of social work at different levels; in our view, the every-day level of knowledge requires special attention.

In this regard, it is important, in the first place, to define the **subject** of social work. This is due to the fact, that the concept of social work as an **independent science** will be proved if the scope of phenomena studied mainly by it is defined, the fact that this field is not studied by any other sciences will be proved, its place in the social sciences will be defined.

The regularities of facilitating the development and realization of the vital forces of individual and social subjectivity of a person, as well as of improving mechanisms of conjugation of vital forces and means to ensure their realization are **the subject of social work** as an independent social science.

Taking into account the fact that the subject of social work, as well as of any other science, changes during the development of both

the social knowledge and social practice in general, the definition of the social work we have proposed is universal. This universal character is due to the fact, that social work as an activity is realized through forms of professional and non-professional work, and at different stages of development of a society this or that its form can dominate, or they can operate in parallel, complementing each other.

Social work as a science studies the mechanisms of realization of vital forces and social subjectivity of the individual and the group, and also the nature of conjugation of vital forces of the individual, the group and means to ensure their realization in different social situations.

Thus, the **object of study of social work** is the process of linking, interaction, interrelation mutual influence of the mechanisms, ways and means of regulating the behavior of social groups and individuals, contributing to the realization of their vital forces and social subjectivity and the character of interaction of the vital forces of the individual and the group, and means to ensure their realization in different social situations.

Each independent science has its own **categories, regularities, principles and methods** of study. Of course, the categories of social work are those, which are used by other disciplines: for example, psychosocial work, structural social work, social rehabilitation, social welfare, etc.

There are such **categories of social work**: poor care, charity, volunteering, patronage, social protection, social assistance, social insurance, social work, social biography, social employee, social networks and others.

**Specific organizations of social work** in different areas of social practices: (social work in education, social work in health care, social work in the army, etc.); with various clients (social work with people with disabilities, social work with family, social work with risk groups); in different social situations (social work in extreme situations, social work in ecological trouble, etc.); various aspects of professional and non-professional social work (economics of social work, management of social work, psychosocial technologies, etc.).

Contents of **the first group of regularities** is determined by the fact that social work is the specificity of the activity of the officials in terms of social protection, organization and regulation of the processes taking place in society, through their own influence in accordance with the interests and needs of the specific requirements of

the people, the requirements of the given environment, the nature of a social subject.

**Regularities of the second group** form the character of the interaction between the subject and the object of social work, the relationships between them, the ability of these relationships to ensure effective achievement of the objectives of social protection. These include the integrity of the influence of the subject to the object; realization of common interests through the personal ones; matching of the carriers and the representatives of the interests of the object of social work.

**Basic principles of social work** are: **methodological** ones – the principles of epistemological approach, determinism, unity of consciousness and activity, personal approach; **organizational** ones – the principles of planning and consistency in working with individuals, groups, the interaction of all social institutions; **monitoring** of implementation; **meaningful** ones – the principles of objectivity, consistency, minimum, tolerance, respect for the rights and interests of individuals, humanizing of technologies.

In the conceptual scheme of social work one can include various types of activities – social rehabilitation, medical and therapeutic, psycho-pedagogical, consulting, protecting human rights and other kinds of support, and finally monitoring and social advertizing. The focus is – the hard life situations of a client.

Social work is – a «**kind of professional activity** based on subject-integrated, interdisciplinary methods of formation, support, rehabilitation of sustainable social integration or reintegration of the individual and groups; complex social technology of realization of social protection, social governance, social policy related to socially vulnerable groups of the population».

Therefore, we can consider the work of professionals in social work, as the integration of specific procedures and operations: social (according to the purposes, goals, content); psycho-pedagogical (according to the form); organizational (according to the functions); professional (according to the connection and influence on the object).

Social work as an activity has its own structure, performs function defined in society, has defined tools for realization of its goals, which require separate study in Ukraine.

The main **objectives of social work** are:

- a) creation of an environment in which everyone can identify and realize their abilities in the maximum extent;

- b) increase of the degree of clients autonomy who turned to social worker, their ability to control their lives and to solve emerging problems more effectively;
- c) adaptation or readaptation of people in society;
- d) creation of conditions in which people can live, retaining dignity and respect of the environment;
- e) achieving such a result, when the need for social worker care of the client disappears.

The main **subject of social work** is a social worker who has been trained to perform a variety of functions, ranging from «linear» work with customer to management activity in state institutions. In addition, the subjects of social work may be employees of the state social service assistance and their volunteer assistants – volunteers and officials of the state and state-governing services; workers of foundations and associations, secular and religious organizations and associations, engaged in charitable care and support; the clients themselves, when helping others.

The **functions of the social worker** are: diagnostic, prognostic, organizational, mediation, preventive and prophylactic, protective and defensive, assistance and support, health and hygiene, analytical and estimating.

Realization of the functions of a social worker requires mastery of **complex of the methods of social work**: classical (general philosophical), general and special science, which are mainly used in practice.

Introduction of the professional specialty (special subject) «Social Work» since 1992 shows the emergence of learning disciplines, which provide sufficient training of the students for professional activity with granting qualification of «social worker», the introduction of this specialty in the State Register of professions, the development of the state branch Standard concerning the specialty «Social work».

The system of social workers training, its scientific basis, problems and ways to build knowledge and skills of a social worker, methods and technologies of professional activities with different groups of people also require the spreading of broad study of these problems.

All of the above suggests that today it is imperative to highlight social work as a separate branch of science that has to study global problems of scientific scope of social work, various aspects of practice, and ways and educational facilities for vocational training of



future social workers. This, in turn, needs to assign a number of specialty according to educational level Bachelor and Master, as well as the number of specialty as the field of research.

In addition, such specialized training of social workers – undergraduate and graduate – in higher educational institutions of the country should have its own stable philosophical and scientific and methodological principles that form specialists able not only to daily drudgery of practical orientation, but also ready to deepen the theoretical foundations of social work in the new environment.

The authors of this textbook are theoretically and methodologically prudent in giving his conceptual vision of the nature, content and mechanisms of social work, forming the categorical framework of the theory of social work. At the same time, they analyze the real processes of social work carried out in Ukraine and abroad.

The authors do not try to impose his reader with the reviews and opinions concerning the real state of social work in Ukraine. Instead, they create a methodology and the methods of discourse through which everyone can form their own judgments, evaluation, persuasion, suggestion. Material, which is presented in this textbook, is a kind of theoretical and philosophical foundation of civil society development.

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## INTRODUCTION

The problem of the theoretical foundation of social work is extremely topical both in terms of the development of Ukrainian statehood and the formation of civil society and in terms of the efficient integration of Ukraine to the group of countries-participants of the United Europe. To do this it is necessary to form and coordinate the interaction between the whole range of social institutions in Ukraine, which steadily and for a long time have been functioning in Europe. The system of social work is related to such particular entities.

At the same time in Ukraine, unfortunately, social work is not the one which has a developed morphology and functions effectively within its competence. As the world and domestic theoretical thought has not created a well-developed theory of social work, and the leaders of various levels of government do not use the theoretical decisions of foreign and domestic scholars, it develops spontaneously with the elements of discreteness and incompleteness.

Under these conditions, the process of development of the Ukrainian state is slowing down, the young state policy is not focused and effective in the process of forming the features of sociality. Therefore, our social life abounds in social and political conflicts. The population is suffering of it most of all, as its most part is below the poverty line. As a consequence, the European institutions remain «closed» for Ukrainian institutions and the politicians from the European Parliament and the statesmen of the member countries of United Europe, are sincerely sympathizing with us, are silently watching the processes of development of the Ukrainian state.

The Orange Revolution riveted their views to us, but the problems in the personnel of the team of the winner, and especially its practical steps, which had to lead Ukraine out of the political and social crisis, did not convince the European community that we have got things «on the mend» (the things in our country are «on the mend»). Changing the government team has not made significant changes in the development of the structure of social work, but rather exacerbated this problem. Europe froze and now has been experiencing with us the decay and failure of the Orange team, the unexplained steps of the leaders of the Party of Regions squad, which rejected the question of social work to the far periphery.

At the same time, the intensive development of the continental European social organism is an actual long-term problem, leading to a deepening of globalization of the social world and that is why the Europeans are concerned, at least because of two reasons. First, what will happen to them as the civil society strongly wins over the functions of the states, which are formed on national basis, and secondly – how to treat the countries that «return» after the revolutionary communist experiment decoration to the bosom of the evolutionary development on the basis of universal values. It is from this perspective, that they, the Europeans, want to see Ukraine with a developed civil society, a certain level of development of freedom and democracy, sustainable protection of human rights, developed system of social protection of population, predictable way of life, which leads to predictable human behavior both at domestic and international labor markets, and in everyday general intercultural communication on the principles of tolerance, multiculturalism and social solidarity.

In addition, the theoretical analysis of civil society by means of social work theoretical thought is important, even for the reason that we have to prepare personnel for social work, which develops in Ukraine due to the efforts of the young state, while in Europe – this is mainly due to the efforts of civil society. Therefore, the issues of social work should be seen in close connection with the civil society, which is its logical product at the level of the social body of the country.

Under such conditions, any intellectual development of the theoretical foundations of the social work system deserves attention. We have reason to do it, because for a long time the author has been taking a direct part in the development of theoretical foundations of social work in Ukraine and therefore he has his own and rather experienced look at this kind of social activity. It was due to his efforts that the nature, essence, content, morphology of the social work system was grounded, a set of functions was formulated, and finally, a heuristic model of the mechanism of functioning and development of the social work was created. A powerful source of new ideas here are the works of classics of the world philosophical, political and sociological thought, and the works of contemporary Ukrainian scientists.

However, despite the various material accumulated by modern Ukrainian and world theoretical thought concerning the place and the role of a social work in our lives, there is an urgent need to deepen the study of this problem because, first, our views about these processes have naturally deepened; and secondly, the new scientific and practical

knowledge about the creation and reproduction of essential powers of a man have been accumulated; and thirdly, it must be done also because in many higher educational institutions there is training of social workers for whom such work should become a textbook that represents a holistic view of social work as an institution of self-reproduction of species (generic) life of people and which should provide the sustainability of life and development of the social body of the country; and fourthly, it is possible to bring an understanding of European social realities to the students and to generate the appropriate categorical field for its positive acceptance and the development on this basis new institutions such as the European ones; fifthly, we should make clear the purpose of social work system and the limit of its «competence» in the formation of civil society and the development of Ukrainian statehood.

Publishing this work in English is a remarkable event for us because it opens our philosophical thought for a wide circle of colleagues who live, think and work in different paradigms. Such a breakthrough could not be possible without the support of chief and colleague – the President of National Pedagogical Dragomanov University – Professor Victor Andruschenko, the translator – Ph.D, Professor Olena Titarenko and her chief – the Director of the Institute of Foreign Philology – Professor Volodymyr Goncharov.

The creative work was stimulated with the positive atmosphere at the Department of Management and European Integration at the Institute of Sociology, Psychology and Management where we work. We would like to express our deepest gratitude to our colleague Professor Iryna Predborska who skillfully adapted this textbook for English-speaking readers. Finally, I want to express my thanks to sponsors and the to the editorial staff – the publisher – Rodion Kochubey. Although this publication was prepared by the authors specially for the foreign reader, but still carries some trace of fuller publication «Social Work in contemporary Society» (2008), which applies to domestic consumers. With its content one can acquaint on the author's website at: <http://bvp.npu.edu.ua>.

The urgent need for the organizers of this noble activity for the society impels the authors to summarize the previously elaborated ideas in this area of our life through the prism of the study of the mechanism of formation and functioning of social work. And now, our dear reader, you judge how we could do that.

*Volodymyr Bekh, Yuliya Bekh*  
*Kyiv, January 2013*

# Nature, Essence, Content and Form of Social Work Content and Form of Social Work

- Activity Nature of Social Work • Essence of Social Work
- Form of Social Work and its Species: Morphological and Procedural
  - Resume

## 1.1. Activity Nature of Social Work

For a thorough understanding of the phenomenon of social work it is important to highlight questions about its activity origin. This problem is not so much concerned with the recognition of its activity nature, which at the beginning of the XXI century hardly meets any serious objection from any side, but it is more concerned with the subject of this activity, that is what it is connected with as the subject of work and what is its final product.

Recognition of the activity nature of this phenomenon comes from the understanding that **social work – generally is a specific human activity that is formally assigned to a specialist – a social worker or a social pedagogical worker, – for which he should be responsible in accordance with current legislation and specialist instructions (job descriptions).**

However, because the adjective «social» is differently interpreted, today the term «social work» is considered, assuming a scientific literature, the totality of the specific activity on creation and reproduction of the essential forces of the individual who has certain physical or social disabilities. So the term includes, in our opinion, all other concepts used in the literature on the subject.

It should be noted that the concept of «social work» only at the present stage gradually gains theoretically balanced content, but before this the phenomenon had been reflected through such concepts

as «social protection», «social assistance», «social support», «social patronage», «social rehabilitation», «social services», «social care» and some others. In other words, before our eyes there is the intense self-development of this phenomenon, which suddenly seized all the countries of East and West, South and North.

Each of the concepts currently has no unambiguous interpretation, and that is why each author in each particular case can interpret it in different ways. For example, the interpretation of the concept of «social care» is rather ambiguous. Sometimes it is considered a «paradigm of social work», and in other works – as «highly effective social technology that allows to provide social support to citizens in a difficult socio-economic situation that objectively prevents human life activity or social group's life»; some scientists call social care «principally important sector of the social sphere».

However, for analysis of adequate level of the object, one should remember that social care as a system is characterized by a combination of different factors: the dynamics of the existence of institutions, including regional aspects of progress / regress; interrelation of institutions with the authorities and the population; the form of organization of providing services; procedures, technologies and functions of institutions; financial and material facilities; supplying with personnel (staffing), the degree of development of legal framework; the degree of social services customers satisfaction, the effectiveness of social services<sup>1</sup>.

So, in order to embrace a variety of interpretations of concepts, which today serve for this social phenomenon, it is necessary to reduce them to the most extensive one, and this kind of term in this case is the term «social work». It is, in our view, consistent with the term «social activity», which in the narrow sense is the work of creation and reproduction of a person. The difference between them is only that «social work» is the professional activities of social line of work, which is formally assigned to the performer and is aimed at individuals, groups, teams.

The place and the role of concepts in the study of phenomena of social work are determined primarily by the fact that it belongs to the category of universal, most limiting abstractions. Such abstractions embody in themselves a «through sense»: they give meaningful

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<sup>1</sup> Соціальна робота в Україні: перші кроки / під ред. В. Полтавця. – К. : Видавничий дім “КМ Academia”, 2000. – С. 116.

expression of both the most basic acts of being, and its deepest foundations, penetration into which makes the truth of the integrity of the social world comprehend by the mind.

Such abstractions combine empirical probability with theoretical deepness (depth) and methodological constructivity (constructibility). By this fact their exceptional role in the development of knowledge is explained: being very few in number, they allegedly consolidate the mental space of the era, they set this space motion vector and largely determine the type and character of the subjects of thought generated by the era.

Universality of the concept of «activity» creates such unique property as polyfunctionality. Due to this particular property, activity is the limiting means of explaining the essence, the morphology and function character of social work. In our case, activity fulfills at least seven functions.

- The activity as an explanatory principle – the notion of philosophical and methodological content that expresses the universal basis of social world.
- The activity as a matter of objective scientific analysis, that is, as something that segments, reproduces in the theoretical picture of a certain scientific paradigm, namely of social work.
- The activity as substantive basis of generic life, which determines the morphology of functional system, rather – of social work.
- The activity as a subject of control – something that belongs to the organization in the system of functioning or development of social work based on totality of fixed principles.
- The activity as a subject of design, i.e. detection of means and conditions of optimal realization of certain (usually new) types of activities in the sphere of social work.
- The social activity as a value, that is the analysis of the place, that it takes in different systems of culture.
- The social activity as a subject of theoretical generalization and imitation in the form of search and reproduction of advanced foreign experience of social work.

These functions are somehow related to the fact that at the bottom of each of them is their special vision and understanding of activity and they even appear not simultaneously. Anyway, if about the control of activity and in a certain sense about its design even Plato already said, only in Modern times it begins to appear as the

explanatory principle – first as a prerequisite for the scientific analysis of knowledge, and then in German classical philosophy, as the substance of culture, namely as an explanatory principle. As the subject of the explanatory scientific study the activity becomes much later, in the late nineteenth century, when its certain aspects appeared in the center of linguistics, sociology, pedagogy, psychology and several other social sciences; this function begins to realize more intensely in the twentieth century.

Thus, while creating conceptual foundations of social work, it is important for us to understand the diversity of methodological concept of «activity», because the very use of it reproduces the integrity of this sphere of our life. Here again we note that the term «social work» is an activity that is formally assigned to the worker, though the behavior, for example, of the client acts as an external manifestation of his/her subject work.

We'll try to identify the main approaches to social work on the basis of theoretical and practical activities (see table 1.1). There is, as it follows from the scientific literature, more than a dozen approaches.

*The first approach:* social work as a two-level term – as the attitude (ratio) of human to human and the system of actions aimed at human adaptation in society<sup>1</sup>.

*The second approach:* social work as «a system of theoretical knowledge and based on them, a practice that aims to ensure that social justice by means of empowerment and support for the most vulnerable segments of society and counteraction to the factor of social inclusion»<sup>2</sup>. Almost the same approach is outlined by I.D. Zvyeryeva, I.V. Kozubovska, V.Yu. Keretsman, O.P. Pichkar in the manual «Social Work with Children and Young People (theoretical and methodological aspects). «Social work, – these authors say, – is a professional activity aimed at aid to people in overcoming serious social problems, in which a wide range of specialized techniques and methods is used »<sup>3</sup>.

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<sup>1</sup> Мигилева П. В. Содержание и методы работы социального педагога / П. В. Мигилева // Вестник психосоциальной и коррекционно-реабилитационной работы. – 2001. – № 3. – С. 18–31.

<sup>2</sup> See: Соціальна робота в Україні: перші кроки / під ред. В. Полтавця. – К. : Издательство, 2000. – С. 5.

<sup>3</sup> Соціальна робота з дітьми і молоддю (теоретико-методологічні аспекти) : навчально-практичний посібник для дистанційного навчання / Зверева І. Д., Козубовська І. В., Керетцман В. Ю., Пічкар О. П. / Ужгородський національний ун-т, Українська асоціація соціальних педагогів та спеціалістів з соціальної роботи. – [Б. м.] : [б. в.], 2000. – Ч. I. – С. 105.



This approach is also identified in the Concept of Social servicing the population in the Russian Federation: «... professional activities, carried out by the professionally trained specialists and voluntary assistants, aimed at providing individual assistance to a person, family or group of persons, who found themselves in a difficult life situation, through informing, diagnosis, counseling, direct natural and financial assistance, care and service of sick and lonely, pedagogical and psychological support, which directs those who need help on their own activity in the solution of difficult situations, which help them do so»<sup>1</sup>.

S. Kosyanchuk, V. Sidorov in «Introduction to the course «Social Work» social work is also determined as «the process of identifying and helping those in need (individuals, groups and families), to promote settlement of their life problems (economic, health, medical, social, law, psychological, educational, informational, advisory, and others) with the purpose of restoration, improvement or motivation to self-recreate and self-improve their own capacity for life»<sup>2</sup>.

A.M. Panov expresses solidarity with this approach, «Social work is understood primarily as a professional activity in helping a person on a personal level at the time of crisis, at a time when it faces some vital problems»<sup>3</sup>.

Russian scientist V.I. Kurbatov also defines social work as the professional activity: social work – is a professional activity, connected with the use of a sociological, psychological and pedagogical methods and tools to solve individual and social problems (poverty, unemployment, drug addiction, crime, education of youth, etc.)<sup>4</sup>.

*The third approach* defines social work as a form of governmental and non-governmental influence to ensure the cultural, social and material living standards<sup>5</sup>.

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<sup>1</sup> Фирсов М. В. История социальной работы в России / М. В. Фирсов. – М. : Издательство, 1999. – С. 200–201.

<sup>2</sup> See: Косьянчук С. Вступ до курсу “Соціальна робота”: Частина I. Інтерв’ю – як один з основних методів індивідуальної соціальної роботи / С. Косьянчук, В. Сидоров. – Донецьк; Херсон, 1997. – 47 с.

<sup>3</sup> See: Ibid.

<sup>4</sup> Социальная работа/ под общ. ред. проф. В. И. Курбатова. – Ростов н/Д, 1999. – С. 568.

<sup>5</sup> See: Нойфельд И. Методы социальной работы. Теория и практика социальной работы: отечественный и зарубежный опыт. – М. ; Тула : АСОПиР, 1993. – Т. 1. – С. 135–146.

This approach is defined in the Concept of CSSY activity, which states that social work – is an activity of the authorized agencies (bodies), organizations and enterprises regardless of their subordination and forms of ownership, of individual citizens, which aims to create social conditions of life, harmonic and comprehensive development of children, youth, families, protection of their constitutional rights and freedoms, meet their cultural and spiritual needs, prevent negative effects on youth.

*The fourth approach* is based on three aspects of social work: as an activity in the community, which is defined in the third approach, as an independent science as a separate social work with children and youth. This approach is defined in the «Dictionary for social pedagogical workers and social workers» by A.Y. Kapska, I.M. Pinchuk, S.V. Tolstouhova: «Social Work is – 1) purposeful activity in society through the competent authorities, aimed at ensuring the social, cultural and material standard of life for all members of society and is aimed at assisting different categories of people. Social work has the macro-, meso-, micro-levels ... 2) Social Work is also considered as an independent science, the object of which is to study the process of communication, interactions, ways and means of regulating the behavior of social groups and individuals in society ... 3) Social Work with children and young people – is the activity of authorized agencies, organizations and enterprises, regardless of their subordination and forms of ownership, of individuals, which aims to create social conditions of life, harmonious and comprehensive development of children and young people, to protect their constitutional rights, freedoms and legitimate interests, to meet the cultural and spiritual needs»<sup>1</sup>. Definition given in the third aspect of this approach is in the Law of Ukraine «On social work with children and youth»<sup>2</sup>.

*The fifth approach* combines fourth fully and adds another aspect of social work as a social phenomenon. This approach is determined by Russian scholar Ye.I. Holostova in Dictionary of Social Work: “Social Work – is a specific type of professional activity, aimed to provide government and private assistance to a person in order to

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<sup>1</sup> Словник-довідник для соціальних педагогів та соціальних працівників / за заг. ред. А. Й. Капської, І. М. Пінчук, С. В. Толстоухової. – К. : УДССМ, 2000. – С. 195.

<sup>2</sup> Закон України “Про соціальну роботу з дітьми та молоддю” від 21 червня 2001 року № 2558-III [Електронний ресурс]. – Режим доступу : <http://zakon2.rada.gov.ua/laws/show/2558-14>.

provide cultural, social and material level of life, individual aid to a person, family or group ... Above all, social work should be considered as an independent science that determines its position in the sciences ... In addition, social work should be seen as a form of practical activity. In this connection we should mark its various aspects.

1. Social work – is the activity carried out by professionally trained experts and volunteers, which aims at the provision of individual assistance to a person, family or group of persons, who are in a difficult life situation for them, through informing, diagnosis, consulting, direct financial aid and full nursing care of sick and lonely people, pedagogical and psychological support oriented to those who need help, at their own activity to overcome complex situations and support of them in this.
2. Social work – is a professional activity, which is aimed at enhancing the capacity of the possibilities of personality in the course of solving complex life problems.
3. Social work – is a professional activity, which is mainly preventive in character.
4. Social work – is a professional activity, which aims, ultimately, to harmonize social relations in society.

Finally, social work is seen as a social phenomenon. Social activities are based on various humanitarian and democratic ideals. At their basis there are five aspects: socio-economic, national-geographic, political, cultural, spiritual.

*National geographic aspect.* All activity occurring among certain people, within certain boundaries: establishment of the country, region, municipality.

*Political aspect.* Each country has its own political system. This system determines the conditions for the existence of practice regardless of whether it is liberal or repressive, socialist, social democratic or capitalist.

*Socio-economic aspect.* The main hope of man is appropriate living conditions, access to employment, to health and education systems, to social security and social services systems. Social cohesion in each group or country depends to a large extent on the fair distribution of available resources.

*Cultural aspect.* Traditions, beliefs, expectations and culture of separate individuals, families, groups, communities and countries must be respected.

*Spiritual aspect.* In every society, where the social work, has its own system of values. From the perspective of social work and the development of value system of social workers themselves, it is important to consider the spiritual world, values, philosophy, ethics, and expectations and ideals of those with whom they work”<sup>1</sup>.

The *sixth approach* is based on the fact that social work is a «set of different types of benefits: social and every-day life, medical and social, legal, social and educational, etc.»<sup>2</sup>.

The *seventh approach* is defined by British scientists Sh. Ramon and T. Shanin and conditions social work as «the organization of personal service to help people: it is based on altruism and aims to facilitate the daily lives of people in a personal and family crisis, but also, as far as possible, fundamentally solve their problems. Moreover, social work is an important link that connects people, who need help, with the state apparatus, as well as legislation”<sup>3</sup>.

The *eighth approach* to social work is defined by Swedish experts H. Berner and L. Yunson, they «believe that social work is one of the forms of activity aimed at achieving individual or social changes.

They pointed out that, in Sweden there are two lines (or two parts of the content). Social work – is psychosocial and structural. The purpose of psychological and a social work, in their opinion, is a positive development of the social conditions of life and personal situations of people, while the structural social work is oriented to help different social groups in need of support, the optimization of social policy, the work of institutions of social work»<sup>4</sup>.

The *ninth approach* – is a North American definition of social work with different conceptual foundations of the authors <sup>5</sup>.

The *tenth approach* treats social work as a process of improving self-development of the personality, enhance vital forces of

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<sup>1</sup> Словарь-справочник по социальной работе / под ред. д-ра истор. наук, проф. Е. И. Холостовой. – М. : Юрист, 2000. – С. 324–327.

<sup>2</sup> Малько А. О. Соціальна робота і соціальна педагогіка // Соціальна робота: теорія, досвід, перспективи : матеріали доповідей та повідомлень міжнар. наук.-практ. конф. (Ужгород, 21–22 жовтня 1999 року).– Ужгород, 1999. – Ч. II. – С. 53.

<sup>3</sup> Косьячук С. Вступ до курсу “Соціальна робота”: Частина I. Інтерв’ю – як один з основних методів індивідуальної соціальної роботи / С. Косьячук, В. Сидоров. – Донецьк ; Херсон, 1997. – 47 с.

<sup>4</sup> Ibid.

<sup>5</sup> Ibid.

*Table 1.1. Conceptual approaches to social work*

Conceptual approaches	Definition / purpose of social work
1. Behaviorist approach	Changing customer(s) behavior
2. Involvement in crisis situations	Mitigate the impact to the customer of stressful events by giving him/her immediate emotional assistance, mobilization all his/her efforts and opportunities for overcoming the crisis, returning the client to the previous or raise to a higher level of life
3. Cognitive therapy	Help the clients to change their cognitive (learning) processes and thereby resolving emotional and behavioral problems
4. Problem oriented approach	Solving problems that are comprehended by the clients, focusing on the promotion and support of their own abilities and resources
5. Psychosocial and social approach	Maintaining a balance between the inner psychological life of the client and intersystem (external) relationships that affect their life activity
6. System approach	The help to people in their interactions with the environment through the selection, support or change the related systems of their relations, the realization of actions concerning identifying and involving the existing related systems
7. Social training	Teaching the clients social skills, needed both, to solve existing problems and to prevent their occurrence
8. Transactional analysis	Solving life's problems of the client (insecurity, addiction, life failures) by changing its ego-states: the Father, Adult, Child, achievement of their optimal representation in the emotional, cognitive and behavioral systems of the client
9. Existential approach	Social Work – is the help to a large number of different people, who are experiencing any difficulty, to chronic losers, to those, who are lost in life, to convicts. Its purpose – is to deprive these people of horrors, inspire hope, change lifestyle, learn to get pleasure from life
10. Ecological approach	Strengthening of the adaptive capacity of people. This adaptation (biological, cognitive, emotional, social) is defined as the active efforts aimed at achieving of personal changes in order to bring the individual into conformity with the requirements of the environment, and get the possible benefits, or changing the impact of the environment, so that its social and physical part could meet the needs, rights and goals of people more sufficiently

a person, and is determined by Russian scientist H. Bocharova. She defines social work as «facilitation of self-development of a personality, of its creativity, abilities, inclinations, increase of the efforts of clients (individuals, groups, communities) to solve their own problems. The main purpose of social work – she indicates – is care for the welfare and revealing the potential of the individual, family

and society”<sup>1</sup>. According to S.I. Hryhoryeva social work is «the process of formation, realization and rehabilitation vital forces of a person, his/her individual and social subjectivity» ... According to V. Ivannikov, this phenomenon – «is an individual help to individuals, groups, whose ultimate goal – is supporting people’s confidence in their abilities»<sup>2</sup>.

The *eleventh approach* defines social work as an administrative activity and the impact of social institutions on the society in order to form social policy. This approach is described in the tutorial by A. Y. Kapska «Social work: some aspects of working with children and young people», «Social work – is the impact of professionals, public and social institutions on social society by creating and implementing social policies aimed at creating favorable conditions for every person and his/her family»<sup>3</sup>.

Simultaneously, she wrote: «At the same time, we consider social work as a kind of management activities aimed at changing the conditions of the population and the development of social processes in order to achieve optimal correspondence to the interests and needs of society, social groups and personality. Such a broad interpretation allows to understand social work as a phenomenon, the purpose of which is to carry out the correction of social relations, social processes and the development of personality»<sup>4</sup>.

Thus, we have no doubt that this phenomenon should be considered as a specific type of activity in the social division of labor. Now it is possible to pass to the analysis of the nature of social work, which is by nature productive activity, assigned to social workers.

## 1.2. Essence of Social Work

Under the essence of social work we understand its inner meaning manifesting itself in the unity of diverse and conflicting forms of its existence or being. Social work – is either another expression of social

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<sup>1</sup> Косянчук С. Вступ до курсу “Соціальна робота”: Частина I. Інтерв’ю – як один з основних методів індивідуальної соціальної роботи / С. Косянчук, В. Сидоров. – Донецьк ; Херсон, 1997. – 47 с.

<sup>2</sup> Ibid.

<sup>3</sup> Капська А. Й. Соціальна робота: деякі аспекти роботи з дітьми та молоддю / А. Й. Капська. – К. : УДЦССМ, 2001. – С. 13.

<sup>4</sup> Ibid. – Р. 34.

phenomenon – the generic life of a person, – external, directly given forms of its existence. In the previous chapter we have given its various definitions, indicating, on the one hand, the complexity of the phenomenon, and on the other hand – on a relatively low level of theoretical study of its nature, content and form.

It should be noted that in human thinking the categories of essence and phenomenon express the transition from a variety of existing forms of social phenomenon to its inner meaning and unity to the concept. Whereas social work is a totality of global scale, the understanding of its essence is a specific problem to be considered separately. The meaning of it, the problem, lies in clarifying the definition of «social», which is, in our opinion, influential for determining the nature, content, structure, form of detection, mechanism and conditions of social work. We'll explain it in more detail.

Modern philosophical thought has proved that «social» is not synonymous with «common» It is quite strictly stated in scientific literature<sup>1</sup>. To reproduce the processes of the given origin in practice the term «societal» is introduced. This fact should be recognized as positive. Yet, in practice, unfortunately, the named concepts are still often wrongly identified, and this naturally generates logical errors and misunderstandings.

The analysis of scientific literature proves that there are at least two approaches to define the essence of the «social» – *broad and narrow* ones.

*The broad approach* concerning the determination of the nature of the social lies in the fact that such relationships are considered social, in which a person participates. For example, F. Hiddins thereon writes: «Professor Ludwig Gumpowicz attempted to prove that the true elementary social phenomena are conflicts, mixings and assimilations of diverse ethnic groups. Novikov, continuing this generalization, goes further, arguing that social evolution is, in essence, a progressive alteration of community conflict, resulting in the conflict itself transformed from a physical fight to intellectual struggle. Professor de Gris, looking at the problem quite differently, finds a specific sign of social phenomena in the agreement and therefore

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<sup>1</sup> See: Осипов Г. В. Социология / Г. В. Осипов. – М. : Мысль, 1990. – С. 25–26 ; Бех В. П. Философия социального мира / В. П. Бех. – Запорожье : Тандем-У, 1999. – 284 с. ; Бех В. П. Генезис соціального організму країни / В. П. Бех. – Запоріжжя : Просвіта, 2000. – 288 с.

measures the social progress by replacing coercive power with conscious agreement. Gabriel Tarde in his original and interesting research, which left their notable mark in the field of psychological and sociological ideas, proves that the primary social fact is imitation (inheriting) of the phenomena that precede all sorts of mutual aid, the distribution of labor and agreement. Professor Emile Durkheim, disagreeing with the findings of G. Tarde, is trying to prove that substantial social progress, and therefore the primary social phenomenon are subordinate to each individual mind to external, as related to him/her, types of action, thinking and feelings»<sup>1</sup>.

There is no clarity on this issue among modern authors, who are trying to consider the subject through the lens of sociology. For example, U. Outhwaite sees social in the concept of «social reality», Neil J. Smelser sees it in the phenomenon «of society and social relations», V. Ivanov associates it with the notion of «social relations», V. Yadov associates it with the category of «social community», and Zh. Toschenko and V. Boykov think about «civil society» as the main object of sociology, and M. Komarov generally abstracts from subjective content of social connections (links) and believes that the original social elements are «the lasting forms of these relations, more precisely, – typed or standardized aspects of social relations, in which fluid and changing social reality seem to set steady»<sup>2</sup>.

Finally, there are numerous attempts of the researchers to differentiate this notion. Such attempts were taken by the authors of collective monograph «Sociology», published in 1990 by Russian scientists, edited by H. Osypov. Here it is said that «social» – is «a set of certain properties and specific features of public relations, integrated by individuals or the community in the process of collaborating (interaction) in specific circumstances and which is revealed in their relations between them, to their position in society, to the phenomena and processes of social life»<sup>3</sup>. This typical blurred formula of «social» does not give anything significant for understanding the essence of social work either.

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<sup>1</sup> Алексеев И. Энергия / И. Алексеев // Философская энциклопедия. – М. : Советская энциклопедия, 1970. – Т. 5. – С. 301.

<sup>2</sup> Комаров М. С. Размышления о предмете и перспективах социологии / М. С. Комаров // Социологические исследования. – 1990. – № 3. – С. 37.

<sup>3</sup> Социология / Ю. П. Коваленко, Н. И. Щупанов, Р. Г. Яновский ; Осипов Г. В. (рук. автор. кол.). – М. : Мысль, 1990. – С. 27.



Some contribution to the detection of specific features of «social» are made by modern research. Among them are: monographs and articles by E. Anufrieva, G. Arefyeva, V. Andrushchenko, V. Bekh, A. Bychko, I. Bychko, P. Gnatenko, G. Zaychenko, E. Ilyenkov, M. Mamardashvili, S. Franko, N. Myhalchenko, W. Shynkaruk, V. Pazenko, M. Moklyak, I. Popov, M. Rutkievich, L. Sohan, M. Lukashevych, A. Gorodetsky, A. Horak, O. Gugnin, V. Kutsenko, L. Malyshko, I. Moroz, F. Prokofiev, I. Tsehmistro, L. Chynakova, B. Davydovich, E. Tikhonov and others; theses by I. Backstein, S. Asayev, A. Baydelhinov, V. Ladeyschykov, V. Hrehnyev, V. Mulyava, A. Plaksin, publications by B. Grushin, E. Holovakh, N. Panin, I. Kohn, W. Nesvitovskiy, L. Abalkin, K. Buslova, I. Bekeshkyna, V. Bakharev, L. Bondarenko, E. Bystryts'kyi, E. Donchenko, T. Titarenko, A. Kiselev, O. Krutova, S. Vovkanych, Y. Volkov, V. Volovich, W. Volovyk, V. Voronkov, K. Hryschek, A. Ruchka, T. Dorokhov, T. Zaslavsky, V. Rogovin, V. Khizhniak, A. Shokhin and others.

Paradoxically, that in the *Encyclopaedia of Philosophy*, the named concept does not exist at all, and among the 150 terms with the adjective «social», such as «social pathology», «social norm pathology», «social pathology of signs» «social physics», «social physiology», «social deviation», «social division», «social disease», «social instinct», «social reactions in animals» and others, the concepts of «social movement», «social form of movement» and so on are missing. However, once the notion of «social movements» appears, but in the sense of «popular movements».

In abridget encyclopaedia dictionary *Sociology*, which was released in 1998 under the general editorship V.I. Volovych, it was reported that «the category of «social» reflects a particular objective and subjective reality that is created by people directly through being in communities.

This reality combines the features, activity, human actions, relationships between them, things, norms, values, signs, symbols, meanings and senses»<sup>1</sup>.

Thus, in philosophical and sociological literature still there is no established point of view on the nature of «social». It is related to the way of life, activity, action, public relations, social and individual

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<sup>1</sup> Соціологія: короткий енциклопедичний словник / уклад. : В. І. Волович, В. І. Тарасенко, М. В. Захарченко та ін. ; під заг. ред. В. І. Воловича. – К. : Український Центр духовної культури, 1998. – С. 492.

consciousness, the noosphere, knowledge, divine substance and so on. But none of these positions may satisfy us for the simple reason that there is no indication of the specific reason for substance, that is we can not distinguish it from the others. As Marx wrote, explanation, with no indication of *differentia specifica* (specific difference – V.B.) is not an explanation<sup>1</sup>. We have obviously got to semantic deadlock.

Therefore, the way out of this impasse we see in the interpretation of «social» in the *narrow* sense of the word. From the philosophical and economic heritage of Karl Marx and F. Engels it becomes clear that the cause of «social» is the social division of labor in which they originally found the key to understanding the history of society, institutional development, and after this the explanation of the origin of the social or «personal relations». It is in their works that «social» appears as, above all, human relationship of a person to person<sup>2</sup>.

In the work *The German Ideology* classics of Marxism quite positively expressed the idea of «the possibility of selection of individuals in relation to their own bodily organization» along with their relationship to nature and to each other<sup>3</sup>.

They saw the specificity of social relations in the fact that the labor process concedes the existence of a special relationship, connected with the conditions of existence and expanded reproduction of aggregate individual as labor force and personality that in these connections people act as personalities, subjects, individuals, expressing some relation of man to man, «personal attitude» of the individual to the group, the collective, the society and so on<sup>4</sup>. Lenin also made an important conclusion about the practical identity of man with man, which is used for denoting social or human attitude of person to person<sup>5</sup>.

Thus, social work obviously tends to narrow the definition of «social». It would be correct, according to some researchers, to replace it for the term «antropogenic», i.e. see it as a process of creation and recreation of a person<sup>6</sup>.

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<sup>1</sup> See: Маркс К. Соч. / К. Маркс, Ф. Энгельс. – 2-е изд. – Т. 1. – С. 229.

<sup>2</sup> Маркс К. Соч. / К. Маркс, Ф. Энгельс. – 2-е изд. – Т. 42. – С. 154.

<sup>3</sup> Маркс К. Соч. / К. Маркс, Ф. Энгельс. – 2-е изд. – Т. 3. – С. 24.

<sup>4</sup> See: Маркс К. Соч. / К. Маркс, Ф. Энгельс. – 2-е изд. – Т. 3. – С. 438–441 ; Там же. – Т. 23. – С. 181–183, 243–244, 586–587.

<sup>5</sup> See: Ленин В. И. Полн. собр. соч. / В. И. Ленин. – Т. 29. – С. 14.

<sup>6</sup> See: Бех В. П. Генезис соціального організму країни / В. П. Бех. – Запоріжжя : Просвіта, 2000. – С. 258–259.

Therefore, under these circumstances, the *essence of social work* in any society has a feature in common, by which it differs from the economic, political and ideological component in social body (organism) of the country, – it is the creation and recreation of a person as the sole source of the social world and the main subject of social life. As Marx rightly wrote about this, in society: it is required also a special work that directly modifies the labor itself, which develops it to the ability to deal with any particular profession ... it is a work spent directly on the worker, spent on his/her production<sup>1</sup>.

In this case, the part of the working day, during which there is a recreation of the essential powers of a man, Marx called necessary labor time, and the work that occurs during this time – necessary labor. It is necessary for the workers because it does not depend on social form of labor. It is necessary for capital and the capitalist world, because permanent existence of a worker is their basis<sup>2</sup>.

Of course, in the scientific literature other ideas and determination in this regard also exist. Thus, for example, by definition of the authors of the Russian textbook *Technologies of social work*<sup>3</sup> (Moscow, 2001), the essence of social work is defined as «assisting the disabled and other various groups in the exercise of social rights»<sup>4</sup>.

However, this definition of the nature of social work is too narrow, which is recognized even by the authors of this textbook. For they rightly write further on that «because social rights are too multifaceted and provide *social functioning of the personality* (emphasis added by us. – V.B.), the problems which social work seeks to solve, are too vast and varied, moreover, in a particular social situation different kinds and types of social problems are overlapping»<sup>5</sup>.

Therefore, social work is a necessary work for the creation of personality in the overall context of the analysis, and the reproduction of the worker in the analysis of the production process has far-reaching theoretical and practical implications.

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<sup>1</sup> Маркс К. Соч. / К. Маркс, Ф. Энгельс. – 2-е изд. – Т. 47. – С. 47.

<sup>2</sup> See: Маркс К. Избранные сочинения : в 9 т. / К. Маркс, Ф. Энгельс. – М. : Политиздат, 1987. – Т. 7. – С. 206.

<sup>3</sup> Технологии социальной работы : учебник / под общ. ред. проф. Е. И. Холостовой. – М. : ИНФРА-М, 2001. – 400 с.

<sup>4</sup> Ibid. – P. 35.

<sup>5</sup> Ibid.

*Firstly*, because social work in this case is recognized theoretically as a part of human activity.

*Secondly*, it should correlate with the energy the worker spends during production and that he/she should resume during the holidays.

*Thirdly*, it should be the subject of public attention, primarily regulatory, financial support, staffing and not for ethical reasons, but for reasons of public necessity creation and reproduction of integrity of social body (organism) of the country.

*Fourth*, it provides such level of development of a person or of an ordinary citizen of the country, which is able not only support the reproduction of totality of social relations, which is one of the basic requirements for the existence of a mechanism of self-reproduction of generic life, but also act as the initiator, the attractor of innovations, which move forward the social progress.

### 1.3. Content of Social Work

The further step in the development of social work after clarifying its essence is to identify its contents, which is indifferent to the form, and according to Hegel (*The Science of Logic*), form external to it, meaning something other than form<sup>1</sup>. Therefore, in this case, *under the content of social work is understood, not the very essence of the social, but its internal state, the set of processes which characterize the interaction of the elements forming a phenomenon (system) of social work among themselves and with the environment and determine their existence, development and change, in this sense, the very meaning of the social acts as a process of creation and recreation of human personality.*

According to this general theoretical definition of the content, social work appears as a giant organic reproduction process that is aimed at an individual or across the country at the rest of the population. Therefore, the trend of broadening of the object of the social up to the limits of civil society is normal because only through social work the creation and recreation of human personality is possible.

So, organic character should be considered here from two perspectives. *Firstly*, as a process that fits into the social body (organism) of

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<sup>1</sup> Гегель Г. Наука логики / Г. Гегель. – М. : Мысль, 1970. – Т. 1. – С. 86.

the country, which means that it follows from the processes of material and spiritual production, organizational and political activities of the state. *On the other hand* – it itself is complete, i.e. it consists of numerous sub-processes that are aimed at meeting the needs of the entire population of the country.

Structurally, this process can be determined by criteria specific activities that are officially recognized and fixed as primary functions of social work. For example, in the writings on modern theories of social work such features of social care are defined: prevention, social rehabilitation, adaptation, social welfare, personal and humanistic, social and humanistic. The implementation of these functions reflects, according to supporters of this understanding of social work, the real meaning of social services<sup>1</sup>.

So, the idea, which today lies in the notion of «social work» refers to one of the many human activities, the specificity of which is that it aims to provide targeted assistance to others, who can not do without help, solve their problems in life, and in many cases even to live.

Content of urgent problems of social work in Ukraine can be analyzed on the basis of the Executive Order of the President of Ukraine «On Principles of Social Policy for the period until 2004»<sup>2</sup>.

According to this official statement the priorities in social policy of the Ukrainian state is to create conditions to ensure adequate living standards, development of labor capacity, population, a middle class, to prevent excessive differentiation of the population by income, pension reform, providing targeted support for vulnerable people, comprehensive development of education, culture and improve public health.

More ample treatment of the content of social activities will be given in the further chapters of the manual, where it will be said about the main lines of social policy at the present stage of the country development. This is due to the fact that the management of social work across the country is carried out by a social policy.

Here we must mention one very important fact, which makes the content of social work and deeper – civil society in forming the market model of Ukraine. It is touching the fact, that thanks to civil society, which aims to reproduce social work, in the social organism

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<sup>1</sup> See: Соціальна робота в Україні: перші кроки. – К. : Видавничий дім “КМ Аcaademia”, 2000. – С. 116.

<sup>2</sup> See: Ibid.

may be formed a desirable middle class, about which so much has been said in the scientific literature. G. Hegel just pointed at this. He writes in *Philosophy of Law* that infinitely various means (needs satisfaction. – V.B.) and their same endless movement intertwined in mutual creation and exchange, concentrates, due to present their universality, and is different, creating total masses, so that the totality is formed in specific systems of needs, their tools and labor, means and the character of satisfaction and of the theoretical and practical culture, – in a system, according to which individuals are distributed – into the difference of states<sup>1</sup>.

It is known, that the determination of the content of social work is both the determination of social form what, because it is something defined and because of this different from the matter, the form of which it is; the definition of social as the quality is united with its existence. Let us consider this in more detail.

#### **1.4. Form of Social Work and its Types: Morphological and Procedural**

The being of the essence of «social» and manifestation of the content of social work suggests that we are dealing with a *social form*. It is a known fact, because the form possesses all specific in general. Since in this case we talk about the purposeful activity of social workers, we are dealing respectively not with the natural form, in which is the first nature exists, but the *transformed form*, and in addition twice. In the former case natural form undergoes changes, reflecting in the head of the social worker, and in the latter – in its industrial or professional activity.

It should be recalled that the transformed form is familiar to us. Among the philosophers it was felt most subtle by M. Mamardashvili, who writes: «Transformed form of existence is a product of transformation of internal relations of a complex system that occurs at its certain level and hides their real nature and direct interconnection by secondary manifestations. The latter, being a product and delay of the transformation of the relations of the system, at the same time independently exist in it as a single, quality holistic phenomenon,

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<sup>1</sup> Гегель Г. *Философия права* / Г. Гегель. – М. : Мысль, 1990. – С. 241.

the «subject», along with others»<sup>1</sup>. It is because social work is realized in transformed form, it is so hard to reproduce its integrity. Precisely for this reason, in practice, there are several systems of social work and none of them reproduces its systemic nature, gives the algorithm of its functioning and development of this sector of the economy.

Based on the understanding of double transformation of the form, we shall consider sequentially, at least in general terms, the ratio of social forms and the essence of «social», of social form and substrate of social impact on human, of social form and the content of social work.

The essence of «social» has a definite form and form definition. Only as the basis of social service the essence should be considered as a specific exchange of activities between participants of general life process, for human needs can not be satisfied without his/her participation. This means that the exchange between social worker and the client, although looks like a one-sided process, in fact, has the opposite movement in the form of mastering by the subject of social work of products and services that he rendered from outside from the system of social assistance.

It is extremely important to realize this because if the essence of the «social», that is the kinds of social activity, was indistinguishable, the exchange or the process of interaction between the social worker and the client / patient could not take place, in principle, because this process makes sense only when its members share the following activities, which complement each other.

The definitions of types of social activities / work are contained in themselves and are independent variables; but their independence – is their collapse, thus they have this autonomy in another, but this collapse itself is this identity with itself or the ground of stability they themselves provide.

Thus, the definitions of form inherent to the essence of «social» as reflected certainty, are identity and difference, identity as some faceless activity, and the difference as a variety or as the opposite-ness of the kinds of social work / activities that constitute the essence or the subject of the exchange process. Here the client requires a certain type of assistance from social services, although not always he/she is ready to accept it.

The form of social work has in its own identity the essence of generic life, as well as the essence has in its negative nature its absolute

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<sup>1</sup> Мамардашвили М. К. Как я понимаю философию / М. К. Мамардашвили. – М. : Прогресс, 1990. – С. 269–270.

form. Thus, one can ask how the form is attached to the essence: it is only the appearance of essence in itself, immanent to its own reflection. In the same way, a form in itself is self-reflection or identical essence, which returns to itself; in the process of its determining the form transforms definitions in laying as laying. Therefore, the form of social work is always essential, but the essence is always formed.

The phrase «form defines the essence» means, therefore, that the form of social work in its distinguishing removes (withdraws) this same distinction and is the identity with itself, which is the essence that maintains the definition. Social form is a contradiction: in its laying it is withdrawn and in this withdrawal it retains; thus it appears as essence, identical with itself, when it is defined and subject to denial. These differences of the form of the social world and its essence are only moments of the simplest ratio of the form. They should be considered in more details and be fixed.

The very definition of the nature of social activities / work as «exchange the activity between people» requires the presence of not just the form, but its reasonable modifications because this process is by the character appropriate, it must be necessarily accompanied by the production of specific intellectual products.

In social work there is a transition of productivity, i.e. the process into the product and vice versa. At the due time **F. Schelling** wrote more about this relationship between process and product<sup>1</sup>. Moreover, the presence of a substance categories «*process*» and «*product*» also calls for their separation different types of forms, namely: *procedural (process), which reflects the performance (productivity) of social activity and morphological, which appears as a result of the fact that social activity or process transforms into the product.* So, let's investigate them consistently.

#### 1.4.1. Procedural Form of Social Work

Procedural (process) form of the existence of social work is more familiar to us from practice. These are essentially performance (productivity) or social process in the narrow sense.

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<sup>1</sup> See: Шеллинг Ф. В. Й. Сочинения : в 2 т. / Ф. В. Й. Шеллинг. – М. : Мысль, 1987. – С. 213.



It manifests itself in any case, when we are dealing with the certain assistance provided to the relevant sections of the population. Therefore, it, procedural form, is widely reflected in the available scientific literature, especially on the problems of generalization foreign experience and social work technology development.

Determination of forms of social work and especially their classification, it is a very difficult matter, considering the fact, that to it belongs in general all identified. As the result of this, the form of social work includes all that is happening in the field of social work. They, the forms, in general are a mixture of forms, technologies, techniques, methods and tools of social activity.

Here are some examples of this approach. For example, H. Vilfinh attributes the so-called «social welfare groups» to forms of social work<sup>1</sup>. Famous domestic specialist in social work A. Kapska writes on this subject: «exit counseling provisions shall remain effective and almost the only form of social work in rural areas»<sup>2</sup>. In her other work she notes that «work in the community – is one of the main forms of social work»<sup>3</sup>.

An attempt to classify the procedural (process) forms of social work have been made by Ukrainian scientists. For example, I.D. Zverev, I.V. Kozubovskiy, V.Y. Keretsman and A.P. Pichkar in *Social work with children and youth: theoretical and methodological aspects* defined: «The main forms of social work should include:

- *individual*, the essence of which is to provide education of social aid, providing social services and the implementation of social rehabilitation respectively to the needs of the individual and the nature of the problems that exist in it;
- *group* whose function is to organize socially relevant initiatives, participation of the individual in social work of public associations and organizations;
- *organization of socially valuable activities*, including charity;
- *social learning (social education)*, which is implemented in educational public and private educational institutions of various

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<sup>1</sup> Вилфинг Х. Формы социальной работы с молодежью в Австрии // Теория и практика социальной работы: отечественный и зарубежный опыт / Х. Вилфинг. – М. ; Тула : АСОПир, 1993. – Т. 1. – С. 132–253.

<sup>2</sup> Капська А. Й. Соціальна робота: деякі аспекти роботи з дітьми та молоддю / А. Й. Капська. – К. : УДЦССМ, 2001. – С. 179.

<sup>3</sup> Ibid. – P. 207.

types and is associated with obtaining a certain level of social education;

- *socio-psycho-pedagogical and legal support*, the purpose of which is to provide professional assistance and mediation of professionals in solving various problems of the individual and the collective;
- *consultation*, during which the basic lines of coming out of difficult situation, in which the personality found itself are detected and singled out;
- *scientifically based and timely applied actions* of the state, social services centers for youth, special institutions, professionals and volunteers aimed at:
  - *prevention* of potential physical, psychological and socio-cultural conflicts of individuals and groups at risk;
  - *the preservation, maintenance and protection* of normal living standards and health;
  - *promoting young people* to achieve their goals and revealing their inner potentials<sup>1</sup>.

The classification of social work that is presented in the «Dictionary for social workers and counselors» looks more reasonable. According to this source, the form of social work is defined as «ordered in some way structure of a social worker activity, which is conditioned by the purpose, tasks, logic and methods of work at specific stages of social work, in specific circumstances, and is characterized by particular ways of management, organization, and social worker collaboration with customers in the course of social activities»<sup>2</sup>. It stands three kinds of forms of social work, namely: individual, group and mass (frontal).

And then the authors of the «Dictionary» suggest a definition and classification of the forms of social work: – they are «variations of activity of social work aimed at solving social and professional educational problems; teacher or social worker and personal problems of clients. *Forms of social work distinguished by specific classification features, which leads to their separation into separate groups.*

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<sup>1</sup> Соціальна робота з дітьми і молоддю (теоретико-методологічні аспекти) : навчально-практичний посібник для дистанційного навчання / Зверева І. Д., Козубовська І. В., Керещман В. Ю., Пічкарь О. П. / Ужгородський національний ун-т, Українська асоціація соціальних педагогів та спеціалістів з соціальної роботи. – [Б. м.] : [б. в.], 2000. – Ч. 1. – С. 35–36.

<sup>2</sup> Словник-довідник для соціальних працівників та соціальних педагогів. – К. : [б. в.], 2000. – С. 228–229.

- According to the quantitative membership the forms are divided into *individual* (talk, play and individual sessions), *group* (dispute, contest, press conference, training, oral history, etc.), *mass* (festival, gathering, camping, theme day and so on).
- According to the leading way of pedagogical impact we determine *verbal forms* (Besi, yes, debate, meeting); *practical form* (fair competition, hike, auction); *visual forms* (competition of art works, posters, advertisements, logos, etc.).
- According to the complexity of building the forms are *simple* (debate, quiz, lectures, interviews, meetings), *complex* (seminar, celebration, creative play), *of complex character* (theme day, week, month, festival, marathon).
- According to the nature of the content are differentiated *information* (lecture, conversation, consultation, oral journal) and *information and practical form* (thematic event, contest, game-journey)<sup>1</sup>.

Thus, the procedural form has very many modifications, appears daily and under different circumstances, affect each individual social worker and client. Thus we emphasize again that this kind of form of social work is fluid in nature. It exists and disappears again to show up as a picture on the beach. It is quite another – a morphological form of social work, in which «freezes» the total product of the social activities in the individual country.

#### 1.4.2. Morphological Form of Social Work

Even more difficult to master is the *morphological form* of existence of social work / activity. It does not always reproduce well in the minds of experts. The reason for this is that social work is a system of so-called functional or procedural (process) organs, that is, it consists of a set of processes, which are dispersed in space and time, and therefore its reproduction in the full dimension is hard (complicated).

In ad hoc analysis, it was shown how on patterns of morphogenesis in the social organism of the country the system of field substructures for organization of its effective life activity as a field life form matures and functions durably. It is in its structure that the original

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<sup>1</sup> Ibid. – P. 229.

body that is doomed to perform a specific function, which is regarded by us as social work, is formed on the rights of specific social organism.

Thus, the social body (organism) of the country, in morphological terms, is presented as a specific energy-informational integrity. Under such conditions, in its specific substructure, in turn, original information elements, called in the scientific literature *functional organs*, arise, develop and operate sustainably. That system of social work in the morphological aspect is part of the social organism of the country.

The psychological science proves the fact that the matters here look that way. For example, V. Zinchenko and Ye. Morhunov write: «In our national traditions A. Uhtomskyy, N. Bernshiteyn, O. Leontyev, A. Zaporozhets among the functional, rather than anatomical and morphological organs, see live motion, the substantive action, the integral image of the world, attitude, emotion, etc. In their totality they constitute a spiritual organism»<sup>1</sup>. In other case the human capacity, understood as a means of his/her activity, are attributed to them<sup>2</sup>.

The theoretical basis for the selection of the constructs data, as function organs of the nervous system or moving organs of the brain are robots of physiological nature by A. Uhtomskiy, later reinterpreted in relation to psychology by A. Zaporozhets, A. Leontiev, A. Luria et al. As the examples of such organs A. Uhtomskiy pointed, as it is known, to parabiosis and dominant, i.e. to certain unstable functional states of the organism, and described them as some «integral whole», «complicated symptom complex».

It will be recalled that here occurs autopoiesis, i.e. the bodies themselves generate and sustain at the phase of functioning. that's why it – the action, is certainly a basic category of analysis (according to Parsons) for the reproduction of social life. «Numerous research of the action, performed within the psychological theory of activity, led to the conclusion that it has generating properties. Action – is a living form, like an organic system, in which not only its inherent properties develop, but the organs, which such a system is lacking, are composed, formed»<sup>3</sup>.

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<sup>1</sup> Зинченко В. П. Человек развивающийся. Очерки российской психологии / В. П. Зинченко, Е. Б. Моргунов. – М. : Тривола, 1994. – С. 170.

<sup>2</sup> Ibid. – P. 175.

<sup>3</sup> Ibid. – P. 94.

As a result, we come to understanding of the morphological form of social work as a system of functioning organs or, more precisely, as a combination of a qualitatively different clot of substance, that is, starting from the phase of morphogenesis, not to mention the operation and development, in the field form. They form an extremely complex mechanism of generation of second nature<sup>1</sup>.

What kind of body is it? What kind of structure has it? And what kind of functions is it designed to provide the structure of the whole? – These are questions, which can be answered only on the condition that systematic morphological forms of social work shall be revealed.

Thus, the morphological form of social work has a field nature, unfolds in real «time-space» as a certain system of functional organs – processes. This aspect – social work as a self-contained system, is very important to develop a mechanism of self-motion in general and understanding the laws of its functioning and transformation in the current crisis specifically.

Comprehension of the systemic nature of social work in Ukraine is a very significant moment. This implies, at least, for several reasons. Firstly, because Ukraine at the time of being the part of the USSR could not afford even the use of the term «social work».

This work, under the rule of the former «socialist camp» communist ideology, most often was called «rehabilitation», as the term «social work» automatically required to recognize the presence of social problems in a socialist state. Education and rehabilitation, as conceptual and ideological orientations, made the appearance of the category of workers of ‘social protection’ possible, especially in Hungary, East Germany and Poland. They were working in social protection centers, providing assistance to parents in the upbringing of children, dealing with the matters of patronage, providing financial assistance to people who needed assistance and coordinating the work of voluntary organizations.

In addition, party and union workers also took over the provision of a range of functions concerning social protection. This applied, primarily, to housing, transition to another job, solving of family conflicts, struggle against hard drinking and minor offences (misdemeanors) and many things more, somehow related to human needs satisfaction.

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<sup>1</sup> Бех В. П. Социальный организм: философско-методологический анализ / В. П. Бех. – Запорожье : Тандем-У, 1998. – С. 21.

Secondly, while starting to create an algorithm for social work, it is necessary to give it a systemic nature, as this move will greatly facilitate solving the problems in the development of this area of social production, because it leads to saving of time, which is always valuable to society.

Thirdly, this step simultaneously is also creating conditions to organize training of social workers on a scientific basis and according to positive programs of life activity of an individual and society.

Fourth, this is real progress on the road to building a strong socially powerful nation in Ukraine. Today, however, not all authors express enthusiasm about a systematic approach to organization of social work. Besides, there are those, who believe that under such circumstances a particular person is «lost».

Fifthly, European and global labor markets that today are being rapidly formed, require from the states – members of the international community, guarantees of a certain level of creation and reproduction of the labor force.

Therefore, the trends of social world's self-spreading (self-development), which at the beginning of the XXI century is globalizing very rapidly, require a systematic approach to the development of social work and its high of the latest developments in the field of social welfare of the individual. This is despite the fact that its theoretical and methodological foundations of social work are almost built up. Therefore, while analyzing the systemic principles of social work, it is appropriate to refer to the first world experience of playing its integral algorithm, which ensures its high technological level and social efficiency.

## Resume

- Activity nature of social work, «ties» it to a certain algorithm of the analysis and explanation of the procedure of origin, operation and development of social work.
- Social Work – is a specific activity that is officially assigned to a social worker in his professional duties.
- The essence of social work appears to us as a necessary job that is aimed at the creation and recreation of a person, on the one hand, as an employee of a certain sphere of social production, and on the other – as a citizen of a country or a member of civil society.

- Content of social work is revealed as a set of processes that characterize the interaction of the elements forming phenomenon (system) of social work with each other and with the environment and determine their existence, development and change, in this sense, the very content of social acts as a process of creation and recreation of human personality.
- Social work appears in practice as a purpose process and a natural product of the social activity of the country's population, in which the efforts of the public and the state blend.
- Social Work has transformed form, i.e. it is a product of purposefully human labor. Thus, it, the form of social work, has two modifications: procedural (process) and morphological.
- Process form appears wherever there is social activity.
- Morphological form – this is quite different thing, which ontologically exists as specific product, in which the diversity of procedural forms of social activity «freezes».
- The current rate of planetary life globalization is so high that without the leading role of the state we can not do. This is why almost all countries of the world tend to socially oriented and state governed by law.
- State manages self-spreading (self-development) of social work through specific tools, called «social policy».

# Philosophical and Methodological Bases of Development of Social Work System

- Historical Analysis of Using the Ideas of Consistency in Social Work
- Worldview Platform of Social Work System Development • Ideological Basis of the Theoretical Comprehension of Social Work System
  - Methodological Tools of Theoretical Reproduction of Social Work System
- Methodological Requirements for Designing a Complete Model of Social Work System

## 2.1. Historical Analysis of Using the Ideas of Consistency in Social Work

Extended experience of the world and local practice shows that the problem of the systematical nature of the social work is not new for professionals and practitioners who work abroad. For example, Chris Pane – British consultant in social care at National Institute of Social Work, co-director of the Center of Practice and Development of Personnel, which is located at the University Warwick Science Park, – in his work *Systematical Approach* gives the idea of systematical approach, which is based on the definition of social system. Also, he refers to the idea proved by Backly: complex of elements or components that directly or indirectly relate in reason connection so that each component relate less to others more or less stable during some definite period of time<sup>1</sup>.

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<sup>1</sup> Крис Пэйн. Системный подход / Пэйн Крис // Практика социальной работы / под ред. Кристофера Ханвея и Терри Филлота. – Амстердам ; К. : Асоціація психіатрів України, 1996. – С. 23.



It is typical that mentioned above system consists of the elements: human beings as biological and psychological systems; stable formations that exist as 'single essence' and is characterized by systematical relations, for example, family couples; not full and extended families and also family connections; neighbor and social connections; different organizations and associations, for example, groups, partnerships, political parties, round tables etc.; working organizations, local authorities, free-will agencies etc.; civil services, government, world, universe etc.

Realization of the importance of the systematical approach did not come at once. The interest to the usage of the theory of systems in social work became popular, to C.Pane's mind, at the end of 50<sup>s</sup> – beginning of 60<sup>s</sup> of the XX<sup>th</sup> century and reached its peak after publishing of the main American works in 1973 – Howard Goldstein and also Pinkus and Minachen<sup>1</sup>.

These and other works that proved 'unitary' point of view were widely used in study courses in social work in Great Britain during 1970s. Study material was strengthened by the text of Shpecht and Wickery 'Integrated methods of social work' published in 1977.

As C.Pane emphasizes, systematical approach used for the first time was considered not only a conceptual base but was also a symbol of unification, which helped to strengthen the influence of social work as occupation.

There were several factors that helped to form systematical approach in social work. So, we should study consistency of social work basing on fragments of this notion, which also has reflections of ethnos, peculiarities of regional development and definite historical past of a separate country.

However, we can claim that: firstly, systematical approach was formed basing on the formalization of general principles which were defined by researchers to prove the services by new social workers of 'wide profile' who came that time instead of 'pioneers' of charity and support of those citizens who needed help from the society.

Secondly, formation of new monolith departments of social services and 'integrated' study courses in social work (CQSW) in Great Britain gave an opportunity to proceed to permanent and systematical

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<sup>1</sup> Крис Пэйн. Системный подход / Пэйн Крис // Практика социальной работы / под ред. Кристофера Ханвея и Терри Филлота. – Амстердам ; К. : Асоціація психіатрів України, 1996. – С. 20–35.

help not to individuals but to whole layers of population that were considered poor or sensitive.

Thirdly, the reason for systematical approach formation was practice that had accumulated effective methods and positive techniques of this activity among population. It especially related to work with definite cases of group work, work in communities, and also in nursing homes – institutions of social guardianship.

This approach created conditions when it was possible in commonly accepted model of social work to use differentially a wide choice of interference methods, including some of those based on the opposite ideologies and theories – behavioristic and psychoanalytical.

The theory of systems made historically, to C. Pane's mind, three main contributions to the development of social work. *Firstly*, it provided the basis of unified occupation of social work, which wasn't achieved to his mind; *secondly*, it created superstructure and active theory for social work practice, which is also problematic; *thirdly*, it encouraged the integration of different traditions and methods which are typical for social work, i.e. work with particular cases, group work, work at institutions, work in communities, and different study courses that form social work like sociology, psychology, social policy etc. It is hard to estimate how effective it was.

Despite the open disappointment of this author in the opportunities of systematical approach as a way of social work that lost its potential of stimulating debates among professionals, and it has not been fundamentally discussed for these years, but it can be related to and used in social work study and practice.

Though there are many publications in this problem, C. Pane says that it seems, however, that social work to great extent has lost its taste to 'grand theory', which is represented by this theory, and also to political interference and confrontational style, which were considered as those that automatically proceeded from systematical analysis of social needs and problems<sup>1</sup>.

In 1970s systematical approach, notwithstanding the mentioned above C. Pane's remarks according to its doubtful organizational potential, caused in the society hot debates between its admirers and opponents. It was criticized by Marxists, because it seemed very

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<sup>1</sup> Крис Пэйн. Системный подход / Пэйн Крис // Практика социальной работы / под ред. Кристофера Ханвея и Терри Филпота. – Амстердам ; К. : Асоціація психіатрів України, 1996. – С. 21.

conservative and offered weak analysis of the structural reasons of individual obstacles and discrimination. Traditionalists criticized it because it was tearing social work off its roots – help to definite people – and was making it impersonal and bureaucratic set of activities. To this they added that systematical approach potentially led social workers to the political arena and included them into conflict, for example with employers.

C. Pane gives examples, which supposedly require even to get rid of systematical approach in social work, because this method is losing heuristic positions. Explaining the reasons of this, he writes that sometimes critic of systematical approach was based on erroneous understanding of the role of the theory of systems, which to a lesser extent was all-embracing ‘grand theory’ of the society that ‘meta-theory’, which could have helped social workers to develop and integrate different points of view and methods in order to achieve relatively small-scale personal and social changes.

There are several explanations why systematical approach is considered today less fashionable and tendentious. Firstly, recently, in reply to critics of so-called ‘general, wide profile work’, the tendency of return to the specialization according to clients groups has been developed. C. Pane, for example, explains this by the changes in British legislation.

So, in connection with the Act about the national system of health protection and care in the society and the Act about children of 1989 in the British system is healthcare coming into force this specialization grew significantly stronger. This tendency to the larger specialization reflected on the changes in the rules of professional preparation to social work and higher education in social work. At the same time we have to emphasize that these steps, to C.Pane’s mind, do not reject systematical approach but they considerably complicate its application.

Many other factors influenced the application of unitary approach that took place in the British society: ideological pressure from right-wing parties in order to limit the system of rights of social defense; changes in legislation and its procedures, especially relating children’s defense which intensified social-police role of a social worker; and also the limitation of resources and other financial pressure on main employers of social workers – local authorities, which caused deformation of resource systems that were available to social workers.

The development of actions in 1990<sup>s</sup> proved that main social work becomes more conservative, procedural and managerial, virtually turning back to its historical role to help definite people, in contrast to the achievement of radical social changes due to systematic activity. In the journal *The fundamentals of social work* Devis probably mostly clearly states what exactly social work becomes. He proves that its main function is not achievement of large-scale social changes that immanently are typical to some unitary approaches. Its role lies in functioning support. Social workers are adjusters, mechanics, who lubricate interpersonal society's wheels<sup>1</sup>.

As C. Pane thinks, it is worth paying attention to the fact that 'return to the systematical approach would be desirable' at modern state of social work. He claims it because this occupation as it seems became annoyingly fragmented and lost its vision of that type of society which was seemed to proceed from declaration and application of its value sets. Indeed, now there appeared enormous fuss around the 'statement of question' about equal possibilities of anti-pressing and anti-discriminating work practice, but there are very few really well-thought out strategies of these goals realization. Systematical approach doesn't give answer to all the questions, but its merit is that it offers a way how to analyze and interpret these questions and then to define a suitable strategy of actions'<sup>2</sup>.

Sense of importance of reproduction of exactly systematical nature of social work is peculiar to almost all published works, hat today proceed from this question, like: from textbook to generalization of as local so as foreign experience.

However, on the threshold of the informative phase of world community development, into which we are involved by the general evolutionary process, we cannot state that social work system is reproduced in a such way that it – a model of social work – can be recommended as an example for the preparation of social work employees or application for development in practice. So the search of it – consistency – continues.

To make this question clear, let's make deeper analysis how social work's consistency is given these days on the pages of the scientific publications.

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<sup>1</sup> Крис Пэйн. Системный подход / Пэйн Крис // Практика социальной работы / под ред. Кристофера Ханвея и Терри Филпота. – Амстердам ; К. : Асоціація психіатрів України, 1996. – С. 23.

<sup>2</sup> Ibid. – P. 23.

As modern literary sources testify, social work system in each and every case has its own 'history' of appearance and development. Our analysis shows that the initiator of formation of social work system is government on the one hand, and on the other hand – separate subjects of civil society, for example, church, Red Cross, entrepreneurs or sponsors. Of course, the bigger sweep of the development of social work system is given by government. And each government as an institution of organization of social life has formed 'its own' approaches to its organization.

It is known that each country, region has specific cultural peculiarities: own system of norms and traditions (for example such as high rate of territorial mobility of gypsies, polygamous marriage in some oriental countries, having many children in countries of Asia and Africa, violation of women's rights in Islamic countries), which are taken into account while forming social policy (in the countries of Asia, Latin America people of old age are traditionally taken care of in family and it caused flat system of social support of people of old age in comparison with European countries).

Thus, different countries went through 'its' historical way differently and that is why they built their 'own' system of social work. For example, in Great Britain *Law of poverty* (1834) excluded 'severance help' and 'considered the needs of the poor not as a component part of civil rights but as its alternative.' In 1853 in a German city Eberfeld, on the contrary, an effective system of donations' division was worked out. The city was divided into 252 districts or blocks and there was a responsible person accounted from volunteers whose 'workload' had up to four families.

In 1905 in Strasbourg, for example, Eberfeld's system of social help and guardianship had further development and was adapted to the conditions of fast urbanization by making up big sectors and teams of volunteers and also by recruiting the best prepared employees for salary in the central administrative office. In such case, a principle of connection and coordination of voluntary and official services appeared that divides but at the same time puts under civil control central management functions and giving personal services to the population.

When British association of charity organizations under influence of Eberfeld's model started the system of 'friendly visits', making by this at the end of the XIX<sup>th</sup> century the basis for cooperation of officials from the Law about poverty with private charity, responsibilities of 'visitor' had one essential peculiarity. Octavia Hill, one of

the initiators of 'organized individualized charity in Great Britain, wrote in 1874: important difference of Eberfeld and Marylebone systems was that in Germany volunteers could define themselves nature of help whereas our volunteers do not have such power<sup>1</sup>.

The history of the Netherlands gives an example of absolutely different relations between government and society. This country appeared as a result of long fight for independence, during which important factors were religious, on the one hand, and on the other hand – bourgeois-liberal ideals. The struggle strengthened internal solidarity of different groups and in the result led to the balanced system of compromises and relative tolerance between them. Since the end of the XIX<sup>th</sup> century government has been considered as a formation that is based on separate 'sectors' – collective but internally independent structures that represent interests of different groups of population (Catholics, Protestants, Jews, socialists and humanists).

The right of each group to have not only its school and hospitals but also trade unions, political parties, newspapers and radio stations which reflect religious and ideological 'feeling of membership' led to a peculiar 'sectorization' of the Dutch and in many things of the Belgium population life. In relation to social defense and especially individual social services this process meant that many organizations emerged as 'sector' initiatives which are financed at the expense of the government, and local authorities took upon itself the formation of its own services only where similar initiatives were absent.

So, historical analysis showed that different state traditions and different approaches to citizenship reflected themselves in the area of giving help to the poor strata of population and 'methodological' difference was of secondary importance. However, today, during shift onto a new level of organization of social life, even methodological approach to the development of social work system is changing. It gets more and more significant total character and becomes an integral part of the social policy of a country. Should we follow the classical analysis of Marshall and Bottomor, government with social defense system is the third phase of organizational differentiation of modern societies – from civil rights to political and social<sup>2</sup>.

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<sup>1</sup> Лоренц Уолтер. Социальная работа в изменяющейся Европе / Уолтер Лоренц. – Амстердам ; К. : Ассоциация психиатров Украины, 1997. – С. 29.

<sup>2</sup> Ibid. – P. 30.

Therefore, to foreign researchers' mind, a modern state with social defense system is a European invention just like national state, general democracy – industrial capitalism. It emerged as a reply to the problems caused by capitalist industrialization. There was class struggle behind it and its appearance goes directly after strengthening of a national state.

Moreover, a modern national state during the shift to the informative phase of development is turning into socially oriented form of its existence. It is absolutely different situation, because it is the existence which is based on the principles of social rights and social solidarity.

Each type of social defense regime interprets the definition of social citizenship in its own way and spreads it onto different contingents of people. According to Esping-Andersen, state with a social defense system is not just a mechanism that interferes and probably corrects inequality structure; it is by nature a system of stratification. It is an active power in sorting the social relationships<sup>1</sup>.

Any typology of states with social defense system is only abstraction, which hardly reflects adequately all complexity of historical relations that make up every national system, but their main types may give an idea how exactly social work systems were formed in the past and how they function today.

If we connect analysis of 'social defense regimes' offered by Esping-Andersen to the typology of Leibfrid, we can put the development of social defense systems in after-war Europe generally into the following models: *Scandinavian, residual, corporative and rudimental*<sup>2</sup>.

*Scandinavian model* as its main feature has orientation to the population's employment which is provided or at least is sponsored by a state. 'Support of a solidary and universal system of defense is very expensive and it means that it should minimize social problems and maximize earnings to the state treasury. Apparently this condition is implemented best when most of people work.'<sup>3</sup> This algorithm lessens the pressure of redistributive operations to the state, which are held by other subjects of social work beyond employment market. This strategy is especially profitable to women, since it is directed to their maximum involvement into working activity.

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<sup>1</sup> Лоренц Уолтер. Социальная работа в изменяющейся Европе / Уолтер Лоренц. – Амстердам ; К. : Ассоциация психиатров Украины, 1997. – С. 31.

<sup>2</sup> Ibid. – P. 30–47.

<sup>3</sup> Ibid. – P. 31.

In terms of this model, the best represented until recently by Sweden, social workers are employed mainly by state agencies, which makes a part of a developed net of multi-disciplinary services that take on them a great part of informal functions about care, which were traditionally executed in a family by a woman. Due to Swedish law about social services in 1980, exactly these services are dedicated to maintain democracy and solidarity and to give help obligatory. Organization and system of finance of municipal social services allow social workers and even requires from them direct and complex participation in evaluation, adaptation and development of the services according to the population needs that are constantly changing.

*Residual model* is built on an opposite principle. It stakes on a person's support beyond employment market that turns a summary about material state into main tool of minimal living wage rate and readiness to work. According to its system of getting profits Great Britain fits into this model because 'new middle classes were not enticed from market to state.' Universality predicted once by Beveridge, gave place to dualism of state and market in insurance, accommodation, education, and now also in privatization of health defense and services of help in a society.

Personal social services that make up the fifth component of a British system of social defense experienced in full the contradictions of residual model. In particular, social workers' attention was concentrated almost exclusively on help the poor and they inherited typical to the Law about poverty an image of 'last hope', because their powers rarely were spread to active, complex and universal initiatives. The latter were typical to volunteer organizations and other professional groups, for example professionals who work with young people.

Each day practice opens more and more negative sides of residual principle of construction of social work system. Orientation to social pathology was brightly shown by that attention that has been recently paid in Great Britain to the problems of childhood defense. The methods of defense of children became under fire of the critics, because it – social defense – is directly identified with the state which leads doubtful game in the area of defining the borderline of social rights and is oriented more on compulsory events than on support of civil and social rights in sake of social harmony.

*Corporative model* is based on a principle of compensation, which maintains the strategy of national and social integration established in the times of Bismarck. It is in use today in Austria, Germany, the



Netherlands and Switzerland. Esping-Andersen finds its elements also in France and Italy. No one here rejects the right to the social security of people who cannot earn their living themselves, if the state represents itself as 'social state', but things are different with the right to work. A state as a corporate structure can delegate responsibilities in social defense and, mainly, in social insurance, to professional, religious and other volunteer organizations, thus keeping status features and at the same time maintaining rights to the social defense.

A notion of 'subsidiarity' (from English – help, complementarity) has been raised recently to the level of a universal formula of rescue of European integration. It is a key to the understanding of relationships between status, volunteer and really informal sectors of care in these models. Historically it grew from the merge of secular corporate ideas about 'organic' connection between individuals, families, communities, groups of interests and the state, that make one body with many parts, and catholic social philosophy. The latter is formulated in the encyclical letter of the Pope Pius XI (1931), which in its turn referred to another encyclical letter, which was published in 1871. Exactly in these documents Catholic Church formulated its alternative as to socialism so to liberalism. It was stated in the Pope's message: 'Just like it is wrong to take away from an individual and give to a group something that can be executed by a private enterprise and industry, such way of things is unfair and deeply vicious and anti-natural when bigger and higher organization appropriates functions that can be successfully performed by smaller organizations of a lower level. By its essence a real goal of any social activity should be in help to the members of social organism, and not in destruction or their takeover. So a state must give small groups a chance to settle affairs that are not so important, which otherwise will distract it from important things. So, it can more freely, effectively and successfully solve those tasks that should be taken care only by state because only it can effectively solve them: to direct, control, stimulate and restrain, just how necessity requires and circumstances allow. Thereby, individuals that have power have to be sure that the more accurately this principle of additional functioning is preserved, the bigger the social authority and social effectiveness will be and the happier and more prosperous the partnership will be'<sup>1</sup>.

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<sup>1</sup> See: Лоренц Уолтер. Социальная работа в изменяющейся Европе / Уолтер Лоренц. – Амстердам ; К. : Асоціація психіатрів України, 1997. – С. 34.

Social policy in Germany is based on this principle, giving preference to superpower volunteer organizations before state services. Such situation was supported by Constitutional court in 1967 and fixed in all legislative acts that relate to social sphere. It means that volunteer sector plays a prominent role as in size so in variety of services. Its six main components (organization of social defense in terms of catholic, Jewish, and protestant churches, Red cross, Association of labor movement and Independent association) represent all regions of the country and all areas of activity and can involve resources of the society and also volunteer help. Subsidiarity principle in Germany was always connected with solidarity principle: 'smaller' structural unit can ask the 'bigger' one for support for performing its functions without losing control over its activity. Only such unity of subsidiarity and solidarity can be provided by 'social state' where legal, economical and social systems are based on a principle of social welfare, social justice and social equality of possibilities.

*Rudimental model* of social work is realized in Portugal, Spain, Greece, and also in Ireland and in some regions of Italy. The main condition of its formation was absence of a legislative basis. That's why social services in these countries couldn't achieve full employment of the population, so the main way out of a hard situation is seen in emigration abroad. At the same time promises to build in future a strong system of social defense is a strong political factor of providing loyalty to state power and is an effective restricting force of disappointment of the country's population.

A principle of building of social work systems in such cases when there is no precise division of formal and informal help is even hard to crystallize. In practice we can see a situation when the biggest part of professional social workers who are employed by state services redistributes personal services that come from volunteer sector. It virtually happens like this on the territory of Spain, which New Constitution in 1978 proclaimed the country 'a democratic and social state'.

As a general summary from mentioned above it is clear that social work hasn't been absorbed by state services in any of the European countries, but it never acts beyond status borders as well. It means that even though social workers evidently perform some functions of social defense system and moreover they concretize it in immediate work with people, they simultaneously correct it, relying on consumers of their services and standards of their profession.

On the European firmament we should consider separately so-called Communist model of social work. Existence of social work in the countries of Eastern Europe in state socialism era is a proof of the fact that the state, even totalitarian one, needs additional 'ruling mechanisms' in the form of the structure of social defense and personalized support.

Officially the concern for material prosperity was done with the help of centralized state regulation of population employment, accommodation building, education, healthcare and salary. In practice it turned out that even in such case there is a necessity of 'fine adjustment' of the state events to the needs of definite people and of course 'fine adjustment' of definite people, their guidelines and abilities to the collective interests.

In the countries of Eastern Europe the work of volunteers was directed mainly by the church and its related organizations of social defense, whose activity wasn't officially supported but in fact prevailed over state activity, for example in Poland. Being in the beginning totally banned, these organizations later revived with silent support of the government: ideological juggling allowed to use current net of social defense without official agreement on its later existence, which would publicly demonstrate the necessity of 'bourgeois' services of social support.

Formal and informal structures together had to fill in the gap between officially proclaimed socialist state and truly given social rights. They could not freely speak about this gap and therefore acknowledge fundamental divergence of social rights on the one hand and civil and political rights on the other hand. According to **Bottomore**, certainly an important factor that eventually led to these regimes fall was the fact that real expansion of social rights (even though it touched different layers of population to different extent) was accompanied by strict limit of civil and political rights<sup>1</sup>.

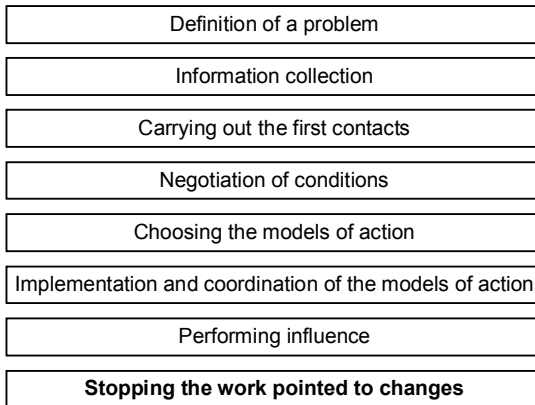
During analysis of the principles of organization of social work system it is important to state correlation between social sphere and other spheres of social organism of the country. That is why mentioned above thesis is extremely important. Especially from the point of view that reconstructing social policy and social services in former socialist countries into capitalist way, it is necessary to correlate them

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<sup>1</sup> Лоренц Уолтер. Социальная работа в изменяющейся Европе / Уолтер Лоренц. – Амстердам ; К. : Ассоціація психіатрів України, 1997. – С. 39.

to the principles of economics' and politics' development. 'Analogous break with tradition can appear if market relations are established, – W. Lorenz warns, – as for economical activity so as for functioning of the social service, with expectation, unfortunately, that these only principles will be enough for providing regulative process of social development. With such diktat, social work will again have subordinate, additional role of correcting excesses of compensation of lack of rights, distribution of benefits if political system that is being born under such circumstances of not aimed to complex and simultaneous provision of civil, political and social rights<sup>1</sup>.

Researchers on American continent get to the definition of the essence of systematic approach to social work absolutely from different methodological positions. Elemental basis for development of system of social work is, to their mind, separate kinds of social worker's activities that can be considered as system of operations. They proceed as we can see from technological approach to formalization of social work system. Thus, for example, a model Pincus and Minahan (1973) includes definite stages of professional activity of spheres of practical abilities of a social worker. Their model of social work process looks like that (see scheme 2.1)<sup>2</sup>:



*Scheme 2.1.*

<sup>1</sup> Лоренц Уолтер. Социальная работа в изменяющейся Европе / Лоренц Уолтер. – Амстердам ; К. : Ассоциация психиатров Украины, 1997. – С. 39.

<sup>2</sup> Пам Картер. Практична соціальна робота / Пам Картер, Тоні Джеффса, Марк К. Сміт. – Амстердам ; К. : Ассоциация психиатров Украины, 1996. – С. 20.

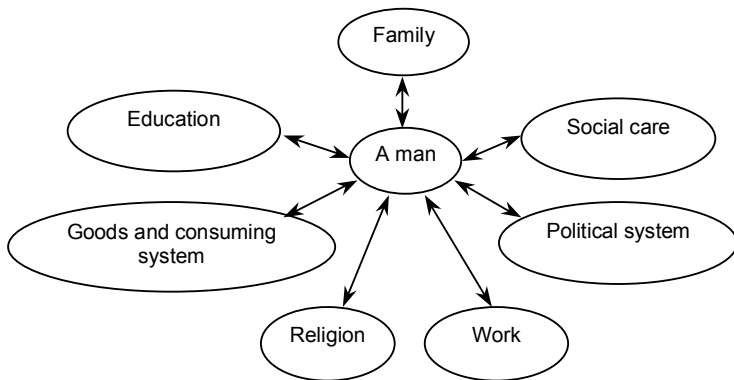
Thus, as we see, social work system is given in technological sense. And it is not a single case when it is considered by authors as a whole set of operations. This template also happens as K. Hanvey and T. Fillport state in the most significant works with generalization of experience about work in communities (for example, Henderson and Thomas, 1987).

The majority of these models come, to K. Hanvey and T. Fillport's opinion, from industrial or bureaucratic forms of thinking and practice. More precisely, they are concentrated on goals and consequences. Such approaches have a tendency of emphasizing technical rationality. A problem is described, and then analyzed and desirable results and goals are mentioned. Later, a method, criteria, values will be chosen and for implementing the project, mechanisms are determined and events are performed. All this has opposite influence on problem's understanding.

Recently on the territory of the USA so-called ecological model of social work has been formed and has been functioning. Principal model looks like this (see scheme 2.2).

Its essence is in the fact that a personality should fit into environment, which should become its part. A man being a member of a society, interacts with different social institutes, It is work, study, family, friends, political structures, social care etc.

The main task of the ecological model is to figure out the problems and needs of an individual, family and a small group. When this



*Scheme 2.2. Ecological model of social work*

shortage and needs are defined, the techniques of intervention are chosen and applied to help individuals or families, or groups to solve current problems and to satisfy their urgent needs.

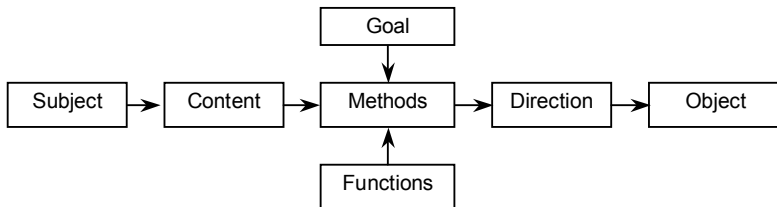
Ecological model can be also focused on interpersonal problems and needs. In this case it can help to single out malfunction of communicative process and dysfunctional behavior of separate individuals, families, and small groups. These problems may be connected with problems of interpersonal conflicts, fight for power, problems in communication, discrimination etc.

Ecological model wants to differentiate such interpersonal obstacles and find relative strategies of intervention.

Absolutely differently system of social work looks like in a Russian textbook *The basis of social work*, which is recommended for preparation of staff of higher qualification. It is mentioned here that social work system consists of several relatively independent one from another elements or, as it is also said, components. The authors of this textbook relate to the latter 'subject, content, direction, object and methods, functions and goals that bring them all together'<sup>1</sup>.

In diagram form social work system, to Russian authors' opinion, looks like this (see scheme 2.3).

The position of the authors from foreign countries based on the objects of social work, as we see, is directly opposed to the idea of how social work system is considered by national and Russian researchers. All that indicated the complexity of social work system as a product of social life of the world community.



*Scheme 2.3. Social work system (Russian variant)*

<sup>1</sup> See: Основы социальной работы : учебник / отв. ред. П. Д. Павленок. – М. : ИНФРА-М, 1997. – С. 17.

Not all systems of social work are given here, but only typical approaches to its development that were formed during practice under different mental ways and in different cultural environments. You can read in more detail about them in the first book of this series.

All mentioned above proves again the necessity of its formalization and so inspires us on a thought that for developing social work system we need to use qualitatively new philosophical approach and generally scientific or methodological knowledge.

In such case a theory of social systems naturally proceeds from a general theory of systems, which states that events or phenomena – physical, chemical, biological or social – should be categorized as an organized total sum or essence where components are functionally connected as subsystems. Each system, in such way, is co-related to others that exist in typical culturological environment.

One of the problems for social work is limitation of theories about social systems that are not so developed as in other cases, for example technique. Social systems are possible to be considered as ‘hard’ and ‘soft’. Practice shows that social systems are too problematic because it is a rare thing when there is such type of ‘hard’ knowledge, for explanation of its action. As a result, a wide area for fantasies and speculations inevitably appears in each definite ‘soft’ situation, which considerably disturbs evidences collection and evaluation, on the basis of which final decisions should be made up.

When we deal with ‘hard’ systems, criticism comes to the fact that this model of a society is too mechanical and simplified. One of the most frequent critical remarks about systematical approach from the left wing side has always been the fact that it offers static, parson model of social structures and process, where a society is considered more like closed than open system.

Therefore, a question about representation of a systematic nature of social work is always in the center of a theoretical thought and practice in different countries as in the East and West, so in the South and North. The only limitation here is discrepancy of worldview, ideological and methodological approaches to generalization of accumulated experience and lack of constructive approach to determination of its nature and specificity of forms of self-unwinding in different countries of the world. Morphological form hasn’t been formalized yet, and it means that the searches still continue.

## 2.2. Worldview Platform of Social Work System Development

To build a full model of social work or to reproduce its morphological form there must be made minimum four innovative steps, to our mind, these steps are:

1. To do so we need to shift from an attempt to build such a model by inductive way, i.e. generalizing accumulated experience, to the opposite point of view – to choose deductive way, i.e. to use project-constructive instruments. There must be qualitatively new worldview formed in researchers for proving the model, and in practitioners – for using it. A worldview component of success lies here.
2. We have to consider social work system not as a self-goal but as a part of a social organism of a country. Then the contours of elements of social work will be vividly determined as well as its functions in measures of social whole, which in this case dictates the rules of the game. It causes ideological innovation in this matter.
3. We have to change drastically categorical range, which is in use by the researchers of consistency of this social notion, because we cannot use outdated instruments to depict a portrait of social work system that would be attractive for an informative phase of development of the world community. It should be a methodological step in projection of full or morphological form of social work.
4. We have to form in social workers project value consciousness, due to which it is only possible to create conditions for innovative steps in the area of mastering the systematic nature of social work.

It is natural that we should start here with specification of *world-view basis*. To make a problem of creation of social work system more understandable we have to, using the words of V.Vernadsky, make up an absolutely realistic view on noosphere and hyper-organic nature of social world. But it is not easy to make up such a view. The thing is that main categories, which we should use in this analysis like ‘spirit’, ‘mind-logos’, ‘mind-nus’, ‘thought’, ‘science’, ‘knowledge’, ‘psychology’, ‘reflection’, intellect’ and others are considered well-known and they are often freely used only in relation to psychological conceptions and differences; however, as Hegel says that their nature and definition – the only one that is important, aren’t examined<sup>1</sup>.

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<sup>1</sup> Гегель Г. Энциклопедия философских наук / Г. Гегель. – М. : Мысль. – 1974. – Т. 1. – С. 187.



Main difficulty in formation of new world-view approach of social workers to realizing the morphological form of social work system lies in the fact that a material where it is reflected does not have usual for us substantial look but appears in front of us as totality of processes of people's cooperation between each other.

Scientists paid attention to this circumstance long ago. So, for example, V. Vernadsky, who can't be suspected at all of ideological conjuncture, wrote that 'further scientific analysis will give in our time a new, different picture of a process that is happening, which doesn't correspond usual understanding of heliocentric system. Now predominant in science atomistic beliefs divide the matter into a pile of tiniest parts or correctly located centers of powers that exist in eternal movements. Just like ether that penetrates into the matter constantly arises and wavelike sways. All these movements of the matter and ether of our planet are in tight and continuous connection with the infinite space for us.'<sup>1</sup>.

It comes out of this as a logical conclusion that for recreation of ontological basis of social work system that – let's remind – exists in twice modified form, we should speculatively recreate procedural side of social process of creation and recreation of essential powers of a personality, group and population of a country.

In other words, to create a full model of social work system one has to develop project value consciousness (S. Krymskyi). Its essence is in expansion of the spheres of engineer constructive and computer program rationality, which automatically lead to universalization of project approach to adoption of social reality. It is known that the first people who stepped on this way were foreign researchers. They are the authors of the scenarios of the future. The most famous of them are: 'practopia' (A. Toffler), 'The myth of a machine' (L. Memfield), 'technological republic' (G. Burstin), 'computer democracy' (D. Moor), mystical scenario 'technat' (A. Maravall), finally, a universal project of the unity of god, universe and machine (Teilhard de Chardin). Local researchers have definitely fallen behind in this matter from their foreign colleagues.

In a broad meaning the project shows theoretical horizons of functioning of the 'third world', i.e. spiritually practical environment of

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<sup>1</sup> Вернадский В. И. Научное мировоззрение / В. И. Вернадский // На переломе. Философские дискуссии 20-х годов: Философия и мировоззрение. – М. : Политиздат, 1990. – С. 195.

a man that includes technique, and culture, and objectified knowledge. This world has always existed, but today it acquires a project form of essence, which has been constructed, and which pretends on a special place in human microcosm.

With all this philosophical thought of the XXI century must proved social workers with new outlook principles, because scientific projecting becomes the most important characteristic not only of engineer, sociological and artistic consciousness, main content of social design, organization of material environment of a man, but it also penetrates into all spheres of our life.

At first, as it is known, gnosiological analysis of the acts of construction and theoretical cognitive ways, due to which a phenomenon of a project is made, was done in the XVIII century by I. Kant. He showed that there was an artistic power of productive presentation between empiric and theoretical activity that mediates these cognitive spheres by acts of construction. Coming out of this, he made a conclusion about heuristic role of structures, drafts, schemes, which contain value of intuitive factors of the transformation of the empiric into the abstract theoretical and vice versa.

In the XIX century coming to the foreground of the material conception of progressive development of a cognitive process and reduction of human activity exclusively to practice as the highest synthesis of theoretical and empiric, pushed to the background I. Kant's ideas about qualitatively different way of realizing the truth for a long time. It was absolutely logical on the stage of industrial phase of humanity's development.

However, today, due to informative phase's coming, we feel more sharply coming into foreground of the acts of hypotheses' realization, different intellectual thoughts and theoretical models, methodological knowledge in general. Due to rapid computerization of our everyday life the priority is given to a process of formation of various models of social objects that can't decrease the role of theoretical knowledge.

The essence of such shift, as S.Krymskyi thinks, is that the objects of modern science have lost naturalness of solid matters of a man's macrosurroundings and act now (in the imitation of quantum mechanical objects) as a constellation of certain opportunities. As we can see, the objects of social world are ideal examples for scientific construction, projecting and forecasting. The study of such objects is actualization of one or the other viewpoints of potential.

So, during deductive method of the social world comprehension the integration of theoretical knowledge and practical action is achieved by means of interim activity, which requires special social and technical support. It makes its way through project construction development.

Structurally such activity consists of several elements, namely: a complex of initial conditions of its execution; conceptual, i.e. system basis that is its organizational core; technology of modeling of a social object; variative field of possible ways of project realization; and finally, criteria basis for evaluation of quality of the transformation of the theoretical into the practical.

Therefore, to project a full model of the social work system social workers' vision should be ready to reproduce it in the form of the aggregate of the processes, due to which ancestral life of a man is supported.

### **2.3. Ideological Basis of the Theoretical Understanding of Social Work System**

The ideological approach to the formation of social work system as well as the selection of ideological position is purely a private matter of researchers of consistency in social work. If the ideology is the system of "beliefs and ideas which recognize and value people's attitude to reality and each other, social problems and conflicts, and which also contain goals (programs) of social activities aimed at strengthening or modification (development) of these social relations"<sup>1</sup>, the ideology of the development of morphological form of social work should be regarded as a set of new ideas (semantic filters) on the basis of which fundamental reconsideration of social phenomenon is possible.

The situation with the national public opinion is complicated by the fact that there is no progressive ideology on the horizon today. So, trying to justify the ideological means of developing a complete model of social work system we need to make a breakthrough for a new type of ideologies.

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<sup>1</sup> See: *Философский энциклопедический словарь / редкол. С. С. Аверинцев, Э. А. Араб-Оглы, Л. Ф. Ильичев. – 2-е изд. – М. : Советская энциклопедия, 1989. – С. 206.*

As we are moving from technocratic to informational type of development, it makes sense to count on the noosphere ideology. It is important to provide the turn of mind for social workers, sociologists, psychologists and educators who define the nature and organization of spiritual production of the era. However, it should be emphasized that the level of scientific character of any ideology cultivated by us is defined by its connection with the type of civilization that defines the main trends in global human life.

But first it is necessary to realize more deeply the essence of ideology as an instrument for the design work of theoretical staff in search of the complete model of social work system. Here we assume that this definition of ideology derives from the fact that we consider *the key function of ideological relations involved in the sphere of spiritual production to be similar to the one performed by the economic relations in the sphere of material production*. This conception is already fixed in the literature.

Notably O. Bohdanov, emphasizing the organizational principle of ideologies and defining their place in society, wrote: “These organizational forms for the entire practice of society, or, equivalently, its organizational tools. They are really defined in their development by conditions and relations of production (including spiritual. – V.B.), not only as their superstructure, but as forms that organize some content, are defined by this content, adapt to it”<sup>1</sup>.

In the collective monograph *The Spiritual Production* there is a confirmation of our thesis about organizational role of ideology in the innovative activities of personality: “In the process of spiritual production not just consciousness is formed (it is produced by all individuals who are spontaneously included in the material process), but its particular social – “secondary”, “ideological” – form through which individuals “are integrated into the social system”<sup>2</sup>.

There is no need to give a detailed description of the role of ideology in the organization of a theoretical work of social worker as all the laws mentioned by K. Marx in *German Ideology* are applied to it with only one small difference that the subject here is not all practical and transformative human activities but specific thinking of social worker.

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<sup>1</sup> Богданов А. А. Всеобщая организационная наука. Тектология : в 2 т. / А. А. Богданов. – М. : Экономика, 1989. – Т. 1. – С. 135.

<sup>2</sup> Духовное производство: Социально-философский аспект проблемы духовной деятельности. – М. : Наука, 1981. – С. 142.

Therefore, *the main function of ideology in the development of social work system is that it is actually a kind of semantic filter through which it is necessary to pass all the richness of ideas accumulated at the beginning of the 21<sup>st</sup> century by global public opinion on issues of self-expansion of people's tribal life.*

V. Nalimov, who rightly points to this side of the perception process, writes: "The development of culture, including science, is an infinite filtering of new ideas through paradigmatic ideas generated by the meanings of the past. If the filters are unable to evolve into forms that soften their cruelty, it is a revolutionary rejection of them. In the history of Western Christianity these are religious and ideological wars and revolutions, in science it is a revolutionary paradigm shift, so well described by Kuhn"<sup>1</sup>.

In the process of perception deepening it is not the incoming content of social work that changes but the filter, through which social work is analyzed. So in order to get the morphological form of social work system it is necessary to apply qualitatively other ideological statements rather than those which we used before the beginning of the XXI century.

The more radical one filter differs from another, the more contrasting the result is. In this regard, sometimes it seems that it is impossible to compare the texts made by researchers of the same processes. For example, it is applied to the relatively paternalistic and liberal approaches to the organization of social work. Moreover, the idea that plays the role of semantic filter and acts as epistemological research tools, acquire new characteristics and, therefore, it should be called only as ideologeme.

We can say that in the course of the research we must make a transformation of the real social phenomenon of being as it is putting pressure on people and is felt by them in the form of knowledge. Relations, as K. Marx and F. Engels wrote in *German Ideology*, become notions in law, politics etc<sup>2</sup>.

In other words, in the course of this study a system of real social relations should be reproduced in an ideal form. K. Marx and F. Engels pointed directly at the fact that idea as a product of philosopher work is only imaginary "equivalent" of real relations. "Relations for

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<sup>1</sup> See: Налимов В. В. Реальность нереального / В. В. Налимов, Ж. А. Дрогалина. – М. : Издательство "МИР ИДЕЙ", АО АКРОН, 1995. – С. 42.

<sup>2</sup> See: Маркс К. Соч. / К. Маркс, Ф. Энгельс. – 2-е изд. – Т. 3. – С. 100.

philosophers are equivalent ideas. They know only relation of the “Man” to himself and, therefore, all real relations become ideas for them<sup>1</sup>. And here is a more clear definition of the relations as what philosophers call the idea<sup>2</sup>.

So, we need to create a specific complex of ideological settings by which we can justify the systematic character of social work as a product of human activities. Therefore, using it we can intentionally and rationally transform social relations, established by everyday and scientific consciousness into morphological form of social work system.

The ideology of the research like any other system consists of a set of elements or so-called ideologemes. It seems to us, the complex should include at least several ideologemes.

The *leading ideologeme* is the idea of †organism structure of the country’s social organism in which the social work system plays the role of a specific organ. This quantum meaning of “organism” as an idea is a specific quantity of information on social reality in the whole volume of its internal and external parties.

In the scientific and philosophical literature there is a small amount of information about the organism as a philosophical category. This notion functions as conventional one. Each scientist puts “his own” sense in it. It exists as a unit under which everything can fall.

Hence those formulations that we found in the annals of global philosophical thought. For example, G. Hegel in *The Encyclopaedia of the Philosophical Sciences* defined organism as the infinite, feeding itself and the one that supports the process<sup>3</sup>. The works of K. Marx, F. Engels and V. Lenin give us a substantial assistance in this issue. Their merit in including this notion into the scientific usage is undeniable. We can not allow neither a bare denial of their contribution to the treasury of philosophical thought or mindless defense of outdated ideas. K. Marx, for example, considers society as an organism, which runs a number of periods (emergence, evolution and doom) or “natural phases” of development of similar biological phenomena, which develops from itself in the throes, is able to change

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<sup>1</sup> Ананьев Б. Г. Человек как предмет познания / Б. Г. Ананьев. – Л. : Изд-во Ленинградского ун-та, 1968. – С. 99.

<sup>2</sup> Ibid.

<sup>3</sup> Гегель Г. Энциклопедия философских наук / Г. Гегель. – М. : Мысль, 1975. – Т. 2. – С. 357.

and is actually in the process of constant transformation<sup>1</sup>. This idea of the social organism as the process was of great importance to the solution of problems of social practice rationalization. According to V. Lenin specific and practical conclusions can be made from the understanding of society as the organism<sup>2</sup>.

Literature shows that the term “social organism” is also used to describe the special habitat of production and reproduction of the man. V. Lenin put emphasis on this when he wrote that Marx opposed the man to plants and animals on the grounds that the former lives in different social organisms that change historically and are defined by the system of social production, and, consequently, the distribution<sup>3</sup>. V. Lenin also wrote that the conditions of human reproduction were directly dependent on the organization of the structure of various social organisms and, therefore, the law of population should be studied for each of the organism separately, but not “abstractedly”, without regard to the historically diverse forms of social organization<sup>4</sup>.

There is a small amount of information about the organism in dictionaries and encyclopaedias. In the *Great Soviet Encyclopaedia*, for example, the organism (from Late Latin *organizo* – *I arrange*, make a slender look) means any living creature. In the “Encyclopaedia of Philosophy”, in turn, the term “organism” is used in two senses – narrow and broad. In the narrow sense the organism is the biological individual, the whole living system ordered in space and time that can maintain an independent existence through adapted interaction with the environment. In the broad sense, it is the system that is similar to a living organism due to its way of organization.

In domestic philosophical dictionaries there is no term “organism”, but in the dictionary of S. Ozhegova three meanings of the term “organism” are given. Two of them are clearly related to the biological organism and, therefore, we are less interested in them, but the third definition of this term is interpreted as a “complicated compound unity”<sup>5</sup>.

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<sup>1</sup> See: Маркс К. Соч. / К. Маркс, Ф. Энгельс. – 2-е изд. – Т. 23 ; Ленин В. И. Полн. собр. соч. / В. И. Ленин. – Т. 1 ; Там же. – Т. 36.

<sup>2</sup> See: Ленин В. И. Полн. собр. соч. / В. И. Ленин. – Т. 36. – 741 с.

<sup>3</sup> Ibid. – Vol. 1. – P. 476.

<sup>4</sup> Ibid.

<sup>5</sup> Ожегов С. И. Словарь русского языка / С. И. Ожегов. – М. : Русский язык, 1983. – С. 403.

The attempts to formulate the notion of the organism and somehow clarify its meaning have recently been made apparently under the influence of social crisis. M. Moisieyev, known as researcher of not only the biosphere but also society. He gives in *Development Algorithms* such definition of organism as: “The organism according to the management theory means any system that has both its own goals and certain possibilities to follow them”<sup>1</sup>.

The thesis of informational quantum and meaning the “organism” in the structure of the universe allows us to agree with the following thesis of esoteric philosophy: “The idea of †the organism is something quite general, in each case there are specific aspects, but the basic idea remains the same among all separate changing conditions. Thus, first of all, it is necessary to clearly identify the general idea of the organism and then to make sure that it is applied with the same accuracy to both individual living beings and human societies”<sup>2</sup>.

The above-mentioned shows that the social organism as a central category is a specific notion of the organism existing side by side with biological organism. Their unity should be only searched at substantial level. It means that the sphere of the social organism activity is any particular part of the continuum of “space and time”, not like the one, in which there are original physical world and the spiritual world.

*The second ideologeme* should be the setting that defines the system of social work as a specific organ in the social organism of the country.

*The third ideological directive* should be the statement that the social organism of the country and the social work system should be regarded as a part and an entity. It means that the social work system supplies the social organism with a function and it is a fully fledged employee or personality, and in exchange, other elements of the social organism such as economy provide the social work system with materials and funds for its upkeep. In turn, the political component allocates part of its resources to develop and implement the targeted social policy.

*The fourth ideological directive* is a procedural character of the social organism of the country and the social work system. Informational

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<sup>1</sup> Моисеев Н. Н. Алгоритмы развития / Н. Н. Моисеев. – М. : Наука, 1987. – С. 72.

<sup>2</sup> Шмаков В. Закон синархии и учение о двойственной иерархии монад и множеств / В. Шмаков. – К. : София, Ltd, 1994. – С. 222.



phase of planetary humanity is based on a fundamentally different approach to the theoretical constructs as analyzed objects qualitatively differ from those with which we are accustomed to work, and specifically they are noumenal entities with procedural character. Therefore, they have a number of structural and functional aspects. *The fifth ideological directive* is the morphogenetic feature of social work system. For example, an important feature of morphogenic order is that within the cultivated subject of historical action and space (society) there is always “a construction material” from which at any moment a new configuration of social work system can appear or any of its elements can fundamentally be changed. However, the existing social work system can suddenly get a strong impetus for further development.

*The sixth ideological directive* is that the objective catalyst for these processes is the presence in society of so-called symbolic archetypes that constitute the morphological basis of the social organism: the meanings of the past development, future thought forms, compression strength, national idea, the idea of atomism, conservation, chaos and order, mental ether, self-organization, creative environment etc.

*The seventh ideologeme* relates to the functional plan. The problem is that the past, present and future of social work system as a functional organ are revealed simultaneously. It means that the future has early forms of manifestation for the social work system. In this case the dominants of the future state define the character and direction of transformation of real social structures. By the way, the factor of the early character of the future has a quite interesting concrete manifestation in the social world: in the process of synergistic interaction between the past and the future in the dissipative (scattered) systems the social organism is just like that, they exist in the present, and the difference between them is only in the degree of distribution and modality (the degree of probability and necessity).

The development of social work system now depends on the sample ideal, which is “suggested” to it by the governing body. In fact, the well-known Designer reappears, from which we refused once, having taken the materialist paradigm of social life explanation.

The tendency of amplification of goal achievement processes is reflected. These processes take us beyond the present day or “are timed from the future.” The mechanism of their implementation is based on the relation between subjectified potential social worlds and society as

an objectified social world. The binding element between them is the quality of the transcendence of the personality.

*Another, not less important ideologeme* in the area of social life cognition is the transition or transformation of the theory into practice, the past into the future potential into current, natural into artificial. These moments in the development of social work system are factors that can bring it out of balance and we must be ready to take their emergence for granted, as the one that corresponds with the nature of social work system.

The above-mentioned tendencies in the course of transformation and transition of society require from social researchers to do a specific work such as analytical construction and integrated project. This fact comes immanently from the logic of self-expansion of social world.

Therefore, the ideological aspect of activities of social researcher appears as a deliberate use of the above-mentioned semantic filters (ideologemes) as a means of cognition of products of the past philosophical and scientific work, which through rational procedures are integrated into a qualitatively new social reality and then in the theory of noosociogenesis. It is clear that synthesis of ideas of various schools and trends into natural unity is promising and will be essential for the development of philosophy and science in the 21<sup>st</sup> century.

Thus, according to the above-mentioned *the ideology of theoretically reproduction of morphological form of social work system can be defined as a specially designed system of semantic filters ideologemes that organizes research and design performance of the social worker in the process of assimilation of the spiritual heritage of the past through the prism of the idea of the social organism*. Spiritual production is understood in a broad sense as “all human activities in the production, exchange, distribution and consumption of spiritual values”<sup>1</sup>. In order to continue the study of the principles of theoretical work on the creation of social work it is necessary to choose methodological means of input material transformation and submit them in the form of cognitive and instrumental set, in which social staff should be proficient after the training in high school. We are moving on to this issue.

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<sup>1</sup> Боголюбова Е. В. Культура и общество / Е. В. Боголюбова. – М. : Изд-во МГУ, 1978. – С. 209.

## 2.4. Methodological Tools of Theoretical Reproduction of Social Work System

In order to reproduce a full model of social work system by means of theoretical analysis the content of the term “social work system” should be defined. This set of ideas about it, differentiated social reality, is a system of methodological guidelines in comprehending complex objects. Successive response to methodological demands reveals the object of study – the morphological form of social work as a system that has a special frame, the original architectonic, provides general function in the social organism structure of the country.

Constructiveness of further work is guaranteed by object division, expansion of the notion of system integrity studied by introducing a number of additional notions – functions, organization, structure, control, communication etc. These notions, in turn, are tools of defined organization of subject content study of this problem in the future, which is divided into a complex of internal and external relations.

Thus, in practice, the term “social work system” covers various fragments of human activity in the society that is somehow associated with individual moments of assisting individuals or specific groups of the population. It is obvious that the above-mentioned systems are ones that do not completely exhaust a complex phenomenon but rather serve as methodological means of summarizing certain aspects of the development of the social sphere of society.

Simultaneously, there is an urgent problem of reproduction of social work system in such terms that it completely covers all aspects of the specific activities of people with creating and reproducing the people within a country. If such a universal or complete system is created, it will mean that civil society is mature and capable of further self-development. In this case certain country can only give national character to it and define the size of any other services provided by the state, sponsored by some private firms or persons.

So what should be done in order to reproduce the full or universal system of social work using deductive method if we reviewed ideological approach and created a system of semantic filters ideologemes to grasp social reality from a new angle? There is one answer – it is necessary to change radically the categorical series, which is owned by the researchers who work here, because it is almost impossible to draw a portrait of social work system by outdated tools,

which would be appropriate for the 21<sup>st</sup> century and the third millennium.

It should be noted that the reproduction of systematic nature of social work is the most difficult aspect of modern understanding of this phenomenon because from a theoretical standpoint it allows to overcome the theoretical dispersal of social process management or to recreate a natural complex of human life processes, and from a practical standpoint, to create a system that would be able to provide the civil society and the state with comprehensive assistance to a particular person with any disability at any time and regardless of the residence, gender and age characteristics. Think “in a system” means that assessing the “problem” many factors that affect it should be included.

As it was mentioned above, in order to create using deductive method the universal model of social work system, which would be able to provide self-spreading (self-development) and sustainable functioning of civil society, researchers must decide between two important aspects of the design work: firstly, it refers to categorical apparatus, and secondly, which methodological requirements should this structure meet.

With regard to the first aspect, we should point out that notions serve as the original axiomatic tools of any study. We remind that the notion is a thought, which reflects the generalized form of the objects and phenomena of reality, and the relations between them by fixing general and specific characteristics of objects and phenomena and the relation between them.

However, it appears that notions play a different role in the study. To understand them we should reveal the mechanism of activation of heuristic notions. It functions through the comparison of noumenal entities and meanings that are fixed in notions. As the mechanism of notions action is based on the comparison of meanings contained in them, then apparently it acts as a language. Through language the spiritual world expresses oneself in objective reality. Language, when materializing, produces the text. So mastering the morphological form of social work system as a part of the social organism of the country you can start with any notion. The main thing is to understand their hierarchy.

*Thus, it turns out that in the course of the research of social phenomena of social work some notions are the ones that can be grasped while others are those with a help of which the first ones are grasped,*

*i.e. represent tools of cognition.* The criterion for their distribution, in our view, is a function that is inherent in a particular notion in the process of phenomenon cognition at a given level of theoretical analysis.

In our opinion, the absence of a complete model of social work system at the present stage of development of the world community is explained by the fact that this phenomenon has yet to become the subject of philosophical analysis that would be comprehended using deductive method. On the one hand, what we have outlined above is a product, the result of deductive approach to the development of social work integrity.

On the other hand, only on the basis of categorical apparatus of a certain quality, which should lay the foundation for the design activities the methodological requirements for the major components of this work can be justified, namely the nature of the social system; ideology and ideological foundations of establishing such integrity; a factor that forms a system; the number of social elements to reproduce it; the main blocks of this construction and structure, which would be capable of stable functioning; the main feature that should consistently reproduce itself in the social organism of the country, leading traits which it should have, and, finally, the definition of the law due to which this system would have an opportunity for further self-improvement and self-motion in the social organism of the country.

Thus, in order to build a complete model of social work it is necessary in common methodological keys to reconcile a number of notions whereby it can be formalized. The most productive initial notion in the analysis of consistency of social work is the definition of the element, which refers to the smallest particle, into which the construction of social work is divided. It seems that the main feature of attributive element of social work system is its ability to integrate with its contrast into the system and form a synthetic function of complex formation or component.

Though, conversely, the function of social work component as a part of the social organism of the country is to be multifunctional within this integrity. This methodological statement is very important, for example, to understand multifunctionality of the social work subject.

Since the social work system is part of a more advanced system, namely the social organism of the country, you cannot do without

the use of the term “organ” as the latter is the integration in the whole structure that even leads a relatively independent life and is called organocenosis. This enables us to analyze further the term “social work system” as “*a specific social organism*” or “part”, “organ” of the social organism of the country.

Given the fact that the social work system is a specific entity or specific organism that is not a formation morphologically and clearly separated from the environment, its constituent parts (elements, components, ingredients) have original characteristics: they represent a functional entity. Therefore, it is important to bring the term “*functional organ*” into the arsenal of methodological means of formalization of social work system. It emphasizes “illusory” of all above-mentioned morphological units.

There is an important indication of A. Uhtomskyi, who wrote that the organ could be any temporary combination of forces that could make an achievement. Though, introducing the term “flexible organ” he opposed the habits of associating this notion with the notion of morphologically equipped permanent formation<sup>1</sup>. They are functional organs, which act according to O. Leontiev “in the same way as conventional morphological permanent organs, but they are different from the latter as they are new formations that arise in the course of an individual (ontogenetic) development”<sup>2</sup>.

The peculiarity of these formations is that once formed they continue to function customarily and firmly as an entity.

The principle difference between an element, component, ingredient and organ, in composition of social unit we carry out on the basis of concept of a function. Under *a function* we understand something that any social formation must do in order to preserve the integrity and viability of the system of social work. It is supposed, that the basic attributive quality of element is its possibility to be integrated with its opposition in the system and to form the synthetic function of the complex formation or a component. In its turn the function of a component as the organ of social organism is to be poly-functional within the limits of this integrity.

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<sup>1</sup> See: Ухтомский А. А. Парабиоз и доминанта // Учение о парабиозе / А. Ухтомский, М. Васильев. – М. : Изд-во Комкадемии, 1927. – С. 149.

<sup>2</sup> Леонтьев А. Н. Проблемы развития психики / А. Н. Леонтьев. – Изд. 3-е. – М. : Изд-во Моск. ун-та, 1972. – С. 412.

As far as the category “function” in the research of this problem is important, the following theoretical position of E. Durkheim proves that variety of functions is useful and necessary; but whereas a unity which is no less essential does not appear elementally from it, the concern for its realization and maintenance must make a special function of social organism which appears to be an independent organ. This organ is the state or government<sup>1</sup>. It is possible to add that it is so important for the vital functions of the social organism of a country, the creation and recreation of family life of a man, that it, Ukrainian state, every year undertakes greater amount of financial charges and organizational work. About its intention the Ukrainian state also declared in the Constitution of Ukraine, where it is fixed in, that it is the “social and legal state”.

To unite the processes of creation and recreation of essence forces of a man in organic unity is impossible without deep understanding of concept “function”, because only due to its correct understanding it is possible to confront the elements of the social field in organic unity.

The picture of possibility of cooperation of the mentioned above elements among themselves is generated due to a presence of “function” in them, and specified through a concept “*relation*”. Relation is the inter-conditionality of existence of the phenomena, disjoined in space or time.

The concept “relation” is one of the major scientific concepts: the cognition of a specific social organism begins with the finding of firm necessary relation. Variety of modern ideas about the relation is reflected in the great number of their classification. In this case it is expedient to use E. Yudin’s classification of “relation”<sup>2</sup>.

Therefore, in this case the following generated relations are acknowledged: structuring, co-operation, conflict, generation, transformation, functioning, development, management and correction. Next to them we distinguish *intraspecific social relations*: economic, production, social, political, axiological, ideological, ecological etc.

However it is not enough. We assert that to explain becoming and functioning of the system of social work, as a factor of social

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<sup>1</sup> Духовное производство: Социально-философский аспект проблемы духовной деятельности. – М. : Наука, 1981. – С. 333.

<sup>2</sup> See.: Юдин Э. Г. Системный подход и принцип деятельности / Э. Г. Юдин. – М. : Наука, 1978. – С. 188–192.

organism of a country is possible nowadays only due to the functional theory of organization<sup>1</sup>, following which, in the family social organism, the relations should be studied as the factors of its self-development, that is as a force, capable of changing the morphology of an object.

With the appearance of the necessity to carry out that or other, unknown earlier function in the organism of species, not only new organs can be formed in it, but even the systems of organs too. Without this it is impossible to explain the transformation of the system of social work in accordance to the changes which take place in the field of economics, policy, finally in the spiritual life of a country.

In the physical meaning a relation we understand as the topically carried out co-operation of transmitters of physical or financial and psychical or intellectual energy. In the planetary measuring it is understood as the connecting unity of the systems of social work in the variety of national forms.

Analysing the vital functions of the system of social work, we in any way cannot do without explanation of the term "relation" in a cybernetic meaning. The importance of including methodological facilities of such types of relations as "*direct relation*" and "*reverse relation*" into the complex should be especially underlined. The achievements of modern biology, cybernetics, synergetic and philosophical analysis of mechanisms of self-regulation and managements are pointing at this. It proves the historical conditionality, regularity and unity of origin of all living organisms; that in all complicated picture of wild-life the dialectical logic, exact organization which repeats itself from the simplest to the higher organisms is observed. Accordingly, in the noosphere a mechanism of management with its functional links and relations is a basis of structures of the technical systems and public institutes, therefore the families of social organisms. It should be reminded, that we examine the system of social work as a specific social organism in the structure of a family construction.

The discovery of principle of reverse relation became the prominent discovery not only for development of technique, but also had exceptionally important consequences for understanding of essence of the adaptation processes, management and self-organization. The reverse relations are the basic factor in the forming of system properties

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<sup>1</sup> See.: Сетров М. И. Основы функциональной теории организации / М. И. Сетров. – Л. : Наука ; Ленингр. отд-ние, 1972. – 155 с.



and the thesaurus of the systems in a purposeful conduct. N. Viner named the principle of the reverse relation as “a staff of a blind” and “a secret of life”, and the French biologist P. Latil named it as “a secret of general efficiency (a good organization)”. Any functional system at the effective use of negative reverse relation becomes perfecting, develops evolutional and does not need reconstruction<sup>1</sup>.

At a presence of morphological units with functions and relations, which are already developed or are developing, there is a process of drafting of social structures in the social phenomenon, to explain character and property of which is practically impossible without including of the concept of “*self-organization*” in the arsenal of the facilities for the research of the system of social work.

The natural product of the self-organization process is high-quality and new state of social object, that is characterized by the concept “organization”. Concerning the last, G. Yugay in his work *The General Theory of Life* writes: A “word “organization” originates from the ancient Greek “organon”, that means a part of organism, which executes certain functions of the whole, or from Latin “organum”, which means instruments or an instrument for achievement of certain goals, results. In both cases an “organization” is understood as a co-operation of a part and the whole”<sup>2</sup>. It is hard to disagree with this.

Although a category “organization” appears to be many-sided in the research of the system of social work. We are forced to apply it, in one case, as internal efficiency, co-ordination of co-operation for the more or less differentiated and autonomous parts of the whole, resulted by its construction. In other case we use it as an aggregate of processes or actions which leads to formation and perfection of correlations between the separate constituents of social organism of a country. But here there are some nuances.

One of them is that the concept, a part and the whole, in our case, is extremely difficult for understanding. And it is generally known that the antinomy of a part and the whole is the paradox of the integrity. The special complication here for understanding is the awareness of the fact that a part can be more difficult than the whole, therefore a man, in fact, is considerably more difficult than any social

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<sup>1</sup> See: Абдеев Р. Ф. *Философия информационной цивилизации* / Р. Ф. Абдеев. – М. : ВЛАДОС, 1994. – С. 76.

<sup>2</sup> Югай Г. А. *Общая теория жизни* / Г. А. Югай. – М. : Мысль, 1985. – С. 95.

organism. And we will have to express this with the help of the methodological facilities of the research.

The concept “*structure*” is connected to each of the mentioned above categories in its own way. It reflects the form of location of elements and a character of co-operation of their sides and properties in the system. There is a substantial divergence in numerous determinations of this category. In understanding of many researchers a structure includes for itself not only the clean chart of relations, efficiency of elements of the system of social work but also these elements.

In literature the differentiating of various aspects of structure understanding is marked by four special terms: “structure as the whole”, “structure on the whole”, “all structure”, “structure itself”. However more frequent one concept is used in the science, simply “structure”, without clarification of what speech is about. Therefore we share the position of those authors, who consider having no prospects for the similar attempts of the terminology differentiation of various aspects, different interpretations of structure, in the harm of its only understanding that reflects the specific content of the category.

Thus, mentioned above initial concepts for the construction of the system of social work as a constituent of the social organism of a country allow us to approach to the determination of the final term of this sort of concept of a *system*, thus such which develops itself. Here we intend to refer to the contribution to the concept of a system of social work, which is included in the methodology of the system researches by such scientists, as O. Averyanov, V. Afanasyev, I. Blaiberg, D. Gig, I. Kant, V. Kartashev, A. Kravets, V. Kuzmin, I. Novik, E. Semenyuk, V. Tyuhtin, I. Frolov, E. Yudin and others.

Universal is the determination of the system that, as we suppose, can serve as a basis, a start’s moment of modern interpretation of this concept of a system. It is an “aggregate of elements which are on terms and in relations with each other, which forms certain integrity, unity”. Two basic moments which characterize the system are fixed here: at first, it’s not a single object, but a multiplicity; secondly, not any multiplicity, but for certain, connected and exactly due to this relation it owns the internal integrity<sup>1</sup>. A. Kravets adds to this another essential point – a segregation of a system from its surroundings,

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<sup>1</sup> See.: Блауберг И. В. Системный подход: предпосылки, проблемы, трудности / Блауберг И. В., Садовский В. Н., Юдин Э. Г. – М. : Знание, 1969. – С. 29.

determining the system as “specifically selected from the environment of the integral multiplicity of elements, united between itself by the aggregate of internal relations or terms”<sup>1</sup>.

Among the great number of existent determinations of the system V. Sadovskiy and E. Yudin determine the invariant of meaning of this concept: “1) the system is by itself the integral complex of correlated elements; 2) it forms the special unity with an environment; 3) as a rule, any system which is probed is by itself the element of the system of the higher level; 4) elements of any system which is probed, in its turn usually are the systems of lower level”<sup>2</sup>.

But the system of social work, that is an organ in the social organism of a country, must be considered not simply as a system in that kind as has been already mentioned above, but as a living organic formation or “*social body*”. Thus it should be meant that Greek “organon” meant an instrument, that is artificially created tool, and organ, that is “natural tool”.

In accordance to this in our research we will determine the living system, as V. Kartashev has determined it in his work *System of the Systems*. Its essence is that social body as a “system” is a functional aggregate of material formations (functional organs. – V. B.), definitely involved into the relations of assistance in the creation of some proof effect, which determines the actual possibility to get useful for the subject action’s results, which are enough appropriate to an initial (real) necessity”<sup>3</sup>.

The body which owns an organ, or an organic body is called just like this because unlike inorganic one, it is not a conglomerate of every part, devoid of certain functions, but is a summation, every part of which does given function that makes its essence, that is as a function done by every organ which makes that or this element of vital functions of an organism on the whole, belongs to the organ which is a part of this organism<sup>4</sup>.

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<sup>1</sup> Кравец А. С. Вероятность и системы / А. С. Кравец. – Воронеж : Изд-во Воронежского ун-та, 1970. – Т. 44–45.

<sup>2</sup> Исследования по общей теории систем / общ. ред. и вступит. статья В. Н. Садовского и Э. Г. Юдина. – М. : Прогресс, 1969. – С. 12.

<sup>3</sup> Карташев В. А. Система систем / В. А. Карташев. – М. : Прогресс-Академия, 1995. – Т. 145. – 416 с.

<sup>4</sup> See.: Человек: Мыслители прошлого и настоящего о его жизни, смерти и бессмертии. Древний мир – эпоха просвещения. – М. : Политиздат, 1991. – Т. 105 ; Т. 438.

And, finally, here is the last remark. It is connected with the necessity of construction of the heuristic model for the system of social work which is formed and evolves in composition of the social organism of a country. While speaking about the system, we naturally mean the philosophical constructing of the nomonological world. Here we use the ideas of Kant, Fichte and Shelling. Shelling, for example, wrote that the property of the so-called dynamic categories which strike the eyes is that they are correlative<sup>1</sup>. Even Kant has already spoken, as it is known, about the conceptual constructing.

To construct a concept, after Kant, means to create the proper evident presentation for it. Here we will ground our arguments of determination on the system given by I. Kant. He wrote in *Critique of Pure Reason* that the system he understood as an unity of various pieces of knowledge, combined by one idea. And an idea is the concept of mind about a form of some whole, as far as it a priori determines the volume of variety and location of parts in relation to each other. Therefore, the scientific concept of mind contains itself the purpose and the proper form of the whole<sup>2</sup>.

To build the model of the system of social work, and it is possible to do it at the heuristic level, means to create a certain slender construction from a concepts, describing the social sphere of a country, which is reserved on a concrete general function. And it is on principle possible, because, as F.Shelling wrote, every concept occupies its own place in the system for which it is determined beforehand and what determines its meaning and limits of application<sup>3</sup>.

For the construction of a model of social work it is necessary to own the approach of the systems, as the methodological mean of understanding of social activity. There is no a conceptual clarity in the illumination of the approach of the systems in the philosophical-sociological literature. For example, the functional and structural approaches the authors of materialistic dialectics (5 volumes) examine in the grade of “other approaches in the relation to the system’s one”, while R. Abdeev considers them as the integral components of the system’s approach. Farther the same authors explain some system- historical

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<sup>1</sup> Шеллинг Ф. В. Й. Сочинения : в 2 т. / Ф. В. Й. Шеллинг ; пер. с нем. – М. : Мысль, 1987. – Т. 1. – С. 385.

<sup>2</sup> See.: Кант И. Критика чистого разума / И. Кант. – М. : Мысль, 1994. – С. 486.

<sup>3</sup> Шеллинг Ф. В. Й. Сочинения : в 2 т. / Ф. В. Й. Шеллинг ; пер. с нем. – М. : Мысль, 1987. – Т. 1. – С. 20.

approach, while there is a well-known dialectical principle of historical method which is again only a part of the system's approach. In other philosophical works it is possible to meet a "system – activity", "system – component" and other approaches – all without explanation of their essence (differences), only for application of fashionable word "system"<sup>1</sup>.

A tool for functional analysis must be included to the methodological arsenal of the creation of the model of the system of social work. As it is known, *the isolation of the object that is examined (analyzed) as a whole* belongs to the essence of functionalism as a principle of analysis of the phenomena of public life. Let's remind about working hypothesis, according to which the social work is an exactly that instrument due to which the certain rhythm of functioning of social organism of the country is set and supported.

"The initial problem of functionalism, is defined in the *Philosophical Encyclopaedic Dictionary*, – as the segregation of the whole"<sup>2</sup>. The mean of segregation of the whole is predefined by the obvious or hidden pre-conditions of the theoretical thought. In this case this is a decomposition of the system of social work on component organs, exposure of functional dependences both between these components and between the components and the whole.

In native tradition the principle of functionalism is realized due to the orientation of a researcher on the identification of functions of one social phenomenon in relation according to others within the borders of this concrete whole – social organism of a country.

Therefore the functionalism comes forward in the research of the system of social work as a methodological principle of the effective arrangement of the social material. On the maintenance functionalism orients us to the analysis of the vital functions of social units, that is to the exposure of mechanisms and facilities of their reproduction, repetition, self-reproduction without the change of the basic parameters. It assumes the possibility to be temporally distracted from the dynamics of the process of giving help to a man or a group.

At the same time it orients us to the study of the dependence which is observed between the various sides of the unique social process that

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<sup>1</sup> Абдеев Р. Ф. *Философия информационной цивилизации*. – М. : ВЛАДОС, 1994. – С. 20.

<sup>2</sup> *Философский энциклопедический словарь* / редкол. С. С. Аверинцев, Э. А. Араб-Оглы, Л. Ф. Ильичев. – 2-е изд. – М. : Советская энциклопедия, 1989. – С. 718.

is to a necessity to measure in number how the changes of one part of the system of social work appear to be derivatives of the changes in other its part.

Here the important role is played by the concept of function which has two meanings: *official role* (“*purpose*”) of one element, component or ingredient of the social system in relation to other one or to the system on the whole (for example, the functions of the state, right, economy, science, education, etc.); *dependence* within the border of this system, when changes in one part appear to be derivatives (a function) to a change in other its part. Without the deep understanding of the interdependence of functions we simply will not be able to ground the structure of the social work system. And in this sense the functional dependence can be examined as a type of the determinism. This idea is obviously underestimated in practice by the researchers at constructing and planning of the systems of social work.

The determination of specificity of functions of separate elements, components, ingredients, is one of pre-conditions of the construction of the heuristic models in general and systems of social work including.

The life activity of the species’ social organism that must be reproduced with the help of the heuristic models, and is built on functional relations, requires, in its turn, the explanation of the moment of self-regulation.

The including in a complex cognitive–instrumental means of the concept of self-regulation is exceptionally necessary because of a few reasons. At first, because without this it is impossible to end logically the analysis of a specific social organism, which as every organism is the system, that self-expands and self-regulates.

Secondly, because by introduction to the arsenal of methodological facilities of research of such concepts, as “information”, “management”, “regulation.”, “guidance”, “reverse relation” and some others, we considerably extend our possibilities in studying of the chosen problem.

Thirdly, it will allow ending logically the study of morphogenesis, so far as during the functioning in the structure of specific social organism there is the special organ for realization of the function of self-regulation.

It sounds however paradoxically, but proving during many decades the thesis about the construction of the unique scientifically guided society the native theoretical idea didn’t involve and still

doesn't involve the cybernetics. Even the concept of management's mechanism, is alien in the branch of social science. And without this it is impossible to explain the process of self-regulation of the system of social work.

The self-regulation, as an every vitally important function of the organism, creates for itself *the morphological organ of management*. About the independence of life of management's organ of species' social organism its own life which is created according to the special laws of informative intercourse testifies.

Thus, it can be only regretted that cybernetics and synergetic, which made the most conceptual contribution into the modern attitude, are not yet properly involved into the social work.

Even in the social philosophy, especially in textbooks, essence of major philosophical and social categories of management, organization and information is not revealed, not let alone the social entropy. The *information* is not still acknowledged as the philosophical category, namely the information and the entropy nowadays became the fundamental concepts of the theory of self-organisation and the theory of development of social systems.

Our analysis shows that information, as a tool of ontological analysis, is used by us as in the intuitive cover, as it did not yet get a status of the philosophical category. It is paradoxically, but even C.Shannon – the “father” of modern information theory, couldn't answer the question about its essence. Considering this concept especially mathematical, he was limited only by the formula of calculation of information amount. Wiener, the “father” of cybernetics did not know the answer too, its determination he expressed in the phrase: “Information is information, but not the matter and not the energy”. Afterwards the information theory was developed actively. There were many directions in it: statistical, semantic, qualitative, and algorithmic and others, however none of them will not give an adequate answer – what is the information and how to measure and interpret it correctly. The problem remains unsolved up to now

During the research of the system of social work we refer to the conception of information, recently offered by a mathematician and philosopher M.Bugrin. His theory is built on two systems of principles. The first system will give an answer to the question, what information is and, what are conformities with a law of its functioning, and the second one – examines the facilities of measuring for information.

For us it is on principle important that, taking the first one, M. Bugrin made a very important conclusion which disproves traditional presentations: information does not exist in a clean kind. But this “nothing” shows up and will let know about itself as “something” in an action. It’s as a ray of light: invisible itself, shines, makes the bodies which are under its light visible. It means that *information is the result of the specific process, which flows in the other nature, as it is a functional magnitude*. We will have to find such process or processes which due to such attitude to the nature of information can appear in a fully new kind.

It is especially valuable for us that, taking other hypothesis, he proves the difference between knowledge and information. These are substantially different things. This conclusion that seems such unusual is principally new in the science and M. Bugrin is convincingly arguing. Without deepening into the subtleties of argumentation of the author, it is possible to expound the essence of his basic idea in such statement: *knowledge is similar to matters, and information is similar to energy*. Such correlation of the concepts of *matter and information* fully befits for the proving of the morph of social organism of a country, therefore for the system of social work, and for the explanation of the process of generation of some species’ organisms from other, including the system of social work.

In addition, to our mind, the author of the given conception proves convincingly, that in some cases the diminishing of information content can take place, in others – its amount remains unchanging, and in the others – even the increase of information content is possible.

And, finally, the last remark concerning the use of M. Bugrin’s theory of information for gaining the aim of our research is the formalization of morphological form of social work. It concerns the moment of informative processes in which the information appears as *a value*. It means that the spiritual development of a man, collectives, ethnos, nation or people, is founded, foremost, on the change of amount and quality of information. These are semantic foundations of social work, one of two its bars, on which the process of creation and recreation of social organism of a country reposes in general.

The latter means that the spiritual life is expanded in the system of co-ordinates of “value – sense”. The living organism, as a derivative from the first, material nature, operates within the border of dichotomy of “necessity-activity”. Let’s remind that in the material forms of life the co-ordinates “*space – time*” correspond to this. Then,



naturally, does a question appear *which one system of co-ordinates* the family life of a man is expanding? Which role in providing of self-movement of the last do space, time, value, sense, necessity, activity, and finally, activity play? There are some other questions. But their research must take place in the future that is after a model of the system of social work will be offered.

Yet many authors continue to ignore or simply not to understand the determining role of the *reverse relations* in the processes of management of social work. According to, for example, O. Krushanova, the *reverse relations* “is not the most substantial sign of management”<sup>1</sup>. Moreover, and the *Philosophical Dictionary* (1991) explains the management without involving of the concepts of *reverse relations*, adaptation and self-organisation. Such understanding by the scientists of the phenomenon of management is not in the scientific, but as well as it was earlier, in an ideological, confrontation flatness, as still the statements according to which in practice there are two types of management: spontaneous and conscious (planned)” are considered to be meaningful“. It is clear, that adhering to such ideological, methodological opinion, it is impossible to understand the importance of the phenomenon of self-regulation for the processes of development of the system of social work.

The morphological body of the system of social work can be in the most various states: from the extremely indefinite chaos to the complete structural efficiency. The first state is determined by the terms of thermodynamics and information theory as *entropy*, and the second one as a *negentropy*. Let’s remind, that an *entropy* in an information theory is explained as a measure of vagueness of the state of object or as a measure of lack of information, if the speech goes on about the social organism of a country as an integral system. The entropy is the function of probability. Its value approaches to a zero, if probability approaches to one, and becomes endless, if probability equals a zero<sup>2</sup>.

Social science adopted the idea of social entropy from I. Prigogine’s the fourth law of thermodynamics (1945), who for the first time formulated the conformities with a law of entropy’s processes

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<sup>1</sup> Крушанов А. А. К вопросу о природе управления / А. А. Крушанов // Информация и управление. – М. : Наука, 1985. – С. 247.

<sup>2</sup> See: Кондаков Н. И. Логический словарь-справочник / Н. И. Кондаков. – М. : Наука, 1975. – С. 690.

in the open systems. Wiener's Cybernetic and the general theory of the systems of L.von Bertalanffy to a great extent is grounded by the adopted formula. Sociology uses the concept of entropy: works of J. Miller (1953), Rotshtein (1958), Bakli (1967), were edited in which the organization of socium in the terms of entropy and negentropy is analyzed. Clapp (1975) and Golting (1975) successfully used verbal entropy's models in the relation to the theoretical analysis of the society.

Although the most fundamentally the problem of social entropy was studied by the professor from University of California K. Beyli who in 1990 year edited a book *Theory of Social Entropy*, and next year developed this idea in the work *New System's Theories in the System of Sociology*<sup>1</sup>. As M. Kuzmin correctly marks, estimating a place and role of K. Beyli in the development of problems of social entropy, exactly the priority of application of this idea to sociology and ecology belongs to the last one. Time to spread his ideas in the branch of the social work has come.

Despite the centenary authority of the idea of equilibrium, which dominated, as it is known, in the public consciousness since 1850 to 1950 and the authority of which was supported by the efforts of H. Spenser, T. Hobbs, V. Pareto, H. La Chatelier and P. Samuelson, W. Kennon and T. Parsons, G. Homans, A. Stinchcombe and M. Miller, such well-known scientists, as S. Podolinskiy, A. Lotka, O. Bohdanov, N. Kondratyev and some others vigorously defended the idea of dynamic equilibrium of the living and other self-organized systems. Nowadays in native social science the first works in which the problems of *social entropy* are examined, finally appeared. Among the authors are A. Akhizer, G. Golts, Y. Kanygin, V. Mazur, A. Nazaretyan, N. Omelchenko, E. Sedov, Y. Surmin and others<sup>2</sup>.

Unlike foreign authors, native researchers, for example, Y. Kanygin and H. Kalitich, explain entropy as a degree of remoteness of the human association from the optimum level of its functioning. Chernenko and Chernishenko, for example, correlate the concept of social entropy with the degree of economic and social freedom.

All mentioned above points out directly that the epoch of equilibrium ended and the epoch of entropy began, which carries on a necessity and even inevitability of acknowledgement of evolutionary changes

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<sup>1</sup> See: Бейлі К. Д. Нові системні теорії в системі соціології / К. Д. Бейлі. – Албані, 1994. – 121 с.

<sup>2</sup> See: Нова парадигма. Альманах наукових праць молодих вчених Запорізького регіону. – Запоріжжя : РА "Тандем – У", 1998. – № 6–9.

in the system of public relations as a sequence of bifurcated transitions. The consequence of this thesis for the analysis of the problem which is being examined by us must be the understanding of the necessity of such property of the system of social work, as mobility, capacity for transformation.

Complementary in relation to the concept of social entropy is a concept of negentropy as a degree of good organization, efficiency of social objects. Between a negentropy and information analogy is drawn so far as the information is indissolubly connected with the concept of process and control system, characterizes the measure of possibility of “arrangement” of the system of social work through the administrative influences on it.

During the study of the internal relations of the system of social work of the whole the most difficult and the most effective gnosiological and heuristic tool is used for the consideration of process of ontogenesis that is for the estimation of the development of the concrete system of social work during its social work individual life.

The most difficult here will be a choice of tool for estimation, at least, for four *aspects* of the *adopted process*. *The first* among such problems is the distinction of categories of “functioning” and “development”. Due to the fact that we have already named the types of relations above, without the study of which it is impossible to make the analysis of the system of social work, we can reveal the specific of every phase that is to conduct a differentiating between them. It deprives us of a necessity to supersaturate the thesaurus of our research with semantic units.

Before the correlation of the processes of functioning and development in ontogenesis and phylogenesis of the system of social work we will carry out our research within the confines of difference between the processes of functioning and development. *The development of the system of social work differs from the functioning in that the first process is substantially distinguished from a simple state transition*. Here a moment of development is not simply self-revelation of the system of social work, actualization of the proper potencies, but is such state transition, based on impossibility because of those or other reasons, preservation of existent forms of functioning. The functioning mostly results in the certain entirety of display of internal organization of elements and potencies of the system of social work, and development brings it to the evolution and transition from one type or kind to the principle other. Therefore the laws

of development mostly operate in the evolution and in the organization the laws of functioning.

*The second aspect* is connected to fact that during the consideration of ontogenesis of the system of social work we must use a category of “process” in order to distinguish the stages of its self-revelation.

The main concept of our research is the “system of social work” and it requires of a researcher the application of such research facilities, which the special terms are: homeostasis, homeorhesis and homeoklasis.

*The third aspect* is connected to the fact that in the instrumental complex of research it is needed to conduct the distinction of the categories “organism” and “mechanism”. It is predefined by the substantial growth of the theoretical level of modern scientific thought.

Modern social science is required not only to adhere to the dialectical point of view at the social phenomenon, that is to examine it not as the unchanging, completed object, but to analyse it as a process (beginning with the times of Hegel it gradually became a norm), and to examine the process of the social phenomenon as a dynamic factor of its development. Therefore the modern approach to the study of the system of social work foresees the division of the last on elements, the theoretical reconstruction of its structure and subsystems of the last, and also requires the explanation of order of their co-operation, that is requires the grounds of mechanism of self-movement.

The complication of the achievement of such level of philosophical reflection is that a certain disparity is between the aggregate of categories which are used in philosophy and science for the description of the phenomena of the second nature, and concretely scientific image of structure of the system of social work. Moreover, analogical “breaks” exist inside social science, especially between the categories apparatus which are used for the analysis of economic, political and culturological spheres of noosphere. *If we cannot conceptually explain the mechanism of the development of the system of social work with the help of philosophical facilities then our work, whatever efforts cost, will not be valuable from the point of necessities for modern social theory and practice.*

For the estimation of dynamic aspect of the system of social work the key concepts there is a concept of “mechanism”. With its introduction to the methodological apparatus of research, the philosophical analysis of problem becomes well-proven to the possible (from the point of the theory of cognition) limit, as, after the explanation of

the co-operation of mechanism's elements of the development of the system of social work between itself, nothing anymore can be added as a matter of fact.

Therefore, we decide on that term of "mechanism" under the conditions of its correct application and complete illumination of its maintenance will give us a possibility fully to reveal the dynamic aspect of the process at first to ontogenesis, and then to phylogenesis of the system of social work.

Finally, *the fourth aspect* is connected to that the integral functioning and development of the system of social work as well-regulated object appears outwardly as its character of self-movement, under which we understand the quality and the direction of the development of internal maintenance of this phenomenon into an external environment. Therefore a concept of "*character of self-movement*" also is the methodological mean of study of the problem which is examined. The partial change of character of self-movement of the social work system is the moment of transformation of it within the limits of the morphological construction – social organism of a country which was set, that is without the change of the basic configurable parameters.

After the explanation of mechanism of self-movement of the system of social work in the structure of social organism of a separate country and the establishment of variations of its character, our task is only the formulation of basic law, to which the life activity of the system of social work submit.

Thus, with this we can finish the selection of tools for the analysis of internal relations of the social body, as the categories, which are named above, integrally allow describing ontogenesis of the system of social work of any kind and level. Now there is a necessity to pass to the forming of the *methodological facilities for the analysis of its external relations*.

It means that it is necessary to undertake another important step in the direction of the methodological providing of logic analysis of the problem – to choose the facilities for the analysis of external relations of the social work systems, which will be realized, as it is known, in phylogenesis. In this connection, as it becomes clear, the category of "*phylogenesis*" is the basic cognitive mean of understanding of the problem of social organism on the final stage of the research.

The image of phylogenesis as the sequence of ontogenesis was formed in the science. The phylogenesis in the most widespread understanding is the historical development of the social systems.

Thus, according to F. Engels's statement, the history of the human society differs from the history of nature only as a process of development of self-conscious organisms<sup>1</sup>.

The analysis of the development of external connections of the systems of social work is extremely undeveloped, but the practice of the last years pushes us substantially enough to the generalization of co-operation of the analogical systems which belong to the different countries. There are two substantial reasons for this purpose, at least. The first of them is related to the process of globalization of the social life of people within the framework of European and world community, and the second is connected to the widespread for the last decades' practice of giving help from the side of the system of social work of one country to others. It is here enough to make an examples of co-operation of the countries concerning the catastrophe at the Chernobyl nuclear power plant, in the cases of earthquakes and floods which periodically take place in the different corners of the world.

The study of the system of external relations of the system of social work will not be full, without the involving the concept of "phylogenesis". Because its use automatically organizes us for the deep understanding of the dissipative character of the systems of social work, which is its major attributive feature. The structures of this kind can appear arbitrarily only at the maintenance of permanent exchange by a substance, energy and information, between the system, which is self-organizing, and by an environment which organizes. A concept of "*dissipative structure*" in the synergetics means the structural duration of the whole, that became opened in the relation to its environment which generated it, and which reproduces itself in a permanent exchange by energy and substance with an economic, political and culturological environment.

The acknowledgement of this organism as dissipative structures means that formation exists as a continually operating recuperative system: it does not only simply exist but is in a state of the continuous becoming. For confirming this, some facts acknowledged by the science for other specific organism—physical, can be given. So, for example, L. fon Bertalanfi in early 30-40 years of XX century constantly underlined, that any living organism was the open system, the existence of which is predefined by the permanent flowing of streams of energy and substance through it. As it is known,

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<sup>1</sup> Маркс К. Соч. / К. Маркс, Ф. Энгельс. – 2-е изд. – Т. 20. – С. 551.

I. Shmalgauzen, who probed the fundamental dependences in a physical organism, has the same opinion. About the same K. Timiryazev, wrote: "...a basic property which characterizes organisms and distinguishes them from neorganizms, is in a permanent active exchange between their substance and the substance of the environment. An organism perceives the substance constantly, converts it in the similar to itself, masters, assimilates, again changes and selects"<sup>1</sup>.

This process is in the system of social work too but with some principle difference, that here an exchange is mostly not by substance, but by information and services, that is by activity. To master the information means to transfer it in the state of knowledge. And during a subsequent logic analysis we need to find out, how and by what the system of social work exchanges with an external environment. It, probably, has a specific form of product's exchange with an environment, that generated it, exactly as well as with other types of organisms. So, for example, from the side of the economic sphere it gets material and technical facilities, from the organizationally political side gets the types of structures and a level of freedom for the functioning and development, and from the cultural and historical side gets knowledge and technologies. It, in its turn, supplies with a man, ready for highly productive labour under the conditions of high dynamics of world association for an exchange.

The transfer of the humanity to the informative phase of the development is too strong catalyst for the development of the social work, which, from one side, gave a shove to a personality for the speed-up intellectual development which suddenly became sharply required. From the other side, due to the computerization of our life, the transition considerably extended the potential field for the self-realization of a personality.

"The relation of internal and external for dissipative structures, as for the opened non-stationary continuums, remains very close, and the border between them is conditional. Actually, all elements in this branch become "*internal*" for a dissipative structure, executing certain functions as its parts"<sup>2</sup>. However, the elements are not yet fastened with these parts and can execute different functions, dynamically moving from one part into other.

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<sup>1</sup> See: Антология мировой философии : в 4 т. – М. : Мысль, 1971. – Т.4. – 346 с.

<sup>2</sup> Добронравова И. С. Синергетика: становление нелинейного мышления / И. С. Добронравова. – К. : Либідь, 1990. – С. 111.

Thus, the external relations must reveal the value of the specific role of the social work system in the development of social organism of a country, the principle of the external complementing and principle of the variety. And from the other side is to reveal the influence of the society to the system of social work.

Earlier the researchers considered them to be the acquisitions of cybernetics and therefore did not include them into the appearance for the research of the system of social work, and without them, it is impossible to explain the process of its co-operating with an environment.

The study of the external relations is necessary for more complete mastering of the mechanism of self-movement of the system of social work as a specific organism in the structure of social organism of a country. For this analysis of the social phenomenon such key categories as “evolution”, “development”, “progress”, “regress”, “transformation” etc. must be applied. Let’s briefly explain this.

None of the researchers doubt in the correctness of application of a category of “*evolution*” in the study of the system of social work, which we will understand as the successive complication of the parts and the co-operation of the social elements at the same time with the growth on the whole of the structure which they appear from. Thus, the evolution is a growing sequence of the “whole” from the simplest organizational forms to more developed and advanced.

The evolutionary process has the specific mechanisms. Therefore in the research of the system of social work we cannot do without the application of the well-known Darwin’s triad: *changeability, inheritance and selection*, for example, the forms of work with the invalids, elderly persons, teenagers, families etc.

Thus it is important to determine their specific difference from the mechanisms which functions in the first nature. It is clear that, for example, the process of selection, which takes place in the system of social work, differs from those which take place in the social organism of a country. The social development of a man is predetermined by the quality of the given help, level of material and technical base, and also it is determined by the influence of the ideas which get greater clarity and become more mighty, and also by the influence of the technical and practical experience which achieves greater perfection in sociosphere of different countries of the world.

In addition, the implementation of category of evolution in the social work allows considering the vital functions of the individual –



sociosystem of a separate country, in a family as a process of the expedient co-ordination of co-operation, which is divided into the co-operation, integration, and dezintegration. In fact yet P. Kropotkin examined a mutual help among the living creatures, but not a struggle for the existence, as a basic motive force of evolution<sup>1</sup>. He was the first who established the co-operative model of the human society first.

Therefore, at the choice of the category of apparatus for the study of the external relations of the system of social work we consider the necessity, to include in it such facilities of the research as a concept of social progress and regress. "Progress and regress are local and more difficult cases of the changeability, general for all organisms and inorganic bodies. The transformations in the social organism are even expressed incomparably sharper than in organic nature, including a man here. It's naturally result of the laws of changeability"-wrote G. Greyef<sup>2</sup>.

Here we run into the problem of choice of *the criterion* for the estimation of efficiency of the development of the system of social work. A search of this classification foundation is one of the most difficult moments in the research. Without deepening in this problem, let's underline the fact that nowadays the different points of view on this problem are possible to find in the philosophical-historical literature. Here are the most characteristic of them.

As it is known, A. Comte, examines the progress as the development of order that is of the organizations. Afterwards the same idea was developed by S. Mill in a "representative rule", and the prominent historians Bokl' and Grott will add a mean and theory of a teacher to the study of old and new ages<sup>3</sup>.

Beside this organisms' point of views at the social organism, which Aristotle established, the German metaphysics developed then, – the studies of A. Comte about the continuous and appropriate progress coincides with Condorcet and Turgot's point of views, who also saw a criterion of the public progress in the progress of human knowledge. Like Kant, Comte considers that this state of society is predefined by

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<sup>1</sup> See: Крoпoткин П. А. Взаимная помощь как фактор эволюции / П. А. Крoпoткин. – X., 1919. – 232 с.

<sup>2</sup> Де Грееф Гильом. Общественный прогресс и регресс / Г. Грееф ; пер. с фр. Г. Паперсна. – СПб. : Изд. Ф. Павленкова (Тип. Ю. Н. Эрлих), 1896. – С. 207.

<sup>3</sup> Ibid. – P. 155.

the state to which it is connected, as a result to a reason, and this law of social continuity is added by him to the social dynamics. In Compté's system his steps of human progress are interesting too. The theory is subjective, established by him, as well as his sociological studies, from the erroneous theory of the human abilities. Besides, this stairs give generally right, though utterly imperfect yet, classification of public progress in financial, physical, mental and moral brunches<sup>1</sup>.

However, for the estimation of quality of the functioning in this case most suitable is suggestion of G. Hegel, who, as it is known, considered in his *Philosophy of Law* that the state of society should be acknowledged as the more perfect, the less an individual has to do for himself, in accordance to his own opinion, in comparing to that what is executed by general measures<sup>2</sup>. This statement if to translate it into a modern language should be understood as the following: the criterion of social progress is a level of public division of labour and level of development exactly of the system of social work.

The Russian publicist and thinker P. Tkachov, for example, writes on this occasion the following: "It is possibly to establish the complete equality of individualities... And the arrangement of necessities of all and each in complete harmony with the facilities of their enjoyment – is an ultimate, uniquely possible, goal of the human society, such is the supreme criterion of the historical social process. All, that approaches the society to this purpose, is progressive; all, that removes, is regressive. Any man who theory or practically operates in interests of this purpose is progress; every, who operates in opposite sense, or pursues any other purpose, is an enemy of the progress"<sup>3</sup>.

In the general theory of life, resulting by the thesis that the basic integrative function of life as an integrity in the scales of biosphere, is its adaptation to the space environment, the point of view that a major moment is economization of energy is grounded, G. Yugay writes: "Biochemical adaptation as essence and that is the basic criterion of determination of the species which finds the clear expression in the economy of energy, mainly in an exchange of the substance"<sup>4</sup>.

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<sup>1</sup> Де Грееф Гильом. Общественный прогресс и регресс / Г. Грееф ; пер. с фр. Г. Паперсна. – СПб. : Изд. Ф. Павленкова (Тип. Ю. Н. Эрлих), 1896. – С. 207.

<sup>2</sup> Гегель Г. Философия права / Г. Гегель. – М. : Мысль, 1990. – С. 270.

<sup>3</sup> Ткачев П. Н. Сочинения : в 2 т. – М. : Мысль, 1975. – Т. 1. – С. 508.

<sup>4</sup> Югай Г. А. Общая теория жизни / Г. А. Югай. – М. : Мысль, 1985. – С. 151.

Thus, for the estimation of quality of development of the system of social work there are effective enough methodological approaches for the determination of the criterion of the quality of its development. However, nowadays there is not yet a necessity to determine categorically on this problem, as there is no yet a model of this process.

To methodological facilities of the system of social work study, the tendencies that inherent of it, as a component part of social organism of a country. Sure, those features which appear in the development of the social world on the modern stage of the world association development are inherent of it. Foremost here the question is about the globalization of the social defence, which from the defence of the powerful of this world or the attained sponsors, the patrons separate man, the layer of population at the end of XX century developed into a state form. To our opinion, the so-called countries with the socially oriented economy, which appeared nowadays of art, for a are a standard for an inheritance, and prove the globalization of the social defence. It is caused by a necessity to support a certain power-level of intellect of the social association which is the motive force in the social measuring of the civilization.

The characteristic feature of the informative civilization of the future is formation of more universal, moral united relation between people in the family life of people, incomparably wider, than existing before relations between them in the person of the papacy or of the profit – of the gold Taurus. Therefore the social work must get yet greater scope and importance, because it answers the most important question of the third millennium, namely the question: *what is a method or way of becoming a planetary social organism?* Knowing the answer to this question, it is possible to correct much in the functioning and development of the systems of social work, and in the modern social organisms, in order not to expose itself the superfluous to danger to get again in the millstones of geological element.

To this fact it is also possible to add the row of other tendencies which are already looked over at the beginning of XXI century and third- millennium, for example, intensification of social work, more powerful financial providing, deepening of social work professionalization which needed opening in higher educational establishments of the specialized faculties and social work shots branching of nomenclature.

Finally, the last element which we are going to discuss here as a part of complex cognitive tools study the problem of creating a model of social work are *laws of functioning and development of this integrity*.

Naturally, the study of the development process attributive features of social work we will actively apply the basic laws and principles of dialectics and synergetics. It should be noted, that not all of these laws have the same heuristic potential in this case. To say, it is necessary to see that the law in the processes self-organization complex conformation structures appears more active, than other two known laws of dialectics. This is due to the fact that the number of transitions can here be more than three, and the same phenomenon in the dialectical negation goes immediately into its opposition, and in the interim, but a higher level of organization, a new qualitative state.

Development in nature is a chain of dialectical objections, not all things are equally challenged contests. Each objection, rejects previous links with the preservation of positive contained therein, negotropic selection, creates the ultimate order, increasingly concentrating in the higher levels of the most relevant (valuable living) elements and the most appropriate living structure.

The denial of denial law in the process of self-organization of noosphere considers aspect of goal-setting and exercises negotropic selection that underlies the feasibility and harmony of nature, technology, society and thinking<sup>1</sup>.

So, in the above form of denial law most fully expresses (and reflects) the dialectical concept of development. However, basic laws of dialectics are the only means of knowledge of the laws of phylogenesis, and we must not for a moment forget about it. Law of phylogenesis is a special law. It will be the law that synthesizes patterns self-opening social organisms of countries in general and the social work in particular. This can be one law or may be even more. Nothing planning ahead, we still can only make a hypothesis that they will be similar in function to the first and second laws of thermodynamics to explain the life of the material world.

In addition, there is a host of other issues that can be explained, only realizing individualized behaviors of social work. To do this,

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<sup>1</sup>See: Абдеев Р. Ф. *Философия информационной цивилизации* / Р. Ф. Абдеев. – М. : ВЛАДОС, 1994. – С. 281.

bring the research of social work to ensure that became apparent *fundamental law* that lies in the different types of systems of social work in general and each of them separately. If it is known laws of functioning and development of social work, it has been nothing to research. Theoretical work will receive the completed form the further matter is only for practices that must decide on the scope, forms, rates, directions and other parameters of social work.

So let's make generalizations arising from the analysis of categorical tools for designing model of social work, the frame of which we have just cited. They are few. Firstly, the main one is that for the design of models of social work should apply qualitatively different semantic range as the one used today, can not solve this problem.

Second, discussing categorical apparatus for future design work, we, thus, the problem of creating a model of social work reduced to the level of the problem. Since it is known that the problem differs from the problem is the fact that there is no means of resolving problems that arose.

Thirdly, the means of constructing a model of social work is theoretical postulate and further study defined set of elements and relationships, while addition of at least one of its components can significantly change the type, of the system "design". In addition, researchers are known, build an object of any complexity, which they consider adequate problem to be solved, and the research strategy is to move from a given complexity to determine the integrity of the system and its boundaries are usually spatial-time and functional.

Fourth, finally, we can now turn to formalizing methodological requirements to be met by the model of social work.

## **2.5. Methodological Requirements for the Design of a Complete Model of Social Work System**

Based on the theoretical nature of the activity-recognition phenomena of social reality, clarify the ideological position of a social worker, to be inherent in the phase transition to an information civilization thorough definition of complex ideology that put us in the basis of the design activity, based on the refinement mechanism of action leading concepts serving the area of †social work, and identify their relationship with the concept of a "system of social work," we can finally create a set of requirements for the creation of a complete

model. This is, in practice, a methodological imperative, which must match the full model of social work.

*Firstly*, the system of social work should be seen as an integral part of the social organism country. That is, it should be uniform with his nature. In a broad sense, the system of social work should coincide with the notion of the social sphere, which is defined as a sphere of social reproduction of the individual, with its interests and their expression in different forms of communication. It includes everyday life, and the scope of services, and education and health care and social security, and entertainment industry, i.e. the set of all social institutions that focus on service needs.

*Secondly*, you need to decide on the main function of social work. Our analysis shows that the system of social work should ensure the creation and playback of individual essential powers at different levels of the social body of the country. That is, the system must have almost unlimited opportunities to ensure all citizens who have natural or artificially acquired during the life defects, assist in the development of individual potential opportunities. This is – on the one hand, and on the other, – to renew the natural forces of employees who need to restore them to come back the next day to the labor process as self-restored workforce. By the way, it should be noted that this – functional component is the most comprehended and described in the scientific literature. Topological analysis makes it possible to identify at least three such levels, namely: individual, region and country.

*Thirdly*, we must decide on the morphological characteristics of the body of social work. Without it impossible to play the specific elements or morphological units that make up the structure of social work. This aspect of the problem of creating a universal system of social work, unfortunately, is the least known and so this time we have available a full model of destination. Although theoretical thought, as seen from the fact that we have considered above, always searching, but finding can not yet.

Therefore, the development of the morphological aspects of social work should begin with clarifying the concept of “social”. Additional complexity in building a model of social work lies in the fact that social qualities the researchers observe in both, in the structure of human person and on the side of society. Of course, these two parts, which are in subjectified and objectified states, interact with one another, and the abovementioned system they mutually serve one

another. It is also a methodological requirement, which must be relied on when you are going to reproduce the model of social work.

For theoretical reproduction of the social work model, it is necessary methodologically to identify the origins of social relations. From the theoretical heritage of the past stage of development implies that the source of social relations is the division of labor. Dependence of social life from the economic sphere in the famous letter to P. Anenkov K. Marx explained: take a certain degree of development of production, exchange and consumption and you get a certain social order, a certain family organization (set-up), states or classes – in short, a certain civil society<sup>1</sup>. In his other work he pointed out that his research led him to the result that the anatomy of civil society should be found in political economy<sup>2</sup>.

Thus, K. Marx recognized the specificity of social relations, when he wrote, that the labor process implies the existence of certain relationships, related to the life conditions, and of the extended reproduction of the individual as the labor force and the personality, that in these relations people act as personalities, subjects, individuals, reflecting certain relationship of the individual to the individual, the individual to the group, collective, the individual to the society<sup>3</sup>. One can give other sources, which are talking about the specifics of social relations, that is, the special relationship between people and the family, which was originally the only social relations<sup>4</sup> person.

There is no time and need to examine in detail all existing points of view on the phenomenon that is hidden under the term “social”. Here we give the only those which should serve us methodological guidelines in developing models of social work. These primarily be attributed viewpoint T. Zaslavskaya and R. Ryvkina who claim that social life – is primarily “sphere of relations between groups of people which occupy different positions in society are unequal participation in economic, political and spiritual life, are not only the level but also the sources of their income, personal consumption structure, way of

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<sup>1</sup> Маркс К. Соч. / К. Маркс, Ф. Энгельс. – Т. 27. – С. 402.

<sup>2</sup> Ibid. – Vol. 13. – P. 6.

<sup>3</sup> See: Маркс К. Соч. // К. Маркс, Ф. Энгельс. – Т. 3. – С. 438–441 ; Т. 23. – С. 181–183, 243–244, 586–587.

<sup>4</sup> Маркс К. Соч. / К. Маркс, Ф. Энгельс. – Т. 3. – С. 27.

life, level of personal development, the type of social consciousness”<sup>1</sup>. In its turn, the notion of “social relations”, as they say these authors, “characterized not only by direct or indirect relationship in which join these groups, but the mutual status of these groups in society. Social interest, which always has a group character, aimed to preserving or changing group of their position in the overall system of social relations or social structure. The interaction of social groups associated not only with coincidence, but with contradictions, and in some cases with the struggle of social interests”<sup>2</sup>.

This conclusion follows directly from the fact that the specific social relations lie in the fact that a relationship with or to social reproduction and development of the same subjects, classes, strata, specific groups of individuals. The logical conclusion from this is that social work – a specific social production with the creation and playback of the essential powers of both the individual and social groups.

*Fourthly*, the design model of social work should be based on a single system factor that should be human needs, which are the product of history and culture, and also depend on the conditions in which there is someone who needs assistance of social work.

Due to this, the system of social work will be automatically included in the general mechanism of self-motion social organism of the country, and hence its individual components: economy, which requires a more social orientation during the development of the market; cultural and historical heritage, which materialized the needs of people and contemporary politics that occurs on the grounds of people’s needs and serving the interests of different groups of population.

*Fifthly*, the property of the social work should be seen not simply as a result of the properties of its individual elements, as determined by the presence and specificity of connections and relationships between the elements, which is constituted as the integrative properties of the system as a whole. The links and relationships between elements of the system and integrative, entire properties of providing “relatively independent separate existence and function (and in some cases development) system”<sup>3</sup>.

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<sup>1</sup> Заславская Т. И. О предмете экономической социологии / Т. И. Заславская, Р. В. Рывкина // Известия Сибирского отделения АН СССР – 1984. – № 1. – Вып. 1. – С. 12. – (Серия экономики и прикладной социологии).

<sup>2</sup> Ibid. – Р. 14.

<sup>3</sup> Садовский В. Н. Основания общей теории систем / В. Н. Садовский. – М. : Наука, 1974. – С. 83–84.



Thus, the system of social work – it is not a simple list of items selected for a particular attribute, and integrity, which are species of the social body of the country. This saying means that its parameters are determined not only by internal factors or foundation, but it also depends on external factors or the environment. The first is the inner meaning social sector, and the second – the environment.

*Sixthly*, the system takes the form of social work and operates in accordance on the environment in which it formed and developed. For the near environment of social systems include economic, political, spiritual and cultural elements of the social organism. So, we know that the economic system determines the position and rate of renewal of logistics social work and spiritual-cultural sphere determines ideology functioning social assistance from both the state and the private sector. At the same time, the political sphere determines legal and organizational parameters of social work, the level of control and direction of modernization of this sector management national economy. It will never be forgotten.

*Seventhly*, the model of social work should consist of a system of internal and external relations. Consequently, it should appear as a set of functional organs which are formed and stable functioning in the social body of the country, is caused by him, obey him and change with it.

They exactly built the fundamental organization of the object and the order of its interaction with the environment, with a mechanism of control and development. It should also prove its integrity, other words, to prove the conditions under which the density of its internal ties becomes stronger than the density outside.

In other integrity should not be seen as a hidden essence of the system, but as defined of its characteristics and specific task principle sets the appropriate research program. Specificity of such a program can be reduced to the following aspects: firstly, the system has a very clear and sharp definition of its boundaries, which serves as the basis for its separation from the environment and the distribution of its internal and external relations, and secondly, search and analysis its backbone links and means of implementation, and thirdly, the formalization of the mechanism of its activity, dynamics, that means its operation and development, as the practice it is important not only to establish its general characteristics, but also to make attempt to discover the law of mutual changes its properties.

*Eighthly*, we must apply the mechanism of self-motion of social work. To do this, specify the source of self-motion social activities of man, show the direct and reverse phase movement of social work, to determine its component units, revealing moment, prove pulsation possibility of social work.

*Ninthly*, to formulate the basic law of given social structure activity.

And finally, *tenthly* verify the design models of social work system based on those of its models above mentioned. This social work model is designed to explain the existence of all these options, rather, it should “absorb” them as claims to the high universal level.

In general, our proposed complex heuristic means should have a number of inherent properties. Call the most important ones. Firstly, it must be a specific form of ideas about the social phenomenon formalized by theoretical concepts. Theoretical concepts precisely capture the empirical and theoretical knowledge about the system of social work.

Secondly, a set of heuristic tools should provide an opportunity to carry out a full parametric description of morphological forms of social work, which keeps in itself the richness of procedural forms of social process.

Thirdly, the above mentioned toolkit should provide us access to an explanation of the nature and mechanism of the social life of the social organism as part of the state.

Since today is already some theoretical work on the problems of morphology and functioning of the social organism of the state, this fact tells the need to begin the development of a complete model of social work as a social organism species in the structure of the whole. This cognitive principles play a positive role, because on one hand – they seemed form a spiritual form, which must be involved social reality, and on the other hand – playing the role of design tools for refining social body morphs.

## Resume

- In this section of the manual we have summarized some extent domestic and foreign experience of social work system, rated current approaches for building such integrity and concluded that we should move from inductive to deductive way of solving this

problem, outlined ideological and methodological tools to be used in the design and development activities, as well as formalized set of methodological requirements for the design of the universal model of social work.

- The essence of the above major cognitive provisions by which we come for creation a complete morphological forms of social work, in our opinion, is in the following:
- Historical analysis showed the existence of diversity of approaches for studying systematic morphological forms of social work, as well as highlighted the national color of procedural forms that make up its membership. It also convinced us that the most important positive results in the case of reproduction morphological forms of social work today you can get through the deductive method. At the same time, it became clear that we can not give up the use of the inductive method of studying social work, as opposed to the deductive method, it allows you to gradually generalize the practice and awareness of social workers prepare for new synergy jumps in this area of our life or large-scale nature of innovation.
- Worldview platform that could provide reproduction morphological forms of social work, its roots deep into the teachings of V. Vernadsky's noosphere. This approach highlights the original ontological basis, or so-called morphs of social work that appears in these philosophical terms as a set of processes of creation and reproduction of human life and the state population.
- Fundamentally new outlook caused as Future provides theoretical frames of social work project value consciousness. It is the natural result self-opening information phase of the planetary community that lifts us to increase understanding of our lives as hypotheses and various projects in the transformation of empirical and theoretical abstract and vice versa.
- The ideological basis of theoretical understanding of morphological forms of social work as a set of innovative ideas, ideology or semantic filter through which only and may isolate the full form of social work. Summary ideology driven by the nature of information civilization, which began to open itself will determine the content of whole evolution process during this century and further.
- Change semantic filters can bring social workers to comprehend the morphological image of social work, nowadays behind the

diversity of its national procedural forms. The most important is the ideological assertion that the system of social work is an original functional authority in the state social body.

- Methodological development tools of morphological forms exploring of social work conceptually composed concepts systems for which social workers previously addressed rarely. Changing outlook-ideological the concepts need a higher theoretical level. It was found that the range of concepts that must be applied to build a complete model of social work is determined by two factors: the first – is the mechanism of action concepts based on meanings comparison contained in them, and the second – a level of generalization that you want to provide in the course of project design activity.
- The analysis showed that the area of †social work today requires a radical update categorical apparatus. In practice, this means that social work has come up with a psycho-pedagogical level to the sociological, political and philosophical level. Enrichment of social work categorical apparatus new level is positive, in our view, the prospects for its official recognition and further development. We can explain that it becomes more accessible to politicians and political scientists, deeply understood public opinion.
- Methodological requirements to design a complete model of social work crystallized themselves in the course of studying the philosophical, ideological and methodological foundations of morphological forms of social activity. The latter, we recall the necessary work that ensures the existence of man as an individual and as an employee of a certain field of social production. It's necessary because nobody can do without it, no country, because due to it state social body exists.
- Requirements create a thought forms system, filling them with meaning social work form the original authority of state social body structure. Clearly, the content of social work is reproduced, in its turn, in terms of semantic and theoretical concepts, ideas. Another words semantic cast from the content of social work, which falls under the threshold necessary labor, and creates exactly what interests us – the configuration of the morphological forms of social work.

## The Constituents of Complete System of Social Work

- The Concept of “Complete System of Social Work” • The Constituents of the System of Social Work

For independent Ukraine it is a very relevant issue of the effective creation of scientific and design framework for social research, which would allow to accumulate positive experience of reforming various spheres of state and society, boost human capital, economic and intellectual resources. Moreover, analysis of trends human-means sciences show much wider application of them already in the near future different experimental methods – theoretical and applied, qualitative and statistical, diagnostic and prognostic, thinking and modeling natural and social, technical and psychological.

From this perspective, the project design work of social workers, which should be aimed at building a complete model of social work, must also have a legal or, in other words, the standard base. It does not have to wear a shade amateur.

However, the question of legitimacy is quite simple, since the methodology projection -development activities in previous years, for decades was under ideological pressure of universal materialist-dialectical techniques do that, despite the indisputable advantages still unduly limited scientific understanding of the world, blocking alternative ways to knowledge and transformation.

So today in independent Ukraine urgent need for a new methodology for national science and education, which would be based on socio-cultural paradigm of development and reform. Success in at least one of the areas means much to address future problems.

Positive impetus to the development of methodological principles of the design of social workers received after the Verkhovna Rada

(The Supreme Soviet) of Ukraine Law “On the scientific and technical activities and approval of the Ministry of Education and Science of Ukraine” Regulation for innovative educational activities that significantly expand the area of making constructive successive changes in social life through professional implementation of experimental work in institutions, organizations, society as a whole.

### 3.1. The Concept of “Complete System of Social Work”

It is well known that the development of a complete system of social work by deductive way means primarily developing its semantic invariant. This can be made due to scientific knowledge about this sector of public manufacturing. As one of the most productive forms of cumulative scientific knowledge (ideas, laws, laws, principles, models, concepts, facts), science provides an entire view of social work nature. Its maturity is largely determined on the one hand, empirical content, i.e. the number of them involve-contemplative facts, on the other – methodological prudence, i.e. methodological soundness regulations (standards) used by the social worker in the field of social work, creating entirely new products intellectual origin.

Getting to the theoretical reproduction of morphological forms of social work, define the term “completeness” of social work. Bearing in mind the fact, that in the philosophical sense of “fullness called complete collection of all single, which is included to a particular area” (G. Hegel). Of course, we mean social work across the country scope.

According to I. Kant, completeness description implies the need to give original and complete implementation notion of thing within it. However, as he writes in the *Critique of Pure Reason*: completeness means clarity and sufficiency of evidence, beyond mean accuracy in the sense that the evidence is not given more than you need to complete the concept, initial mean that delimitation is nowhere output and therefore requires no justification, otherwise predictable explanation might not be given no later all judgments about the subject<sup>1</sup>.

Therefore, the completeness in this case – is a characteristic of the social system which demonstrate technology that allows meeting

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<sup>1</sup> Кант И. Критика чистого разума / И. Кант. – М. : Мысль, 1994. – С. 430.

human needs and in a clear form gives us the mechanism of self-motion form of integrity. Then determine the law that says the livelihoods of the species social organism is almost formal.

It was simultaneously proved earlier that social work as a system is not morphologically separated from the environment, so it should be reproduced in mentality. Thus we outlined the requirements that it must meet. Thus, the morphological form of social work is a field nature unfolds in real “time-space” as a system of functional organs – processes. This aspect – social work as a self-contained system, is very important to develop a mechanism of self-motion in general and understanding the laws of its functional operating principles and transformation in the current crisis specifically.

If you put it in another way, the model of social work can be reproduced based on a certain set of processes, which is the essence of the process of creation and reproduction of the essential powers of the individual. Highlighting a sufficient description of ways and means of implementing specific experimental work, it is called, except the initial and final stages of design integrity, to determine the intermediate effects of continuous progressive development of scientifically designed system of social work, to fix the last transitions from one state to another, highlight the mechanism of its self-motion.

Finally, we’ll make one more methodological remark, which is crucial for the design of morphological forms of social work. The problem is that morphological structure plays simultaneously two components of social activities. One of which is in the object structure of social work, because it is appeared through its various consumer states, while the other – is presented as a diverse objects set of the environment, and is nothing more than social sphere of society.

This unity of morphological forms as the ratio being is all above becoming in being, transition of one certainty into another, but saying specifically, it is exactly what we are interested in – Transition subjective forms of social relations to objective shape social relations and vice versa.

To begin designing the complete form of social work system, we need to “see” its image through the lens of “social”. This requirement to recreate the essence of the concept design through deductive method is determined by the reproduction morphology of social reality.

Analysis of the nature and content of the concept of “social” should be executed on the basis of methodological tools from G. Hegel’s

*The Science of Logic*. Theoretically, this thesis is grounded in the phenomenon because the differences in shape – internal and external – put on the contrary, each in itself as the integrity of self and its own, internal as easy reflective in their identity is so direct and to the same extent and existence outside, where it is the essence, and the external as diverse being defined only external, that is, posited as insignificant and having returned to their base, i.e., as internal. This transformation of them from one to another is their immediate identity as basis, but it is also direct their identity, namely, each is precisely because of its different that it is in itself – the integrity of relationship. Or, vice versa, the certainty of each party because it itself is integrity, mediated with another certainty, so that the integrity mediates itself with the same form or certainty mediates itself with its simple identity with itself.

In this identity of phenomenon with the inner or essence the essential relationship defined itself as a reality<sup>1</sup>.

Material, which embodies the integrity of the social system – is above all its internal and external relations (links). It is they that built the fundamental organization of social order system and its interaction with the environment, with a mechanism for managing and developing the country social body. In other words, we observe the integrity not as a hidden essence of the system, but as principle defined by its specific characteristics and which preconditions the program of simulation (modelling) of the social work system mechanism self-motion.

Specific features of such program can be identified: firstly, by the fact that this system has enough clarity and definition of the boundaries that divides links to internal and external, and secondly, by the revealing and analysis of system-forming (backbone) relations and the means of their realization, and thirdly, by the reproduction of life mechanism, dynamics (evolution), i.e. its functioning and development, because the practice is very important not only to get its general characteristics, but also to justify the law of mutual changing of its properties.

Such totality of ideas appears to be a system of methodological reference-points at the study of complicated objects. Their constructibility is guaranteed by segmentation, by seeing system as an integrity that is studied due to introduction of a number of new concepts –

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<sup>1</sup> Гегель Г. Наука логики / Г. Гегель. – М. : Мысль, 1971. – Т. 2. – С. 169–170.



function, organization, structure, management, connection etc. All that, in turn, helps to determine a subject in the investigation of the morphology of social work system.

To sum it up, social work system investigation can occur in two ways, the first is connected with the study of the internal relations, the second – external ones. It is clear that the quality of realization of its functions (performance) in the social total (whole), first of all, is conditioned by internal content of the object that is analyzed.

This conclusion shows that it is time to begin the analysis of the element base of the social work system morphological form.

### **3.2. Elements of Social Work System**

To start studying the internal structure of the social work system, it is necessary to divide it into parts, elements that are considered as spatially located. Its special material parts that stand for relations (links) within the system, providing its integrity, should be isolated, given in material kind.

The concept of an element, as usual, appears intuitively clear; one can see it as a minimal part of a system or its maximal limit, its segmentation. Thus, internal activity is its characteristic. Therefore, we can talk not only about an element, but about a functional element. It means that elements in the system must serve each other and their selection has to be done on the basis of functional dependence.

Activity of the elements is such characteristic that helps to highlight and explain an important quality of the social work system – the ability to resist the environment due to which it does not just exist in the environment but constantly change it in such or other way. As a result, within the social work system that appears to an organic whole, an element is determined by its functions: as a minimum entity to be able to perform a definite function.

Hereafter we need to explain a sphere of social existence, from which we have an intention to choose some elements needed for reproduction of the social system work model. It is an essential issue, so we have to consider the notion of «social» in a strict sense.

Put in remembrance that among existing approaches to defining the essence of concept “social” we consider perspective the developments of those authors, who determine it as intercommunication between people and their collectives, as by the transmitters of certain

types of labor and that differ from each other, in this connection after the standard of life and position in society.

The analysis of scientific sources discovers, that the most complete description of this approach is given by the point of view of T.I. Zaslavskaya and R.V. Rivkina. They state that social life – is, mainly, the “sphere of relations between the groups of people that occupy different position in society, accept the different participating in economic, political and spiritual life, differs not only by a level but also by the sources of the incomes, by personal consumption structure, way of life, level of personal development, by the type of public consciousness”<sup>1</sup>.

In turn, by a concept “social relations”, they continue, not only direct or mediated mutual relations these groups enter into are characterized, but also mutual position of these groups in relation to their position in society. Social interest, always has a group character that is focused to maintenance or change of the position by a group in the general system of social relations or in the social structure of society. Co-operation of task forces contacts not only with a coincidence but also with contradiction, and in some cases with the fight of social interests.

Thus social inequality is nothing for it but a system-forming principle of organizing classes, and, accordingly, class societies. From this point, social work can be examined, as means for declining a process of social stratification or social inequality but also as an influential instrument of forming classless type of world community development. The future phase of development of the world community requires the detailed analysis of this hypothesis.

Thus, the specific of social relations consists in that these relations are aimed at public recreation and development of subjects, ethnos, nation, classes, groups, individuals.

It is obviously that the components of social work system can not be formalized freely. It is related to that a concept reflects, after conformities to law of logics, contradiction of morphological form. Considering the essence of concept, it is possible to recreate the construction of the social phenomenon. Interdependence is of natural and objective origin.

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<sup>1</sup> Заславская Т. И. О предмете экономической социологии / Т. И. Заславская, Р. В. Рывкина // Известия Сибирского отделения АН СССР, 1984. – № 11. – Вып. 1. – С. 12. – (Серия экономики и прикладной социологии).

Therefore, now we have an algorithm due to that will recreate the components of the concept “social” and also the morphology of the complete system of social work. For this purpose it is necessary to open out this concept for lines: existence is the phenomenon or existence is reality.

It is necessary to start an analyze from Hegel’s idea (*The Science of Logic*) according to which it is impossible to gain existence from a concept. It means that before the essence of “social”, by formalization of itself in a that or other form finds the element of independent constancy and becomes accessible for a supervision and analysis, it must yet pass the stage of existence. Progress of thing’s main point, that consists in that it is stipulated, from one side, by condition, and from the second, is its basis, is, according to Hegel, only disappearance of visibility of mediacy. Thing’s main point is a simple exit (Herausstellen) in existence, its clean motion to itself<sup>1</sup>.

None of the authors, that write about the problems of social work, have doubts that existence of essence of this social phenomenon is related to the necessities of people. It means, to Hegel’s mind (*Encyclopaedia of the Philosophical Sciences*), that essence of social in a narrow sense word shows up in form the necessities of a person or collectives, that are connection with a universal mechanism and with abstract forces of nature, instinct exists only as internal<sup>2</sup>.

A person’s need is, thus, from one side, the essence of social, that moves into existence or phenomenon and in future shows up the motion in that or other to the concrete form, and from the second, – it absorbed for itself “external spontaneity and moment of existence”. In other words, a need is such a moment of the social, when the internal state of a person “moves” in an environment, and an environment feels this motion not only as faceless activity of organism of a person but also knows that he/she requires from an environment as means of “removal” or neutralization of this motion.

That is why necessities can not be directly withdrawn from an objective reality as separated objects of substance, and every time it is the product of the cognitive constructing. Obviously, this is a constructing of necessities not separated from reality. In the same time the necessities are structural and operable units, i. e. such with which it is possible to work at the analysis of empiric material and get

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<sup>1</sup> Гегель Г. Наука логики / Г. Гегель. – М. : Мысль, 1971. – Т. 2. – С. 108.

<sup>2</sup> Гегель Г. Энциклопедия философских наук / Г. Гегель. – М. : Мысль, 1975. – Т. 2. – С. 507.

homogeneous description of the state “social”, and that give an opportunity to move and in the formal plane of operating knowledge.

It is a very important point, because there is a transition of essence “social” in the existence as people’s necessities. Exactly with it we link that the measure of equality and inequality of position of a person must be determined due to the level of satisfaction of necessities as needs of a separate person or a group, collective or all of them as, according to Marx, different necessities are inwardly bound between each other in one natural system<sup>1</sup>.

It is a very important thesis for understanding the moment of completeness of the system of social work. It is explained so: if on the basis of necessities to develop the system of social work, then it will be structurally irreproachable due to that necessities of people, as follows from the brought thesis over, there is immanent integrity. This conclusion is explained by that correlations that are inside a subject, on the one hand, yet independent of great number of the objective world of existence, that is apt at dynamic changes, and, thus, possessing the instability of the results gained.

On the other hand, they have not yet attained the absolute value or abstract level, when it is already impossible to carry out intentions and compare results.

This fact is marked by researches. For example, in collective work dedicated to the problems of equality and inequality of people, it is written: “A degree of satisfaction of certain necessities must be a measure of equality or inequality, but not a direct comparison of consumption the different amenities per person naturally or after the estimate of fund of consumption or real incomes in a count per head, etc. Such approach is determined by that the necessities of groups of population, that dwell different regions in a country, are different, both because of natural and climatic conditions and the difference of demographic structure<sup>2</sup>.

V.Z. Rogovin shares this view and admits that the “relations of equality and inequality in society show up as a difference in the degree of development and satisfaction of community’s needs”<sup>3</sup>.

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<sup>1</sup> Маркс К. Соч. / К. Маркс, Ф. Энгельс. – Т. 23. – С. 368.

<sup>2</sup> Планирование, технический прогресс, эффективность. – М. : Экономика, 1985. – С. 158.

<sup>3</sup> Роговин В. З. Социальная политика в развитом социалистическом обществе / В. З. Роговин. – М. : Наука, 1987. – С. 18.

Karl Marx, investigating what determines normal support of vital functions of people, marked that their necessities were a product of historical and cultural development, and also depend on conditions in that people are. He showed also that the list and range of facilities for life, that is included in an annual consumption fund differs for various categories of the workers, and charges on their education differ due to the qualification level.

For the recreation of complete form of the social work system it is very important an understanding of that a transition of essence “social” in existence leads to maturation of it, – it speaks for a fact that people need, like any other living creature, substance, energy and information from an environment, as certain objects for a consumption. It is an important element that is necessary to be recreated in the morphological structure of social work.

As Hegel underlines, a further motion of “social” from existence into the phenomenon is a passing to something absolutely opposite, thus, it is endless, and this pass of opposite from endlessness or from the nonexistence is a breakthrough, and present existence of character in its reviving force is for itself, before than it will realize the attitude toward the other’s<sup>1</sup>.

At the same time, as Hegel (*Philosophy of Religion*) admits everything that is realized according to inner necessity, the things, that the result of preconditions is nothing else, but, on the contrary, the things, which are given, appears also as a result, coincides with itself, finds itself, or, in other words, both moments – directly actual being and purpose (destination) – are laid (given) as a single moment<sup>2</sup>.

Therefore a person, due to necessities, according to Hegel (*The Science of Logic*), firstly, determines itself as a subject to deny and is correlated with the other objectivity, that is indifferent, but, secondly, it does not lose itself, keeps itself in the objectivity and remains equal to the same notion as it is; it is an impulse to establishing another mentioned notion in relation to the world as equal to the concept, to the removal of this world and to the objectivity of itself<sup>3</sup>.

The last thesis is too important for understanding the structure of morphological form of social work, because it in theory grounds it as contradiction. A presence of contradiction is the guarantor of that

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<sup>1</sup> Гегель Г. Политические произведения / Г. Гегель. – М. : Наука, 1978. – С. 274.

<sup>2</sup> Гегель Г. Философия религии / Г. Гегель. – М. : Мысль, 1977. – Т. 2. – С. 65.

<sup>3</sup> Гегель Г. Наука логики / Г. Гегель. – М. : Мысль, 1972. – Т. 3. – С. 227.

such system is apt at self-development, as there is a reason, i. e. force that will provide self-movement of its own mechanism.

Thus, considering people needs to be necessities, there is a split of them into two component parts in the existence. One of them is in the structure of living, corporal human organism that shows up through different consumer states<sup>1</sup>. At that time as other – presented by plural totality of the articles of environment and that is not that other as a social sphere of society.

It means that a premorphological form is necessary to be examined as contradiction between the biological organism of man and social sphere of society, or by subjective and objective elements.

We'll remind, that maintenance of social sphere of society first was more or less thoroughly exposed in soviet science only in 1989 after a wide discussion in a scientific environment. Exactly then scientists and politicians reached to the conclusion, that, as M. Gorbachev writes, “in wide sense it is the sphere of public production of people, with their interests and their exposures in the different forms of communication. It includes for itself the and way of life, and service business, education, health protection, and public welfare, i. e. totality of all social institutes that is aimed at maintenance of necessities of a man”<sup>2</sup>.

This unity of morphological form as relation of existence is in existence over all becoming, passing of one definiteness to other, and if to be expressed more concrete, then it and there is a that process that is in basis of morphological form of the system of social work.

Essence of morphological form consists, thus, in maintenance as a frame of this transition from subjective form of social relations into the objective form system and vice versa.

At that time, as a man considers, that only a need compels him to adapt to really existing, sometimes hostilely, opposition of the world. In reality this unity of a man with the world must be realized not as a force relation, but as a clever relation. To decide this task – means to find out the method of their co-operation, after that already, as known, nothing is. It is what we do, by describing theoretical facilities of morphological form of the social work system.

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<sup>1</sup> See: Михайлов Н. Н. Социализм и разумные потребности личности / Н. Н. Михайлов. – М. : Политиздат, 1982. – С. 22–38.

<sup>2</sup> Горбачев М. С. Социалистическая идея и революционная перестройка / М. С. Горбачев. – М. : Политиздат, 1989. – С. 27.

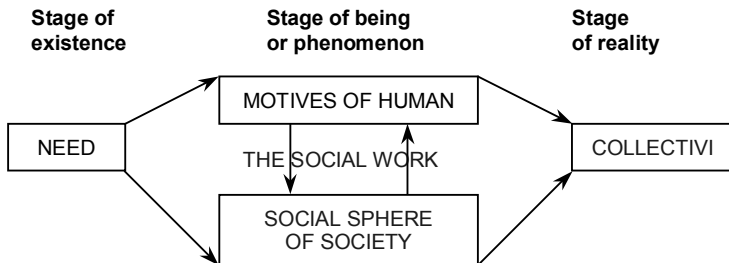
Now it is possible to begin the theoretical recreation of complete form of the social work system as component of social organism of a country. But we should take the analysis of structure of concept “social” to the logical end, i. e. to consider motion of its essence on the stage of reality. It is not a far-fetched step, but an urgent necessity, as it disrobes substantial properties of social work.

On the stage of reality the “social” in narrow sense of word appears as an organic unity of essence and existence. Exactly in reality the essence confined character is truthful, other gates, a certain constancy of the social work system and its diversity devoid of strength.

This unity of internal and external moments of “social” is an absolute reality that is an absolute relation with itself – is a substance. It is known as an attribute. Hegel marks (*The Science of Logic*) that an attribute is only relative absolute, some connection that means nothing other, except the absolute in some determination of a form<sup>1</sup>.

From scientific literature follows, that , collectivism, as a universal principle, method of compatible activity of people, that forms so to say “totality of human display of life” is the result of social work formation, or attribute of the social phenomenon appearing. Formation of the latter is necessary for humanity to escape from a great number of external dependences and an order to create the mechanism of self-development. This particular product is meant when we appeal to the concept “social organism of a country”.

It is now possible to give the algorithm of explaining the concept “social” in narrow sense. It follows from what has been said, that it is of such kind (See scheme 3.1).



*Scheme 3.1.* Algorithm of explaining of concept “social”

<sup>1</sup> Гегель Г. Наука логики / Г. Гегель. – М. : Мысль, 1971. – Т. 2. – С. 177.

From the above we can come to the conclusion that the “social” in a narrow sense is a specific way of including a man in the universal mechanism of explaining the material and spiritual worlds, that was formed under the influence of public division of labor, based on the deep and distributing process of satisfaction of constantly growing man’s necessities to the full extent of substance, energy and information that materializes in the structure of human organism in form of its physical and core forces, showing and asserting itself in practice by explaining of principle of collectivism.

In people’s life activity the content of “social” presents itself as a social phenomenon. It is needed to underline, that activity, relation, connection, process – it is just its different bases. Common determination brings “social” over to its segmentation on social relations and social processes that can be examined as its static and dynamic aspects. It is necessary to consider all forms of social relations between people, including direct contacts between personalities concerning their reproduction. From this point of view even the nonformal establishing are social ones regarding all the aspects of civilization establishing. This can explain, to our mind, such steady using of the term ‘social’ in a narrow and wide sence. Relations become processes if followed by changes. If formal or informal cooperation of people conduces to strengthening of collective solidarity, then the moment of development, that named a process of social becoming, comes.

If to add, that reality of the social phenomenon is a formal unity of its internal and external, determined as spontaneity opposite to determination of some possibility. Correlation of these two constituents, that is spontaneity and possibility – is the third – a necessity. Their co-operation, thus, is a causality, because a reason does not has only some action, but in an action it is a reason that is correlated with itself. A necessity is thus internal equality; a causality is an exposure of itself, in which visibility – an existence of the other in a substantial sense – withdrew itself and the necessity named a freedom.

Simultaneously with it there is a conclusion, on the one hand, social work is needed for social unit – for example, a country or a world, and on the other – the system of social work has, due to specific properties of personality of a man, the original product, namely a social organism of a country. Therefore, the socially strong state is a formation that is built on principle of collectivism.

Therefore, a complete system of social work is an impellent force in creation and recreation of social unit. Due to it, the social organism



of a country acquires the features of autopoiesis, i. e. properties of self-reproduction.

Hence, the understanding of the value of social work both, from the point of view of expenses of intellectual energy and from the point of view of expenses of time and material resources, and from the point of view of financial charges, and from the point of view of prestige of profession of social worker, and from the point of view of the rates of forming a Ukrainian nation, and from the point of view of prospects of independent Ukraine development is resulted directly from what has been said above.

On the basis that was given higher, it is possible to pass to the recreation of elementary morphological form base of the social work system. Thus, paying attention to the issue was forced into application by V.G. Afanasiev for analysing the systems of social processes. Both society on the whole and its subsystems basically “have material, judicial, spiritual and human components”<sup>1</sup>.

With reference to the above-mentioned, it is possible to define that the constituents of the system of public welfare of forming of personality are:

- personality of a person, as totality of vital and social necessities;
- civil society or social communities: people, nation, ethnos, collective, group, family;
- personnel of social work;
- technology of social work;
- materials for satisfaction of necessities : substance, energy and information;
- social infrastructure;
- body of governing the social system of social work;
- regulatory basis: standards, regulations;
- channels of communication, which link constituents together.

Analysis of these constituents gives an opportunity to assert that they have a social character, because combine in integrity by the necessities of a man. Necessities give an opportunity to perform this totality as logically homogeneous, i. e. set a scale, system of coordinates and determine the specific of core links.

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<sup>1</sup> Афанасьев В. Г. Человек в управлении обществом / В. Г. Афанасьев. – М. : Политиздат, 1977. – С. 7.

Firstly, they definitely distinguish and organize a social reality, attach us to their transmitter – a concrete personality, a family, a group, a collective, etc.

Secondly, they build this reality, i. e. set elements and links that recur, typological homogeneous relations and knots of relations.

Thirdly, they attach us to certain principle of explanation.

Fourthly, they give an opportunity to stipulate unit of analysis, such minimum formation in that directly recreated its core links and parameters.

It is now possible to look thoroughly at each of the above-mentioned elements of the social work system. It is related to the fact that up to this time in literature they were not almost examined as independent formations that the inherent functions in the above-mentioned unity.

### 3.2.1. Personality as a Unity of Necessities

The first element of social work system is personality that is necessary to be examined as a certain system of necessities. Here resulted its place and role in the system of public welfare as sources of her self-development. Its leading function means that the element individualizes functioning of the system of social work by realization of the program for the personal individual development.

Let us remind, that in philosophical interpretation necessity is a “need or lack in anything necessary for support of vital functions and development of organism, human personality, task force, society on the whole; internal causative agent of activity”<sup>1</sup>. Thus, satisfaction of existent necessities conduces to appearance of new ones, and this generation of new necessities is defined by Karl Marx as the first historical act<sup>2</sup>.

A human goes beyond the limitation of the primary nature and “leads his universality above all by creation of variety of necessities and facilities (their pleasure – V.B.), and then by fragmentation and by the division of a concrete necessity on separate constituents and parties that become different private and the same by more abstract necessities”<sup>3</sup>.

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<sup>1</sup> Философский энциклопедический словарь / под ред. С. С. Аверинцева, Э. А. Араб-Оглы, Л. Ф. Ильичева и др. – 2-е изд. – М. : Сов. энциклопедия, 1989. – С. 499.

<sup>2</sup> Маркс К. Соч. / К. Маркс, Ф. Энгельс. – Т. 3. – С. 27.

<sup>3</sup> Гегель Г. Философия права / Г. Гегель. – М. : Мысль, 1990. – С. 235.

It is necessary to pay attention to that the necessities of personality have a system character that is why a society must have a complete variant of the social work system exactly as any necessity of a man can be activated at any moment. K. Marx notices that size of the so-called necessary necessities, exactly as well as facilities of their pleasure, are the product of history and depend on the standard of culture of country<sup>1</sup>. Realized by society, classes, groups and individuals necessities appear as their social interests.

In a reference dictionary-book for social workers and social teachers there are two types of necessities, which they meet in practice of social work, distinguished. The question is about psychological and social necessities. It is marked that psychological necessities are the “psychical phenomenon of reflection of objective need (lack) of organism in anything (these are biological necessities) or personality (social or spiritual necessities, what is peculiar only to the man). Psychological necessities appear as a source of activity of a man. Activity of a man is generated by the “modified” necessities – reasons. Reason induces a man to activity, because reason is the article of necessity, defined by necessity”<sup>2</sup>.

At the same time social necessities are given for social workers as the “special type of necessities of a man; deficiency of anything, that is a necessity to support the life activity of a human organism, social group, society in whole; internal inducement of activity. Social necessities are requirements of a man in labor activity – socio-economic activity, spiritual culture, in everything, that is the product of public life. The necessities are social if related to plugging of individual in a family, social groups and collectives, in the different spheres of productive and unproductive activity.

Social necessities are an initial activator of a man to activity that expresses dependence of a subject of activity on the outer social world. Conditions, which surround a human, not only generate necessities but also create possibilities of their satisfaction. Fixation of social necessities in a form of value orientations, realizing the real possibilities of their realization, ways and methods of their achievement

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<sup>1</sup> Маркс К. Соч. / Маркс К., Энгельс Ф. – Т. 23. – С. 182.

<sup>2</sup> Словник-довідник для соціальних педагогів та соціальних працівників / за ред. А. Й. Капської, І. М. Пінчук, С. В. Толстоухової. – К. : УДССМ, 2000. – С. 151.

mean the transition of necessities to a man“s conciousness”<sup>1</sup>. From other scientific sources it is known that reason is a long-cultivated necessity. And it is possible to agree with it.

Thus, an obvious fact is a presence of two opposite sources of activity in the structure of personality, namely: congratulatory, when activity becomes excited due to the mechanism of motivation, i. e. dependency upon the primary nature and social, when activity becomes excited due to the mechanism of motive, i. e. dependency upon the second nature.

It is necessary to define the sphere of use for the concepts “man” and “personality”, because each of over one hundred thirty sciences, that studies personality of a man, inlays its peculiar sense. It is enough to specify on that in modern scientific literature exists over fifty definitions of concept “personality”.

Analyzing the phenomenon of social work, to our opinion, it follows that a concept “a man” includes common generic features – biological organization, physical state, psyche, consciousness, language, in a concept “personality” – social properties (a capacity is for labor, communication) are fixed, that inherent to the separate type of people and their form of existence is always individual. An expression “personality of a man” underlines a system of recreation and functioning of natural and social features of individual. O.G. Spirkin enunciated: “A man represents an integral unity of biological (organism), psychical and social levels that take their beginning from two sources: natural and social, inherited and acquired. Thus a human individual is not a simple arithmetic sum of biological, psychical and social, but their integrative unity that results in development of qualitatively new degree – a human personality”<sup>2</sup>.

It is important to highlight that a personality, as a constituent of an individual’s structure, morphologically consists from the so-called essential forces that form its social quality. Public relations that is mastered by a personality during vital functions as K.Marx said, apply on position of internal essence, in this sense they appear as core forces of a man that he considered as actual public connection of people.

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<sup>1</sup> Словник-довідник для соціальних педагогів та соціальних працівників / за заг. ред. А. Й. Капської, І. М. Пінчук, С. В. Толстоухової. – К. : УДССМ, 2000. – С. 151.

<sup>2</sup> Спиркин А. Г. Основы философии / А. Г. Спиркин. – М. : Политическая литература, 1988. – С. 457.

Later researches have proved that essential forces, as attributive features, arise up in the process of inner life activity of a human. They exist in the structure of biological organism of man as the specific energy informative fields, due to which a person has the opportunity to participate in the public division of labour<sup>1</sup>.

Thus, “essential forces” are necessary to be examined as a measure of the intellectual energy accumulated by a man, due to that he can carry out the certain type of work, and getting a material reward for it, to support the existence. They can not be identified with activity of a man, as they characterize only his potential possibility to realization of such activity.

So, the essence of a human’s personality is the functioning of essential forces as, actually, social content of a person that appears from the attributive properties of universal in the course of evolution. It is in a genetic aspect, and in the functional measuring – essential forces are formed in young generation under influence of already existent society that on the stage of the mature state catches the relay race of senior generation in enriching of the existent social world<sup>2</sup>.

Under such condition a concept of “development of personality” appears as social process. K.A. Albukhanova-Slavskaja considers it as “motion” of a personality in social vital functions. “Level, quality of development of personality, – she writes, – in itself is the condition of it participating in the life of society”<sup>3</sup>.

This process – is not only a range of changes, but constant changes in the structure of vital functions of a person, and that are related to updating or rehabilitation, if to use the language social work, its essential forces. And if there is not development that would not reject its forms of existence in any sphere of the real life, then development of personality by means of social work implies a transformation of the existent directives, orientations, ideals, aims, necessities and reasons, finally, behavior of a person.

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<sup>1</sup> See: Бех В. П. Человек и Вселенная / В. П. Бех. – Запорожье : Тандем-У, 1998. – 148 с.

<sup>2</sup> See: Ibid. – P. 29.

<sup>3</sup> Абульханова Славская А. К. Деятельность и психология личности / А. К. Славская. – М. : Наука, 1980. – С. 125.

### 3.2.2. A Civil Society or Social Communities

Appropriating objective social relations, a personality always comes in a direct or mediated contact with social communities and brings here its own product, acquired in the result of transformation of the material adopted. Existence of social communities is the special sphere in the structure of social organism of a country and it is known as a civil society. Let us find out more detailed maintenance of the phenomenon “a civil society” that is a place where a social work begins, functions and develops.

There are several definitions of a civil society. They relate to different language and cultural spheres. Therefore a civil society manifests, as Hegel (*Philosophy of Law*) considers, a spectacle of both *surplus* and poverty and also proper to the both of them physical and moral decline<sup>1</sup>.

Hegel (*Philosophy of Law*) analysed this thoroughly, he considered that a civil society springs up, when a family disintegrates and the members treat each other as independent persons that unite only the bonds of necessity of each other<sup>2</sup>.

In case of the latter he wrote that a civil society is “an association of independent members, individual in formal, thus universal on the basis of their necessities and by the legal structure (legal state. – V.B.) as people’s and property’s safety insuring system and through an external order for their special and general interests”<sup>3</sup>.

Nowadays in Ukraine a civil society is considered as “a society of the developed economic, social, political and moral mutual relations, that functionally independent from the state, co-operates with the state, creates legal relations, terms of material welfare cultural increase, assists to development of social activity of citizens, forms of their self-organization”<sup>4</sup>. For modern Ukrainian society, that is a basis for a social work development, at least a few basic features of a civil society are becoming actual, that is:

- it is only on a stage of formation into certain socio-cultural composition of public organizations, associations, funds, movements. It means that the national system of social work must simultaneously

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<sup>1</sup> Гегель Г. *Философия права* / Г. Гегель. – М. : Мысль, 1990. – С. 230.

<sup>2</sup> Ibid. – Р. 95.

<sup>3</sup> Ibid. – Р. 208.

<sup>4</sup> Концепція реформування політичної системи України : проект. – К. : [б. в.], 2001. – 45 с.

line up its structure taking into account not only the state and policy of state institutes but also a behavior of agents of a civil society;

- its leading tasks, from a point of view of European tradition, are: securing the implementation of rights and freedoms of every ordinary citizen and civil “insurance”;
- it carries out the public estimation of quality of “vital space” on basis of justice and its ability to provide a development of a person;
- it must become an expert in the quality of administrative decisions taking by the state, especially in social politics;
- its task is to secure an effective public inspection as for non-interference of social governing agency in a personal life of a citizen;
- it must initiate a suggestion to provide a plurality of personal decisions and mechanisms of the insertion (public hearings, discussions in MASS-MEDIA etc.) up to democratic adoption.

Therefore, a leading element here is social associations, because in practice they generate not only a content of the social phenomenon but also scientific knowledge about “social” that are kept in collective consciousness and spiritual values saved. Therefore, its main appears in forming and storage of necessities of a person.

It determines common boundaries, content and structure of the system of social welfare guarantee. Different social associations are placed vertically, that differ from each other by the sets of necessities and interests that is formed on their basis, are situated, and for horizontals – totality of necessities of these associations is situated. A certain range for satisfaction of necessities of a individual and, accordingly, possibility for achievement of a certain level of development is created.

It means that social associations determine the scale of development of an individual that corresponds the concrete period of development of society. According to the conclusion of K. Marx, they form so-called a formation type of personality. Thus, social work is a result of family life of a man, that is why it appears on the bases of functioning and development of a civil society, is determined by the necessities of a man, and, finally, concerns necessities as biological as social origin. Let us notice, that according to social work a state provides only a general regulatory function.

The genetic relation of social work to a civil society, that is intuitively felt by researchers, is an explanation of that some of them has attributed a greater amount of layers of population to its objects. Quite often the categories of working people that are healthy, ambitious, with a decent salary are considered to be the objects of social work.

### 3.2.3. Personnel of Social Workers

System of social work, as an industry of public production must necessarily have specific staff. A concept of a “social work staff” as a category, unfortunately, has not entered to the social work dictionaries, but, if to define their status from general methodological positions, then the question must be about human resources that is involved into industry of a social work.

Let us remind, that under *labor-force (manpower) resources* a part of population that is physically developed, healthy, educated, cultured, skilled, has some professional knowledge about a social work sphere is meant. At the same time a concept of “*social work personnel*” includes permanent (regular) staff of workers, i. e. citizens capable to work that are in work relationships with different organizations of social sphere.

In this regard, a concept of a “staff” coincides with a socio-economic category of a “labor force”, that means a capacity to work in the service sphere, totality of physical and intellectual capabilities of a man, that are necessary for a welfare proving. A term “human resources” appeared due to S.G. Strumilin in the 20th of a past century, and used as a measuring of human resource. As a socio-economic category it is a totality of transmitters of functional and potential work force and individual work force and those relations that spring up in the process of its recreation (formation, distribution, and usage).

At the same time there are some differences between these concepts. Work force is a general capacity for productive work, its application it is related to the production of material or spiritual welfares.

Therefore, social work personnel has to be considered as regular efficient employees, that completed preliminary professional training course and possess the special knowledge, trade skills or experience in the chosen activity<sup>1</sup>. Among which, by the way, only in the state system of social work in Ukraine almost 37 thousand social workers without proper education are involved<sup>2</sup>.

The personnel, unlike the staff, represents a broader notion. Personnel is the entire personal staff of the institution of social work or

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<sup>1</sup> See: Щекин Г. В. Теория кадровой политики / Г. В. Щекин. – К. : МАУП, 1997. – С. 18.

<sup>2</sup> See: Соціальна робота в Україні: перші кроки. – К. : Видавничий дім “КМ Асадеміа”, 2000. – С. 118.



the part of this institution representing a group with common professional or other features (for example, those, who are in service). In other words, the main components of the notion “staff” – regularity and qualification – are not obligatory for the personnel. Personnel are the regular and temporary employees, the representatives of the qualified and not qualified work.

People involved in the sphere of social work see their professional duty the support and protection of human rights, satisfaction of the person’s main social needs. Social work by its direction is a profession based on the protection of human rights. Its initial principle is the truth of each individual; one of its main tasks is cooperation with (facilitation) fare social structures capable to provide people with security and development, support their self-respect (dignity).

Social workers work with their clients at many levels: micro-level – individuals and family; mesa-level – social communities and organizations; macro-level of the society – national and international ones. Thus, social work is a profession, the purpose of which is implementation of necessary social changes to the society in general and to the individual forms of its development. The qualified social workers are called to serve in favor and self-realization of human individuals, the development and practical implementation of scientific knowledge concerning the properties of a person and a society, the development of resources for satisfaction of individual, group, national and international necessities and striving to achievement of social justice. Under this condition the principle of social justice is the main one in the social policy<sup>1</sup>. So, it is not occasionally that some authors define the essence of social work as “helping the individuals and different groups in realization their social rights”<sup>2</sup>.

Professional and ethical requirements to the social worker are presented more consistently in the text-book “Social Work in Ukraine. Theoretical and Methodological Grounds” (2001)<sup>3</sup>.

Social workers deal with planning, evaluation, implementation, analysis and modification of the preventive social policy and services for

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<sup>1</sup> See: Преподавание и изучение прав человека : пособие для учебных заведений по общественной деятельности и социальной профессии. – Нью-Йорк : ООН, 1992.

<sup>2</sup> Технологии социальной работы : учебник / под общ. ред. проф. Е. И. Холостовой. – М. : ИНФРА-М, 2001. – С. 35.

<sup>3</sup> See: Лукашевич М. П. Соціальна робота в Україні : навчальний посібник / Лукашевич М. П., Мигович І. І., Пінчук І. М. ; за ред. М. П. Лукашевича. – К. : МАУП, 2001. – 126 с.

groups and communities. They are involved into fulfilling many social functions through implementation various methodological approaches, working in broad organizational frames and providing social services for different sectors at micro-, meso- and macro-levels (see table 3.1). The social work training is conducted in the limits of sociological direction and is purposed to support of the social development, training and knowledge of practical social work, the policy of social services and social welfare.

The presence of the social workers personnel in the structure of the social work system indicates that there are all objective grounds for the development and realization of the consistent personnel policy in this sphere.

*Table 3.1.* The main types of the professional activities the employees of the State Center of Social Services for Youth have to pursue<sup>1</sup>

The question content	The number of answers in %
Organization of mass events	92
Preparation of accounting documentation	73
Lecture and discussion preparation and delivery	70
Face-to-face consultation	65
Sociological polls	59
Collective work management	57
Distribution of preventive materials, preparation of public service advertising	57
Volunteer work preparation and facilitating	51
Telephone consultation	40
Elaboration of social work projects and programs	35
Welfare service assistance	30
Providing trainings	30
Preparation of proposals related to state and regional programs, legislations and regulatory documents	30
Arranging of the compendium of games	27
Developing or adaptation of social work techniques and methodical materials	22
Mutual aid based group work organization	22
Street work	19
Methodical preparation of social workers	13

<sup>1</sup> See: Соціальна робота в Україні: теорія та практика. – К. : УДЦССМ, 2001. – С. 10.

At the same time the content of work of Heads of Social Services for Youth of different levels considerably differs from the professional activities their staff should pursue. The data has been obtained by way of polling proves it demonstratively (see table 3.2).

It is obvious that at present the quality of professional preparation of social services personal to work under conditions of public relations transformation requires improvements. The most vulnerable points are revealed in a course of sociological research (see table 3.3).

Thus, a special analysis has revealed the weakest point of professional preparation of social workers, that is insufficient knowledge of a social work theory – a framework of views and concepts concerning the use or interpretation of social phenomena, processes, relations connected with activity of corresponding bodies, and services providing social security and help to population. Insufficient is also knowledge in an area of legislation and normative base for social work in general, and social assistance of certain categories of clients in

*Table 3.2.* Distribution of responses to the question “As a Head of Social Service, what kind of professional problems do you have to deal with?”

Content of a question	Number of answers in %
Work planning	76
Representing of Social Service interests in other bodies	70
Estimation of measures and attracting of investments	68
Providing the client with necessary information	62
Organizational problem solving (preparation of buildings, acquisition of necessary materials, etc.)	57
Finding resources to maintain service activities	54
Provide leadership to subordinates	54
Stimulate actions of subordinates	49
Analysis of social problems, their causes , tendencies of development and consequences	46
Representing of the client's interests in other bodies	43
Finding resources to meet the client's needs	35
Providing trainings for subordinates	13
Supervision of subordinates	13

*Table 3.3.* Distribution of responses to the question “What kind of knowledge and skills would be necessary for your professional activity?”

Content of a question	Number of answers in %
Legislation and normative base for social work in general and social assistance of certain categories of clients	78
Technologies of development and implementation of social projects and social work programs	68
Technique of individual and group work with clients	65
Psychological work in social work	62
"Client" based organization of social work	62
Social policy in Ukraine	57
History and modern experience of social work in Ukraine and in other countries	57
Technologies of work of social services and social work centers	54
Theoretical principles of social work which includes the work with particular categories of clients	51
Management in social work	43
Basics of management	41
Ethical problems in social work	40
Supervision in social work	40

particular (78%); inability to conduct psychological research (62%), lacking of proficiency in technique and technology of individual and group work (65% and 54% accordingly) eliminate efficiency of social work with corresponding categories of population<sup>1</sup>.

### 3.2.4. Technology of Social Work

Technology of social work is another element of a system of social work. The fact of the matter is that the technology possesses a unique property to optimize in time and space use of available material, human and financial resources. Its main function consists in connecting the tools of social work in a process of satisfying the needs of the individual, group, community and society.

<sup>1</sup> See: Соціальна робота в Україні: теорія та практика. – К.: УДЦССМ, 2001. – С. 10.

Therefore, as O. I. Kholostova rightly points out, “complexity of social work problems, complexity of objects and subjects of social transformations, a need to derive maximally significant and effective result from limited social resources, as a whole, insist on technologization of social work; moreover, the specificity of this kind of activity determines the character of technologies the social work employs”<sup>1</sup>.

Let’s voice a native authors’ standpoint on the issue of social work<sup>2</sup> technology. The technology of social work (derived from Gr. *techue* – art, *logos* – concept, the doctrine) is a set of knowledge about means and ways of realization of certain processes. In our case, social work technology is a set of ways, methods, procedures and means providing help to the client, or solution to a problem.

Conceptualization of social work (N.S. Danakin) as an integrated, universal kind of activity aiming at satisfaction of socially guaranteed, and personal interests and needs of people, first of all, socially vulnerable members of our society, allows us to determine two forms of social technologies:

- 1) social programs containing particular means and ways of activity;
- 2) activity itself which is constructed according to such programs.

There are several approaches to classification of social technologies. They are based both on differentiation of objects of social work, and on determination of the content, ways and methods of optimum functioning of society. Given that the domains of making efforts and scale of social operations are taken as a basis for classification, the following groups of technologies can be determined: the global; the innovative; the regional; the informational; the historical; technologies of social consent; technologies of conflicts solving; the political; administrative and managerial; psychological and psychophysical technologies.

Within the domestic publications, social work technology is treated as a set of procedures, methods and influences which social services, separate institutions of social service, and social workers employ to achieve success in the area of social work, and to enhance efficiency of social protection of population.

Technologies, employed in the area of social work, mainly take the form of knowledge (science); knowledge and skills (training);

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<sup>1</sup> Технологии социальной работы : учебник / под общ. ред. проф. Е. И. Холостовой. – М. : ИНФРА-М, 2001. – С. 39.

<sup>2</sup> See: Соціальна робота в Україні: теорія та практика. – К. : УДЦССМ, 2001. – С. 35–39.

knowledge, skills, experience and practice (activity). Practical aspect of social technologies interpretation allows to distinguish among them the following types: social control, social preventive activity, therapy, rehabilitation, social help and protection, social insurance, social service, social guardianship and social intermediary.

O. Kholostova considers social technologies to be generalization of acquired and systematized knowledge, experience, skills, and practice of work of subjects of social activity. She points out that the content of social technologies concerning understanding of social work (in the enlarged sense of understanding of this term) should be of advancing preventive character.

The problem of enhancing of technological level of social work comprises such aspects: structural, functional, normative, operational and instrumental.

*The structural aspect* of technologization contains a concept of controllable and uncontrollable social situations and possible post actions (result and consequence).

*The functional aspect* allows to recognize the mechanisms of social problems realization, such as interdiction, instruction, permission, restriction, orientation, and direction.

*The normative (regulatory) aspect* of social work technologization means establishment of laws, principles and rules.

*The operational aspect* of technologization means isolation of certain procedures and operations both their further coordination and synchronization. To the basic procedures belong:

- institutionalization (establishment of norms and standards of behavior, elaboration and implementation of social statuses, formation of system of values and ideals);
- preventive activity (system of actions aiming at prevention of abnormal conditions of social system);
- control (system of actions which provides a normal state of social system);
- correction (correction of made mistakes, deviations).

*The instrumental aspect* of technologization provides establishment of all available means and methods of realization of social regulation. Authors of the “Reference Social Work Textbook” determine their 17 modes, namely: normative, traditional-ritual, conventional (informal obligation, contracts), comparative (social comparison), competition, axiological, status (influence on the status of a person),

symbolical, psychotherapeutic, social and ecological (influence on vital environment), forcing, rational (belief), suggestive (impact), stimulating, selection and situational.

After definition of aspects and “instrumentation” there comes time of coordination and synchronization of technological operations, determination of a sequence of their performance, a choice of optimum means and performance methods.

The analysis of publications related to social work problems allows us to determine the following stages of social technology:

- theoretical which provides substantiation of the purpose and object of technological influence, allocation of compound components (elements), and clarification of social links between them;
- methodical which is connected with selection of methods, means of influence, information processing, its analysis, selection of principles of transformation of results of the analysis in conclusions and recommendations;
- procedural which is connected with practical activities of approbation of a selected sequence of use of toolkit.

The content structure of social work technologies is determined by existence of a scientifically grounded program (project) within which a particular problem is being solved; given algorithm as a system of consecutive procedures on a way of achievement of result; certain standard (specification) of activity as criterion of success.

The analysis of constituents of a concept “technology of social work” has allowed us to offer such components, as primary and general purposefulness, search of sources of information, its collecting, analysis and processing, selection of possible variants of actions, specification of a purpose and selection of a toolkit; decision-making and organizational-procedural work as far as its realization.

The features of technology of social work are:

- Dynamism (flexibility) which is revealed in a constant change of the content and form of an expert-client work;
- Consistency which is defined by requirement to maintain the contact with the client constantly;
- Recurrence which is stereotypic, natural repetition of stages, the process stages in a work with clients;
- Discreteness of social work as technological process which is revealed in non-uniform degree of influence on the client at different stages of activity.

Social technologies are a set of means of professional influence on a social object for the purpose of its improvement, maintenance or optimization of functioning at possible duplicating of a given system of influence.

Specificity of social influence on the object can be defined by a level of public relation. Proceeding from this, L.J. Dyatchenko defines three groups of social technologies: technology of macrosystems (macrotechnology); mesotechnologies – technologies of a city level, town; microtechnologies which are designed for small human communities.

A number of researchers characterizes social technologies according to the degree of their practical embodiment in organizational process. Thus, A.I. Pryhozhiy among social technologies distinguishes the office ones that are received on the basis of the information and logical analysis; laboratory – received in experimental, simulated conditions; field – received in a real social environment.

Multi-variant approach of classification of social technologies allows us to define the following main types of social technologies:

- legal maintenance of a society functioning;
- political technologies of administrative-governmental regulation;
- economic functioning of a society, property development;
- information support by means of mass media and a computer network;
- spiritual-cultural development;
- providing of a society social functioning.

As it was already mentioned, social technologies are defined as a set of means and methods of influence on social processes and social systems for the purpose of their normalization and optimization. Certainly, there are also other classifications. So, for example, O. Kholostova gives three groups, namely: technologies of diagnostics (on the basis of studying of social projects and authentic prognosis of their development); technologies of designing and projection of development of these or those social objects; technologies of realization of social projects, programs, and introduction of social innovations<sup>1</sup>.

Attracts attention elaborated by the Russian scientists the functional variety of technologies of social work as an element of morphological system. We will remind that they allocate eight leading functions, namely<sup>2</sup>:

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<sup>1</sup> Технологии социальной работы : учебник / под общ. ред. проф. Е. И. Холостовой. – М. : ИНФРА-М, 2001. – С. 40.

<sup>2</sup> See: Ibid. – P. 40–41.



- *Analytical-prognosis*: detection and account at subordinated territory the groups, families and individual citizens belonging to categories of social risk, estimation of a level of poverty in different kinds and forms of social support, monitoring of social processes, prognosis of changes of existing parameters;
- *The diagnostic*: the analysis of existing actual and potential social problems, revealing of their reasons, research of a problem field of a social situation of a concrete individual and group clients;
- *System-modelling*: determination of character, amount, forms and methods of social help to people and groups in urgent need, conceptual grounding of a system of providing of such help, first of all, a system of social service at different levels;
- *Project-organizing*: elaboration, resource substantiation, realization and estimation of social projects which are aimed at solution of this or that social complication, and assistance of a concrete category of clients;
- *Activational*: enhance the individual, family own potential to solve the problem, to find a way out of a difficult situation, and organize the development of self and mutual aid;
- *Instrumental-practical*: granting of different help in situations of life complications, consultations and trainings for improvement of mutual relations between people, assistance in preparation of official papers, and other operations necessary for clients to exercise their social rights of custody and guardianship in relation to children who have lost parents, or adults who are in need of that;
- *Directive-Management*: management of bodies of social administration, coordination of activity of governmental and non-governmental organizations and institutions delivering assistance to people in need of help, in social support of citizens, participation in a work of formation of social protection, selection and training of personnel;
- *The heuristic*: increasing of social knowledge, deepening of understanding of social problems, improvement of academic and general cultural preparation of social workers, mastering of their qualification.

Promising, in our opinion, is the employment for estimation of technological maintenance of social work of methodological generalizations offered by V.H. Pidshyvalkina<sup>1</sup>. This author has considered

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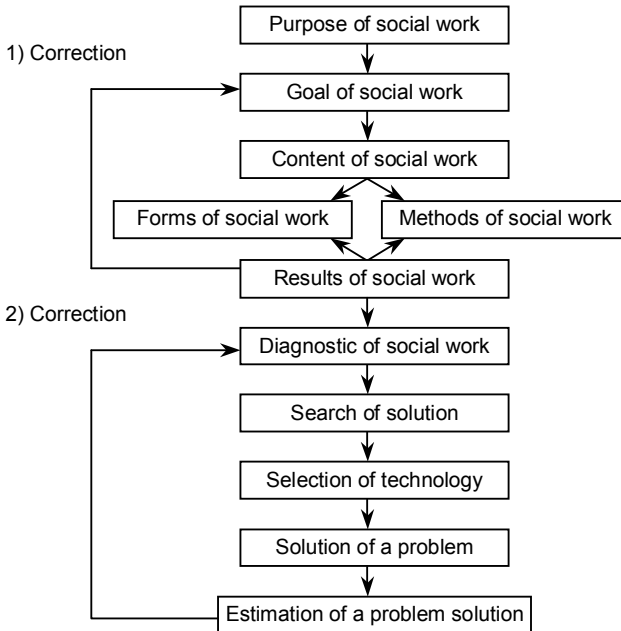
<sup>1</sup> Подшивалкина В. Социальные технологии: проблемы методологии и практика / В. Подшивалкина. – Кишинев : Центральная типография, 1997. – 352 с.

in detail not merely a general algorithm of elaboration of social technologies, but also has offered a variety of their classifications.

Technologies of social work should be regarded as technologies ensuring social functioning of a society. By social work, as a special kind of social influence, we mean a specific activity related not merely to maintaining the social rights of citizens and providing them with helpful services, but also the activity aiming at regulation of interaction between individual, community, and state bodies.

Therefore, definition of social technologies can be within each component of social work: in social work as a science; social work as a cycle of disciplines and social work as a type of professional activity.

According to N.S. Matviychuk, it is possible to present any social work technology in a form of the scheme (see scheme 3.2)<sup>1</sup>:



*Scheme 3.2. Model of the structure of social work technology (according to N.S. Matviychuk)*

<sup>1</sup> See: Соціальна робота в Україні: теорія та практика. – К. : УДЦССМ, 2001. – С. 38.

Implementation of technologies in a social worker practices saves expenditure of forces and means, allows constructing science-based social work, and enhances efficiency of problem solving<sup>1</sup>.

Moreover, it, technology, enables people to learn how to achieve more with their working and personal time and resources, and therefore, always fuels the achievement of positive results in social work practices.

Thus, all stated above strongly suggests to regard the technology of social work as an element of a system of social work.

### **3.2.5. Material of Human Needs Satisfaction (Substance, Energy, Information) and Its Monetary Form**

The material permitting satisfaction of needs of the individual should be regarded as a separate element. The main function of a given element consists in serving as the material enabling a filling the gap of unmet needs of individuals.

In practice, given to the client assistance is assumed to be given in a shape of a service of various directions and application. Thus, *professional service of a social worker* is the activity which integrates theoretical and practical body of knowledge and is organized according to a Code of Ethics and Standards of Practice for fields of social work to which all social workers must adhere. These factors found their recognition a while ago, but today attention to them has increased manifold.

Responsibility for the quality of social services rests on the social service centers managers who at present should pay special attention to the following things:

- Work taken to decision. It is better for a service to undertake only a work it is capable of coping with. If matter is beyond its competence, a social worker should at once direct the client to the experts of a corresponding profile.
- The social service should have internal and external programs for improvement of professional qualification of the personnel, or involve for this purpose the experts from the establishments of higher education and other specialized institutions (legal, psychological, public health services, ecological and others).

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<sup>1</sup> See: Лекции по технологии социальной работы: в 3 ч. / под ред. Е. И. Холостовой. – М. : Издательство, 1998. – 494 с. ; Фирсов М. В. Теория социальной работы / М. В. Фирсов, Е. Г. Студенова – М. : ВЛАДОС, 2001. – 432 с.

- Selection of corresponding social work personnel is a tool impacting the improvement of social services quality.
- The managers of social service should take a maximum of measures not to commit an error. The cases which social service deals with should be discussed and approved more than one expert. Developed on purpose monitoring system should reveal and prevent conflicting situations before the beginning of work with the client.

Nowadays efforts of one person will not prevent errors in social work. Everyone, the whole crew – should know the client and his problems so well to be able to realize his expectations.

In addition, for instance, today in the centers of social services for young the main attention is paid to ensuring of creativity of children and youth, arranging of their leisure time activities, rest, recovering (57%), preventive maintenance of the negative phenomena in the youth environment (51%), preventive maintenance of offences in the youth environment (38%), to young families (27%), social support of children and young people with special needs.

As estimations of social workers shows, the most effective assistance is provided to the following categories of clients of social services for youth (See table 3.4).

*Table 3.4.* Groups of people mainly receiving public assistance today within a system of social services for youth

Question "What type of clients do you personally work with most effectively?"	Number of answers in %
Creative talented youth	92
Socially active youth	73
Children-orphans and children remained without parental care	70
Young families	65
Children and youth with special needs	59
Children and youth inclined to cause offences	57
Families having three and more children (large families)	57
A single- parent- families	51
Persons who are on drugs (including addicts)	40
Street children	35
Unemployed	30
Conflict and risk families	30
Persons released from institutions of confinement	30
Homeless adults	27

*Table 3.5. Types and rating of services granted today to young people in Ukraine*

Content of a question	Number of answers in %
Organization of mass events	92
Preparation of accounting documentation	73
Lecture and discussion preparation and delivery	70
Face-to-face consultation	65
Sociological polls	59
Collective work management	57
Distribution of preventive materials, preparation of public service advertising	57
Volunteer work preparation and facilitating	51
Telephone consultation	40
Elaboration of projects and programs of social work	35
Welfare service assistance	30
Providing trainings	30
Preparation of proposals related to state and regional programs, legislations and regulatory documents	30
Arranging of the compendium of games	27
Developing or adaptation of social work techniques and methodical materials	22
Mutual aid based group work organization	22
Street work	19
Methodical preparation of social workers	13

Results of sociological poll of social workers working within a system of social services for young people (see table 3.5.) reveal the structure of services granted by social workers to young people.

The size of expenses of materials for services to clients of a system of social work is stated in the State classification of social standards and norms. The given document provides the expenditures of material for any classified type of services on the basis of services performed to one person in the time span of a year. It reckons norms of consummation, both statistical and in natural expression. It opens with regulation of the standard of consumption of food, and ends in defining the norms of a personal income ensuring quality living of a person.

Monthly wages of workers and office employees ensuring required level of living and recreation are indicated in a separate line.

### 3.2.6. Social Infrastructure

In our opinion, the next element of a system of social work is a social infrastructure which is regarded as a complex of material conditions of different forms of people's living. Set of these material conditions termed as "social infrastructure", is its essential element. As far to its origin, it is a derivative of a leading element, that is individual, as it is his material prototype, and as it creates objective material pre-conditions for satisfaction of individual's needs.

There is no general consensus in regard to social infrastructure in modern scientific publications. In the beginning of 80es of the XX century it became a subject of the captious scientific analysis for both scientists and practitioners. However, the analysis of its formation and functioning without deep comprehension of methodological bases has led to different interpretations of the concept "social infrastructure".

In the named unity social infrastructure appears as a set of *functions*. First, acting as a material-substantive basis of functioning and development of a system of social security, it by its mere maintenance does organize in a certain way a process of satisfaction of needs of an individual; its immanent *organizational function*. Secondly, interaction of people with objects of social infrastructure also assumes acquiring certain knowledge, abilities and habits, that is to say it is a certain level of culture of satisfaction of needs; through this its *cultural-educational function* reveals itself. Thirdly, in practice most effectively its *function of stimulation* is manifested. Experience of the previous development testifies that in communities with developed social infrastructure, the workers have considerably better developed sense of collectivism, less turnover of staff, and higher creative activity .

But *its principle function* within a system of social work is *instrumental*, which it ensures by possessing a particular system of tools, which are purposefully used for satisfaction of needs of the person. It does act as a cementing material basis of a system of social work.

Historically and logically concept "infrastructure" and "social infrastructure" has appeared in a course of studying the process of manufacture and development of productive forces of a society. It is for this reason that we should collate interrelation of concepts "social infrastructure" and "productive forces". Moreover, it is necessary to remember that the part of social infrastructure elements is a share of productive forces of a society.

Three basic *groups of substantial elements* which carry out different target functions in the course of a social production optimizing labor activity of the person belong to the given set. *First*, it is buildings and constructions in which a labor process takes place. *Secondly*, it is communications which create an expanded “vascular” system of a society. Due to them (ways, communication networks, for example, the Internet, etc.) different kinds of activities are united in a uniform process. *Thirdly*, finally, technical equipment of buildings, constructions and communications.

Moreover, it is necessary to underline that is material-objective elements of productive forces, which create an important link of all social infrastructure, do not create material or cultural values, and merely ensure a normal course of social production.

Thus, social infrastructure operates as a peculiar uniting system between means of production and people. Owing to it, it represents not merely material-objective elements, but also has its clearly expressed sociopolitical aspect, because characterizes degree and level of maintenance of people by necessary conditions for labor, political, cultural-educational and welfare activity.

Certain connection does exist between concepts “social infrastructure” and “material base”. In addition, we should notice that means and subjects of labor, technology and the work organization, branch structure, location of productive forces which give a general characteristic of the reached level of production and its potential are the general elements of the latter.

At the same time a concept “material base” also includes general conditions of process of manufacture which provide organic connection of all elements of social production as a single whole. A part of these conditions, connected with labor activity of the person on manufacture and also serve for the purpose of satisfaction of different social needs of the person, we consider as such that have a direct connection to social infrastructure. To the material base also belongs the set of *objective* elements of social being that are necessary conditions for political, family-welfare and other types of person’s activity and which also are an important component of social infrastructure.

This implies the following conclusion, the infrastructure in general, as well as social infrastructure in particular, is a part of the material base which allocation of which within a structure of an economic complex of the country and regions allows to have more precise idea about its such elements which ensure the general conditions

for development of economic and social processes from standpoint of creation of objective material possibilities for effective functioning substantivized and live work. Thus, undoubtedly there is a correlation between concepts “social infrastructure” and “material base”, but only within delineated above limits.

Finally, it is necessary to specify a correlation between social infrastructure and service sphere. As for this, there are, at least, three points of view. The first one identifies these two concepts. It is based on the fact that the economy consists of branches of material and non-productive manufacture. As we have already noticed, the activity of the person in a manufacture sphere also requires corresponding conditions, and creation of general conditions for any activity in a sphere of production of goods is priorities of social infrastructure. Thus, influence of social infrastructure extends far beyond the sphere of service limits. From this point of view, entirely favorable is the outreach of factory workers by social work that does take place today in practice.

There is also other point of view, according to which, its supporters consider that social infrastructure includes also areas of production of goods which are connected with creation of *substantial* conditions of production (a building of the railway and automobile ways, development of rivers), and also such objects, the action of which result in granting of services (transport services, etc.). In that case concept “social infrastructure” is a wider than a concept “service”. However, they do not include in concept “social infrastructure” the life and some cultural services for the population. In that case a concept “social infrastructure” is narrower than a concept “service”.

Finally, according to the third point of view, social infrastructure includes areas of non-productive sphere, which serve to both material and spiritual production. They have the same functional purpose: they both carry out function of service and are not directly involved in creation of a public product.

At the same time, there is an essential difference between them. Service sphere includes people, so-called manpower resources, without whom process of granting of services is impossible. According to our concept, social infrastructure does not include social workers or social work personnel, as they constitute a separate element of system of social work.

Modern native publications lack a consistent approach to the essence of social infrastructure, its role for the societal self-organization.



This term is hardly used today. This situation dictates a need to consider the approaches existing in publications.

In times when it was important to develop new areas, for example, a virgin soil or famous Baikal-Amur highway, an issue of providing commodities and services enabling and sustaining societal living conditions drew attention of not merely state bodies but also of scientists. At that time social infrastructure most commonly was regarded as constructions, enterprises and institutions that all together created material and cultural- welfare conditions for qualitative life conditions and attract labor force to the region.

Entirely favorable general orientation of a given definition is not deprived from certain shortcomings. First, in social work should not be reduced only to the “material and cultural – welfare conditions”. Conditions for development and enhancing of social activity, different forms of interpersonal communication play a vital role in the life population. Secondly, priorities of labor consolidation in new regions were entirely justified, but not less actual there is a problem of consolidation and use of labor. Thirdly, the general statement about “normal life” also requires its specification as within a given definition it allows treating social infrastructure rather widely and unspecific.

In the second, a case social infrastructure is understood as a set of objects of the services domain (trade, public catering, consumer services, housing and communal services, transport and communication, information service for population, health care service, social security, native education, culture, art, crediting and state insurance) aiming its activities at satisfaction of personal needs of an individual, maintenance of living conditions and intellectual development of the population of regions and country.

Some researchers refer to social infrastructure as to a social – welfare one, interpreting it as a complex of constructions, enterprises and establishments which provide in a particular territory material and cultural-welfare conditions enabling and sustaining normal societal living. In comparison to the previous case, this definition in a greater degree practically excludes conditions that provide labor and political activity of people, focusing on non-productive sphere.

Such division a lot more collates the concepts “industrial” and “non-productive” spheres. Moreover, mechanical mapping of these concepts, for example, mapping a part of elements of a concept “non-productive sphere” on a concept “social infrastructure”, does not allow revealing the essence of latter. The matter is that the maintenance

of a concept “social infrastructure” includes also those elements of the infrastructure which are focused on manufacture, and in development of which the social aspect is a surpassing one (passenger transportation at the manufacture, special space for arranging different social measures, etc.).

Zhamin V.<sup>1</sup> has approached the characteristic of social infrastructure most comprehensively and in detail. Characterizing its essence, he has distinguished 12 structural elements, which practically cover all spheres of human life. The author is guided by the approach developed in an economic science: for classification of elements of an infrastructure, he uses division of economy into areas of industrial and non-productive spheres with subsequent concretization of both in terms of economic notions. Thus, he asserts that such distinction should not coincide with a division of an infrastructure into industrial and social one.

Summing up different definitions of social infrastructure, which are found within scientific publications, it is necessary to underline, that mainly as a basis come forth the material-objective elements which are urged to ensure general conditions of activity of an individual in a sphere of work, political and spiritual life and in all that have close connection to the family activities of an individual and his welfare.

At the same time, as Z.T. Toshchenko writes, “Social infrastructure” is a “new concept which for the first time makes possible the in-depth study of objective laws, and elaboration of principles of systematic and proportional development of all material-objective elements that ensure general conditions of public life optimization ...”<sup>2</sup>. It is at first.

Secondly, social infrastructure has an objective character, as it is a natural or cultural-historical result of previous development of a society and its productive forces. It means that within a market model of a state, development of its productive forces should be accompanied by development of social infrastructure. In addition, the latter cannot surpass a level of development of productive forces. In a case when it is below a level of development of productive forces, it

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<sup>1</sup> See: Жамин В. А. Инфраструктура при социализме / В. А. Жамин // Вопросы экономики. – 1977. – № 2. – С. 14–15.

<sup>2</sup> Тощенко Ж. Т. Социальная инфраструктура: сущность и пути развития / Ж. Т. Тощенко. – М. : Мысль, 1980. С. 27.

essentially hampers development of a state as a whole. Logical conclusion is that in a market model of a state, development of its productive forces should be supervised by the state.

Thirdly, social infrastructure assumes a system of institutions and organizations, which is more of the social-economic value, than the technical one, as it may seem on the surface, because it creates conditions for optimization of activity of an individual.

Fourthly, social infrastructure is urged to ensure the comprehensive development or normal quality of life of the people. Therefore, social infrastructure should be ready to give the aid to those groups of the state population, which have not reached maturity yet and cannot join a manufacturing activity, for example, a young generation of citizens of the country, or those who has already left the given process or are disabled since childhood. The state should provide a targeted care of the development of social infrastructure. Level of its development should be estimated in terms of a system of relative indicators, that is to say, it is necessary to have standards of maintenance of the population by elements of social infrastructure. It means that it is necessary to know number of objects of social infrastructure per capita or per ten thousand individuals.

Fifthly, by means of a condition and rates of social infrastructure development it is possible to define a state policy orientation, and to estimate its level of social orientation.

Sixthly, as social infrastructure is aimed at satisfaction of particular human needs, its structure and development should be estimated through a prism of development of native and world culture, which is the important mechanism of its improvement. And if in the beginning of XXI<sup>st</sup> century the world community, under a crush of logic of evolutionary process, has got accurately expressed spiritual measurement, then social infrastructure should also be formed within a qualitatively new paradigm. In that case, it, social infrastructure, being modernized in the information dimension, opens essentially new possibilities of engaging of the individual into industrial activity. It also means that the content of social work is being conjointly and radically updated.

Therefore it is worth-while to consider social infrastructure as a consistent set of material-objective elements which create the general conditions for a rational organization of principal types of person's activity in a market model of development of Ukraine – labor, political and others, – that are being developed in interests of the

population of region and country. Social workers are engaged in its, social infrastructure, exploitation.

All above-stated arise a question on specification of *a specificity of functions of social infrastructure* which any other body in structure of a social organism of the country fails to perform.

Let's remind that creation of material basis for carrying out of specific work on creation and reproduction of intrinsic forces of the person is a main function of social infrastructure. Without these material-objective conditions self-development of a person cannot be completely realized. It can go in incomplete manner.

Specifying function of an element of a system of social work, we should proceed from that function of an object reflects a special type of dependence between components of the same process of creation and reproduction of the person when changes of one of them are derivative of change of others.

Works devoted to the development of social structure mainly discuss provision by welfare and social-cultural and material conditions for normal accommodation of the population in this or that territory, and productive labor in certain area of manufacture. It, certainly, important functions, but they do not exhaust its role in a system of social work.

There is a different point of view on function of social infrastructure. In times of the USSR, as it is known, it, that was entirely justified from the point of view of ideology of primacy of material over the spiritual, was subordinated to interests of production of goods. For this reason social infrastructure as an independent element of a system of creation and reproduction of the population of the country, was losing its face.

Finally, there also was a point of view, which subordinated functions of social infrastructure to overall aims of public progress. In times of communistic ideology domination, it again was connected with development of economy and recognition of a supervising role of production of goods that did underline a practical character of social infrastructure. The following definition of a role of social infrastructure in society development was considered to be typical: "Comprehensive development of a worker's personality, his cultural level, qualification, creative abilities ... – important precondition of economic development of a society. Steadily increasing satisfaction of material needs generates an inevitable need of creation of conditions for a person's physical and spiritual development that is a need of developing a whole of complex of social infrastructure".

In addition, Z.T.Toshchenko who purposefully investigated functions of social infrastructure, stressed, that is all about general conditions, and reduced its prime function to achieving by socialist society social equality and social monotony. According to his specification, the purpose of development of social infrastructure consists in “orientation on creation of material preconditions of development of a society and an all-around development of each individual”<sup>1</sup>.

Social infrastructure has the following level and kinds of social infrastructure. As we have found out, social infrastructure includes all material-objective elements of social development which influence efficiency of all life activities of individuals: apartment houses, trading enterprise and public catering, passenger transport, water supply and water drain system, medical institutions of a different direction, school, average special and higher educational institutions, establishments of vocational preparation, post-cable and financial establishments, cultural-entertaining establishments, sports and recreation establishments (stadiums, sports Palaces, swimming pools, parks, rest houses) both other objects and establishments of social assignment.

Moreover, each particular object of social infrastructure is characterized by an inherent set of specific properties and characteristics. This generates a necessity to classify elements of social infrastructure. There are different principles of such classification in the scientific publications, for instance, according to levels, purposes, assignments, forms, directions, and kinds.

The groupings of social infrastructure elements, according to levels of the society organization, is of prime importance. In that case, the hierarchy of levels of social infrastructure is the following: social infrastructure of the country or native level of a large economical – industrial region, for example, Nyzhnye Prydniprovyia Bottom or Slobozhanshchyna, area, a city, city or rural area, at last the state enterprise or a private firm.

Another classification allocates main, regional and local social infrastructures.

The analysis of social infrastructure according to levels of the society organization does not annihilate other approaches to classification of its elements. Its forms also can serve as a basis for

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<sup>1</sup> See: Тощенко Ж. Т. Социальная инфраструктура: сущность и пути развития / Ж. Т. Тощенко. – М. : Мысль, 1980. – С. 31.

classification. In that case, it is possible to talk about the linear and point social infrastructure. The linear infrastructure should be understood as a network of railway and automobile roads, communication and electric power lines, etc. Point infrastructure includes particular objects (schools, clubs, hospitals, etc.). Such classification is pertinent, when conversation touches different elements of social infrastructure at different levels of the society organization. So, at a level of a separate enterprise, it is pertinent to talk about point infrastructure, without excluding elements of the linear one. At a level of oblast, cities, it is possible to talk about both and in addition about the ways of coordination of their interaction. Moreover, such division of social infrastructure helps to characterize the form of its organization in each particular case. The most detailed description of the social work social infrastructure is introduced in V.B. Halemendik's monograph<sup>1</sup>.

In addition, the literature contains proposals for the selection of a particular type of such elements of social infrastructure, intended to solve program-target or problem-target tasks. These programs or problems need not be associated with certain levels of society infrastructure. For example, we can talk here about providing material and the material means for struggle against AIDS or drug addiction, work with street children. These include equipment for free economic zones and some other virtual entities. The service of tourism uses a kind of social infrastructure, which has a network of resorts, hotels, restaurants, specialized transport. Social infrastructure can be divided in accordance with the needs of the people it satisfies. There are elements that contribute to satisfying the everyday needs of the population and therefore their set by the place of residence or work is clearly defined by the necessary framework. Interchangeability of such elements is practically not possible. Nice dining room, for example, can not replace hospital or club, culture centre, kindergarten. These items can only exist in the full set.

Simultaneously, there are needs that are not unique to the entire population, and people feel them only at a certain age or period of life. This, for example, is the need for higher education, visiting museums, theatres and so on. Concerning such items, there is the problem of uniform distribution them by economic areas according

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<sup>1</sup> Халемендик В. Б. Інфраструктура соціальної роботи: теоретико-методологічний аналіз. : монографія. – Запоріжжя : Дике поле, 2006. – 262 с.

to the quantity of the population of the region. For example, it makes sense to open the State Theatre in the city where not less than 250 thousand people live.

Without rejecting the significance of classifications the infrastructure covers, there is a sense of the above mentioned diversity of its elements to make a detailed analysis of certain groups, which serve for a certain activity of a person. At the same time, it is especially worth emphasizing that the conditions are just assumptions, the possibility of the activity as the activity itself is the realization of opportunities (reality). In the process of the activity its conditions become its active sources or factors.

So, it makes sense to allocate these *types of social infrastructure: infrastructure productive activities, social and political activities, infrastructure activities in the field of spiritual culture, social and domestic infrastructure, infrastructure protection of the environment and human health.*

The key element of social infrastructure is a collection of material and the material elements that create the general conditions for effective labor activity of people, during which their intrinsic strengths are revealed and shaped. In production, they include conditions of work, out of production they include passenger transport and communication, spatial conditions of settlement, as well as material and the material basis for technical and vocational education and enrichment training.

Infrastructure of socio-political activities includes general conditions, enabling the active participation of workers in the management of the affairs of society and production. They include the material and technical basis of political events and the media, as well as suitable conditions for the development of ideological and cognitive activity.

As for ensuring the population with activities in the field of culture, it is supposed to provide a set of conditions for education (kindergartens, schools of all types), raising the cultural level (cultural and educational institutions, cinema service, library network, museums) and leisure activities (parks, recreation areas, etc.).

Infrastructure service sector is also one of the important elements of social infrastructure. Supply of housing, utilities, various services plays an important and ever increasing role in human life. Moreover, housing, and life accommodation is one of the major reasons for the choice of human habitation, work, shaping life plans.

More and more important is the social infrastructure of environmental protection and human health, which has a direct impact on life as a rational organization of society and its individual segments, groups and every individual.

We must finally pay attention to this kind of social infrastructure as a condition of interpersonal communication. For different hobbies, common leisure, the unifying of interests the creation of appropriate complexes of material conditions (such as special places for this purposes, appropriate equipment, and so on.) should be arranged.

Thus, areas (types) of life activities serve the sole basis on which we must define elements of social infrastructure. In any case it does not mean, however, that these elements of reality exist in isolation, independently from one another. In contrast, analysis of conditions of activities, for example in the field of culture, can partially cover conditions in the workplace as well as characteristics of the material and the material conditions for social activity should include an analysis of the components of the social infrastructure of other spheres of human activity. In practice, it is possible to have a classification of elements of social infrastructure by the types of needs, among which the system of health care is singled out, utilities, education, tourism and others.

So, when it comes to social infrastructure we should mark that on the whole it serves not certain moments, and all vital functions of the individual. This ensures that the social infrastructure will holistically help to reproduce the social body of the country in which a person plays the role of a leading driving force.

### **3.2.7. Self-governing Body**

Social work, as all purposeful human activity, is a phenomenon that has its specific purpose, tasks and means of implementation, it is localized in time and takes place in a certain time dimension, in its implementation the cooperation of its members is involved, in a word, it can not occur without coordination by the governing body.

It should be noted that the main function of it lies in the encouraging, organization and coordination of all parts of the interaction in this system, and this applies both to the individual client, and in relation to his personal functioning and development.



It is known that this organ as an element of social work should ensure systematic management of social processes. In the broadest sense, it is organically inherent phenomenon in the social system, during which it ensures the preservation of its integrity, high quality reproduction and update in Ukraine concerning the information phase of development in part of the European and world community<sup>1</sup>.

The main actor here is, of course, the subject of social policy and its position in the system of self-regulation of social organism of the country. It emerges quite vague in the mirror of morphological analysis.

The problem is that the subject of social work management, which is relatively independent subsystem of the social organism of the country, along with economic, political and ideological subsystems, has no organizational and functional independence in Ukraine. The fact that management of social sector is carried out by industrial policy concurrently is rudimentary. Paradoxically, but the process of control playback of essential powers of a person, remains subject to the employer as in Soviet practice. On the one hand the latter has a personal interest in production and is not interested in keeping it entirely, on the other hand it is the object of his attention is always only working proportion of the population and only within a particular production. This picture is more blurred with the proliferation of private ownership and the formation of a free labor market.

The activity of administration is guided by the Constitution and laws of Ukraine, acts of the President of Ukraine, the Cabinet of Ministers of Ukraine, the Ministry of Labor orders, orders of the oblast administration, acts of respective local authorities, and this provision. The main objectives of administration are:

- provision of safe life, pay, health and proper working conditions, employment, pensions, social security and public services, including citizens who need assistance and social support from the state, in the territory of the state policy in the field of industrial relations;
- provision of the law enforcement concerning work, work safety, employment, compulsory social insurance, pensions and social protection within its power;

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<sup>1</sup>See: Социальное управление : словарь / под ред. В. И. Добренькова, И. М. Слепенкова. – М. : Изд-во МГУ, 1994. – С. 169.

- formulation and implementation of targeted regional programs to improve safety conditions and working environment, as well as activities related to labor safety provided in the programs of social, economical and cultural development;
- promotion of the effective use of human resources, rational, productive and freely chosen employment, improving competitiveness of work force, labor productivity;
- assistance to local bodies of government in addressing the social and economic development of the proper territories;
- organizational and methodological support of the relevant structural departments of the executive councils;
- improving the forms of social partnership, the organization of cooperation of local authorities and local bodies of government with trade unions and employers' organizations.

Management according to its tasks:

- monitors at work, employment, compulsory social insurance, pensions, social security and public services, analyzes and forecasts the development processes in social and labor fields of the territory;
- organizes negotiations and agreements between local authorities, employers' associations and trade unions, other authorized labor groups on the basis of social partnership;
- analyzes the state of work on collective agreements at enterprises, institutions and organizations, gives the negotiators organizational and methodological assistance, provides as the enforcement authority settling collective labor disputes (conflicts);
- makes proposals to the social and economic development of the territories and participates in the development and implementation of measures aimed at implementing a long-term state policy for the development of labor potential; develops proposals to improve the balance of labor resources and the need for them and organizes the development and submission to the Regional State Administration target (complex) prospective and current programs on matters within its competence;
- participates in the development and implementation of measures strengthening the motivation to work, improves its organization, payment and valuation;
- examines the state of human resources usage of the proper territory, analyzes the development processes taking place in the labor

market and in professional training, participates in the working out of proposals for the development of production and job creation, appropriate placement of new businesses, the creation of special (free) economic zones forming professional qualification of the labor force in the territory;

- analyzes the demographic situation, migration processes in the territory, preparing proposals for the regulation of migration processes;
- is involved in developing special programs related to the protection of the country against external threats in the established procedure;
- provides activities of commissions for alternative (non-military) service;
- ensures social protection of employees engaged in work with harmful and dangerous working conditions, takes action on the quality of the job evaluation of their compliance with regulations on labor protection in enterprises, institutions and organizations;
- studies the observance of work and rest, the practice of employers' reimbursement for damage caused working injury or other damage to health of the worker associated with the performance of his job duties, develops appropriate proposals in enterprises, institutions and organizations of all forms of ownership;
- exercises state control over the safety and a timely state minimum payout according to minimum payroll, checks the compliance with legislation on employment, pension and social welfare, enterprises, institutions and organizations of all forms of property as well as individuals – entrepreneurs;
- helps to prevent injuries outside work, organizes the development of the regional program for improving safety, health and environment, and programs (measures) to prevent accidents outside work and monitors their implementation;
- is involved in the investigation of group and fatal accidents, occupational diseases and accidents at plants under the legislation, organizes the investigation and analysis of accidents of unproductive nature, keeps their records;
- organizes the work related to pension citizens (after transfer of appointment and payment of pensions to the Pension Fund, monitors activities supervised by its appointment and payment);
- provides practical, consulting and legal, organizational and methodological assistance, helps to create a single automated data

bank, personalized account of the compulsory state pension insurance of private pension systems;

- works to provide targeted social assistance and support to low-income citizens, including the disabled, monitors the accuracy and timeliness of appointments and benefits: social payments and assistance of other social protection measures, manages and supervises relevant departments in charge and payment of social benefits and assistance;
- contributes to refund the cost of enterprises pensions assigned in connection with industrial injury or occupational disease workers with the Pension Fund;
- encourages the integration of disabled people into society, facilitating their access to social infrastructure, development of vocational and social rehabilitation of the disabled, their employment, creating for them industries, shops, stations and jobs and participates in the development of proposals for setting quotas that destined for the employment of disabled persons; directing persons with disabilities to education in the social protection system for vocational training and retraining; checks the work of enterprises, institutions and organizations on these issues;
- organizes work to ensure disabled prostheses and orthopedic products, special means of movement and self-rehabilitation facilities, as well as financial and social services, spa treatments for disabled veterans of war and labor;
- studies the condition of material conditions of life and the needs of disadvantaged citizens, including disabled, takes measures to create specialized services for social and other services to these citizens, submits to the Regional Council for the establishment of a network of rehabilitation centers, special commercial places, life, public food, medical facilities for social services in this category of citizens;
- conducts the work related to the development and strengthening of the network of territorial centers of social services for pensioners and single disabled people, social care institutions, orphanages, promotes the development of their farms and medical manufacturing employment workshops (workshops, stations, etc.) and cooperation with operational enterprises;
- is involved in planning capital investment budget for the construction of institutions of social protection and in the commission

of acceptance of completed construction of new facilities in terms of accessibility for the disabled;

- organizes and supervises the work of the established benefits for disabled veterans of war and labor, lonely disabled people, orphans, single mothers, families of the deceased soldiers, large families, other citizens, coordinates the work of enterprises, institutions and organizations on these issues; develops and submits relevant proposals;
- is involved in ensuring accordance with the law of social protection of citizens affected by the Chernobyl disaster;
- organizes the work of social inspectors;
- organizes, coordinates and controls the provision of reimbursement subsidies for housing and utilities, purchase of liquefied gas, solid and liquid stove fuel;
- organizes, coordinates and controls the compensation provision in conformity with the law for the disabled in gasoline, maintenance and repair of motor vehicles, transport services for the disabled, and the cost of spa treatments;
- organizes the work of committees to review the issues related to the provision of participant the status of war; contributes to charities, religious organizations, individual citizens and their associations to assist socially vulnerable citizens;
- participates in the preparation of proposals for making ( termination ) and the definition of contracts with the heads of enterprises, institutions and organizations belonging to the local administrations, as well as approval appointment and dismissal of heads of enterprises, institutions and organizations that are under the control of ministries and other central executive bodies;
- organizes the work related to the provision of charity (humanitarian) assistance to low-income citizens and families with children within its competence;
- directs and supervises the departments of labor and social protection district administrations, studies, summarizes and disseminates the experience and introduces progressive methods in the practice of their work;
- provides practical and organizational, methodical aid to structural units of proper executive councils;
- coordinates the work of improving the skills, training and retraining of management of enterprises, institutions and organizations belonging to the Regional Council;

- coordinates the training of social workers for the needs of the respective areas;
- provides a timely review of citizens claims and their organizations, takes measures to eliminate causes of complaints, conducts reception of citizens;
- organizes through the media explaining regulations on labor, health and safety, employment, compulsory social insurance, pensions, social security and public services;
- creates divisions automated data processing, supports a sole information and telecommunications environment within a sole information system MLSP Ukraine;
- acts as the management of property that belongs to it by right of operational management;
- performs other functions prescribed by law.

Management has the right to:

- submit to heads of regional administrations for the termination of contracts with enterprises, institutions and organizations belonging to the local administrations, ministries and other central bodies of executive power in the case of systematic violations of labor legislation and social protection;
- serve proposals for improvements in social and labor issues of the territory if necessary to regional administration, the Ministry of Labor of Ukraine;
- involve the consideration of proposals and preparation of specialists of other structural units of the regional administration, enterprises, institutions, organizations and associations (after consultation with their heads);
- receive in due course documents and other materials necessary to perform assigned tasks from other units of the regional administrations, local authorities, enterprises, institutions and organizations of all forms;
- convene in due course seminars, meetings and conferences on matters falling within its competence;
- set up printed media to highlight issues within its competence and produce brochures, leaflets and other materials in accordance with legislation;
- order customer research in the field: social and labor relations, payment, regulation and safety, employment, compulsory social insurance, pensions, social security and public services, establishment of social partnership;

- administration in the execution of its tasks interacts with other departments of regional administrations, local authorities, enterprises, institutions and organizations, as well as religious and charitable organizations and citizens' associations;
- administration is headed by a chief appointed and dismissed by the head of the regional administration agreed with the Ministry of Labor of Ukraine.

In order to bring social services to users, social work is the most closely mobilized on the ground, in district areas. Social protection in the areas is carried out by managing labor and social protection local bodies of the regional, Kyiv and Sevastopol city state administrations. Administrations provide within their power the labor law, health and safety, employment, compulsory social insurance, pensions, and social protection.

Here is an example that shows the functional failure of regulator to control social work at this time. The main reason here is its organizational dependence on other factors, such as economic and political. Overall, 90<sup>th</sup> years in Ukraine had certain political amorphous: the power of the country remained formally in non-party and party and unstructured ways. This led to a lack of responsibility, to the inhibition of reforms, to unbalanced social policy. And at the same time allegations about the authorities' corruption sounded louder and louder. The focus of political debate in Ukraine found itself in economic woes, but the decisions were not systematic and often revealed a lot of populism. They significantly hindered social development of the country. Therefore the decision of Verkhovna Rada about the failure of the government to provide proper social protection and dissolution of the Cabinet of Ministers in 1995 were quite reasonable.

The picture has not changed after the adoption by Verkhovna Rada on the June 28, 1996 a new state constitution that declared Ukraine's legal and social state, enshrined social rights of citizens, including the right for social protection. However, the expected immediate stabilization of the political process has not happened. These basic rights guaranteed by law are not always implemented in practice.

Meanwhile Ukraine has a remained hierarchical administrative-command system, there was weakness of civil society and political forces were associated with state institutions and regional clans. The good point, observed for the first ten years of independent existence

of Ukraine, is involving voluntary (private) sector into social work, which gradually takes over the lines of Western Europe and takes part of the functions previously performed by public service which have not had an agent before. For example, according to statistics, in 1991 there were 319 operating civil society organizations, in 1992 – 1356, and in 1993 – already 3257. As on the 1 January, 2000, the country already has more than 20,000 non-governmental organizations (NGOs). Among them there are a lot of organizations (charitable, public, private, etc.), which set, in particular, the provision of social services to various categories of the population among there statutory objectives. In fact, more than 900 organizations are registered that deal with solving the problems of the disabled, almost 1200 of them are working with the elderly. Quantitative analysis of NGOs by area shows that most of them are active in Kiev (1850), Dnipropetrovsk, Donetsk, Lviv to date.

Most of these organizations are only taking their first steps in the country, but those NGOs that receive state support ever since the post-war are continuing their work. These are UTOG, UTOS, Ukrainian Red Cross and its local offices and others.

### **3.2.8. Regulatory Basis of the Social Work**

No doubt, that there should be such a component among the elements of the social work system, which does not form social relations itself and, what is more, doesn't change its content. It is represented by a complex of legal, administrative, moral and ethical norms.

Their purpose or the main function is determined by setting of certain forms and ways of functioning of social security mechanism that is with the help of this component the subject of management directs and organizes vital functions of the whole – specific social organism, comprising of the variety of social groups.

Social workers not only soften social tensions, but also participate in the developing of laws which aim to protect citizen's rights more effectively.

Social workers help all the citizens, who need assistance in their every day problems' solving. Such sort of assistance is primarily given to those, who are not protected socially – old and disabled people, children, deprived of care within the family, people with derangement, drug-addicts, AIDS patients etc.



Social policy of the state aims to create conditions, which provide descent life and free human development. Thereby, a list of measures is considered to be important: people's labor safety, establishing of guaranteed minimum wage, providing of the state support of a family, motherhood and childhood, disabled and old citizens, establishing of public pensions, benefits and their social protection's guaranties (old age social security, pensions in case of sickness, disablement, pensions for survivors etc.) are emphasized in a special way.

Under contemporary conditions in Ukraine, specific mechanism of population's support is being created. It is determined by many factors particularly by the state of economic development of certain regions, by deepening of social differentiation, transition from one social framework to another.

In this case, the significance of social work as a specific kind of social activity strengthens as never before. It functions, at the same time, under conditions of market economy in the form of social assistance. Clients of social services are citizens who are subjected to the system of social security functioning.

Contemporary social policy of the state is, first of all, a coordination of public institutions and social groups of population in reference to activation of protective actions of people who need help as well as those who are not protected, temporally not working, sick or are in crises. This policy is typical for market economy.

We will now consider regulatory support of the social work system in Ukraine in accordance with materials, prepared by P.V. Shumskyi and presented on pages of Ukrainian publications<sup>1</sup>.

The right of a citizen for social security is a constitutional right. In accordance with the Article 46 of the Constitution of Ukraine, citizens have the right for social security, which includes the right to get support in case of new, partial or temporary disability, being a survivor, in case of unemployment due to circumstances, which go beyond person's control, as well as in old age and other extralegal cases.

This right is guaranteed by compulsory state social insurance at the expense of insurance fees of citizens, enterprises, establishments and organizations, as well as budget and other sources of social support; by establishing of network of state, public and private institutions for providing care for the disabled.

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<sup>1</sup> See: Соціальна робота в Україні: теорія та практика: посібник для підвищення кваліфікації працівників центрів соціальних служб для молоді : у 2 ч. / за заг. ред. А. Я. Ходорчук. – К. : УДЦССМ, 2001. – С. 101–113.

Pensions and other forms of social benefits and assistance, which are the main source of existence, are to provide the level of life, which is not lower than the living wage approved by the law is.

Thus, under the conditions of legal state development in Ukraine, the issue of human rights protection and primarily the rights of those, who are not protected socially, is in the spotlight. Such situation gives us evidence of considerable growth of the social work importance.

The system of social protection of the population with its structure of establishments, services, centers and governing bodies is, on the one hand, a process of establishing of the organizational activities for people, groups, which belong to this system. On the other hand, it is at the same time a part of this structural space, field of activities, within which social work as well as its improvement and development are performed.

The main purposes of social work are:

- increase of clients' independence level, their abilities to control life and solve arisen problems more effectively;
- establishing of conditions, under which the clients may receive as much as possible in recognizing of their possibilities and getting what they are supposed to according to the law;
- adaptation and readapting of people in the society;
- establishing of conditions, under which a person, despite physical injury, emotional failure or life crises may live preserving dignity and self-respect, provided by other people;
- final goal – achieving of the results when social worker's assistance becomes unnecessary.

Mainly, social work is exactly oriented to the support, development and rehabilitation of individual and social subjectivity, which in their unity characterize living forces of a person. Special attention is paid by the state to social protection of the disabled as to the least socially protected category of citizens. There are more than 2,5 million of such people in Ukraine.

The issue of social protection of the disabled is regulated by the Law of Ukraine “On the Foundations of Social Protection of the Disabled People in Ukraine” dated March 21, 1991 # 975 – XII with subsequent amendments. Discrimination of the disabled is forbidden and prosecuted by the law.

Social protection of the disabled provides people with financial support, means of locomotion, prosthetic and perceiving of information

appliances, adapted housing; establishment of guardianship. It also includes adjustments in settlement's building and public transport, means of communication and connection according to the special features of the disabled. Defense of rights and freedoms, legal interests are provided by the court or administrative order.

With the aim to provide measures for protection of interests of the disabled public organizations are created. The state governance in this field is held by the Ministry of Labor and Social Policy, the Ministry of Health, local councils. All presented above allows making conclusion that social work may be attributed to system of features of the constitutional state.

V.P. Shumskyi thoroughly analyzed main directions of the state legal support. According to the Article 3 of the Constitution of Ukraine, a person, his life and health, honor and dignity, integrity and security are recognized as the highest social value.

Rights and freedoms and their guarantees define content and direction of the state's activity. The state is responsible before the person for its activity. Promotion and protection of rights and freedoms are the main duties of the state.

Article 46 of the Constitution of Ukraine provides citizens of Ukraine with the right for social security, what has already been discussed above. The specified is the very base for the whole system of social security of population with its structure of establishments, services and governing bodies.

Realization of mechanisms of population's social security requires, first of all, providing these mechanisms with the resources, which in particular includes such aspects, as:

- defining needs in material (financial and natural) and labor (professional specialists and volunteers) sources, necessary for providing of different forms of social assistance and support of the population;
- evaluation of the general size of sources in monetary and physical terms on the basis of normative, which are developed by higher and local governing bodies and are necessary for providing of different social programs for the population's social support and assistance;
- defining of the main and additional financing sources for the population's programs of social protection.

The main financial sources for social programs of social security of the region's population consist of compulsory subsidies from the state budget. Among the additional sources are:

- simultaneous, target allocations, bonuses and subsidies from the state and local budgets;
- state and regional funds of social security of the population;
- means, donated by charity funds; sponsorship, donations from the population;
- means, given by enterprises and organizations for providing activities of social defense of the population;
- means, given by regional funds of the social support of the population;
- investment funds, established within enterprises of privatization certificates of citizens, who are under social security system.

All these appear to be one of the main directions of the state-legal support of social work. Besides financial support, there could be in-kind help (products, services, manufactured goods). Among sources of in-kind help may be products of manufacturing plants (regardless of ownership) and services of region's institutions regardless of their ownership.

The functioning of all bodies and services of social security of the population is regulated by the unified normative acts as well as by regional bylaws.

Improvement of legal framework of the system of social security of disabled citizens and families with children is conducted in accordance with the Constitution of Ukraine and includes the system of bylaws and a complex of activities, which guarantee social protection of disabled citizens and families with children.

Among the additional functions of the protection of the disabled and impoverished citizens is elaboration of regulations, which condition providing of new types of social support at the expenses of regional fund of social support of the population.

All necessary norms, regulating issues of the satisfying of social needs of disabled citizens and children with families are consolidated in these regulations.

At this moment, the general state of legal regulation of social issues in Ukraine does not fundamentally correspond to the most urgent tasks of the implementation of social security of the population. It leads to social tension's growth, distorts the political orientation of the society.

Main disadvantages of the existing system (which is formed by the list of bylaws that are very often internally inconsistent and contradictory to each other) are directly generated by lack of legal definition of main principles of the system of social security of the population. They should correspond to new social realities of the society with the economy in transition and to the tasks of the forming of the civil society.

In our opinion, it may be advisable to systematize the regulatory framework of the social work and consider the following:

- establishing of general legal, organizational and financial principles of social protection of the population of Ukraine;
- systematizing and unification of current legislation on social issues;
- defining the perspectives of social policy and concrete ways of reforming of the social security system.

It is necessary to lay the legal foundations for satisfying of the most urgent needs of citizens and constructing of modern and efficient system of social security of the population and finally – for providing the constitutional right of every person for descent living conditions.

*Social security* – is a system of state guarantee of Ukrainian citizens' rights for material support in case of permanent, partial or temporary disablement, for survivors, in case of unemployment due to circumstances, that are beyond their control, as well as in old age, and in other cases stipulated by the legislation of Ukraine.

Social security is provided on the basis of compulsory social insurance, establishing of network of governmental, public, private institutions of Medicare, care for disabled and social security, on the basis of other organizational and financial activities, which are carried out directly by the state, on the basis of facilitating of implementation of such activities by public and other NGOs.

Social security activities are carried out according the following principles:

- recognition of social security as a priority in the functioning of both the society and the state;
- legal definition of main social guarantees;
- accessibility and guaranteed level of social security for the most urgent living needs for all citizens;
- legally established distribution of responsibility between the state, employers and workers as to providing of guarantees of social insurance;

- defining of the level of provided guarantees on the basis of social normative;
- implementation of the standards of living for the unemployed, which correspond to the living minimum established by the law;
- correspondence of the main principles of social security to the level of social-economic development of the state.

Codified act's task is to provide the compliance with social guarantees as to the following:

- defined by the law guaranteed level of medical, public utilities and social services;
- governmental support to unemployed and impoverished citizens;
- solidary (with the state) support in case of unemployment, permanent or partial disability;
- assistance to citizens, affected due to the man-made and natural disasters or extraordinary circumstances. The legislation of Ukraine on the social security of the population is based on the Constitution of Ukraine.

The basis of the legislation of social security is also formed by other laws of Ukraine on these problems. Among the acts of the legislation there are also the Decrees of the President of Ukraine, the Resolutions of the Cabinet of Ministers of Ukraine.

Ministries, departments, other central units of the state executive body of Ukraine may issue acts, which regulate matters of social security only in cases and within the framework, stipulated by laws and other legislation on social security.

Current international agreements on social security, ratified by the Verkhovna Rada of Ukraine, are the part of national legislation of Ukraine.

If an international agreement, ratified as a law, establishes other regulations, than those, stipulated by the legislation on social security of Ukraine, the regulations of the international agreement come to force. Human rights' protection must be carried on in accordance with established procedures through the following:

- 1) recognition of respective rights;
- 2) termination (prohibition) of actions that violate these rights;
- 3) awarding for the duty fulfillment as to implementations of the rights;
- 4) compensation for damages, including moral ones;
- 5) with the help of other means, stipulated by the law.

The rights' protection as to providing of social security measures in cases and in the manner prescribed by the laws of Ukraine is carried out by courts as well as by other public bodies, local authorities, corresponding establishments and institutions.

Citizens of Ukraine have equal rights in the sphere of social security. Social legislation of Ukraine cannot establish undefended privileges or restrictions based on race, color of the skin, political or religious beliefs, sex, ethnical and social background, property status, place of living, official position, membership in trade unions, due to linguistic or other features.

Foreigners and people without citizenship, who reside on the territory of Ukraine legally, have similar rights and obligations as the citizens of Ukraine, except the cases established by the Constitution, laws or international treaties.

System of social security is formed by the guarantees, organizational and financial means of their implementation, established by the legislation of Ukraine. Providing of social security is carried out through:

- forming and realization of the state policy;
- organization and implementation of the system of state and public activities within the process of providing of social security of the population;
- foundation of material, financial and organizational base for the established social guarantees' fulfillment;
- establishing of responsibility for violation of the rights and legal interests of citizens in reference to the social security.

The maintenance of social security of the population is the priority of the state. It forms the social policy and provides its implementation.

The public social policy is formed by Verkhovna Rada of Ukraine through the legislation, which establishes social guarantees, legal mechanisms of their implementation; approval of nationwide programs of social development, including the ones oriented to the support of certain social groups or to resolving of other complex or local problems of social security.

Comprehensive and targeted programs are the component of the policy of social security. They are formed by the local authorities and local governments according to the procedures, stipulated by the law of Ukraine and they represent the needs for social security of the population, living on a certain territory.

Implementation of the governmental policy of social security is relied on the state executive bodies and on the local governments in accordance with the prescribed manner, stipulated by the law.

Public policy of social security is implemented and provided through channeling of budget funds to the activities of social security of the population according to reasonable needs, defined by the procedures, established by the law or governmental programs; through organization of the system of compulsory social insurance and its additional systems; with the help of governmental guarantees of insurance funds' solvency or the solvency of other corresponding establishments; by carrying out of a supervisory function as to the functioning of organizations of social security area.

Through central and local executive governing bodies the state provides citizens with material support. It also provides functioning of the network of health authorities and social services.

It finances in full the implementation of the activities of public policy in the field of social security. They are fulfilled according to the delegated powers of executive authorities. Means, required for implementation of these authorities by local governments, are provided by the Law of Ukraine "On the State Budget of Ukraine".

For local governments the state guarantees the revenue base big enough to provide the population with the services, adequate to the level of minimal social needs, based on normative of budgetary provision, estimated per one citizen, considering at the same time the economical, social-natural and economic state of the corresponding territory.

Financing and organization of the process of material support provision is carried out by social insurance funds as well as by other appropriate establishments which function according to the legislation of Ukraine.

The state controls the activity of institutions and organizations, providing functioning of social security system through special authorized funds.

Ministries and departments, other central executive authorities work out comprehensive and targeted social programs within their competence. They also define levels of social normative, standards and requirements; provide the state control and supervision, other administrative activities in the sphere of social security.



The competence of local governments includes the following:

- approval of regional and social programs;
- assistance for livelihood based on direct social contract;
- establishing of social security guarantees, additional to the ones, established by the law at their expenses and at the expenses of charity donations;
- provision of housing, improving of housing and living conditions; social service at inpatient institutions for citizens who need the appropriate form of social security;
- implementation of measures as to the social security provision for different groups of people in case of unemployment, including the carrying out of gainful public works at enterprises, institutions and organizations, which are a part of public property, other authorities, according to the legislation of Ukraine and their own decisions.

With the aim to define the level of social needs and their satisfaction they use:

- normative of consumption – amounts of consumption in kind over a certain period of time;
- standards of provision – defined quantity of subjects available in personal consumption;
- standard costs – amount of costs, necessary for a certain need's satisfaction;
- standard income – amount of personal income of a citizen or a family, which guarantees a certain level of need's satisfaction.

The background for establishing of social regime of social security and provision are the following:

- labor and public duties fulfillment under conditions, harmful and dangerous for life and health;
- public duties performance under conditions, connected with voluntary and responsible restriction of civil rights;
- other legal background.

The process of national system of social security establishment is going on in Ukraine.

Foundations of legal and regulatory base for social security of the population are laid, mechanisms, providing compliance with government guarantees has been worked out and they provide the following:

- realization of rights of citizens for employment and unemployment security;
- wage and minimum wage;
- maintenance of living standards of the population through revising of minimal levels of main social guarantees under conditions of price increase for consumer goods and services;
- state assistance, benefits, other forms of social security to citizens with low income as well as to families which grow up children;
- incentives in case of coming to retirement age, temporary or permanent disablement, for survivors etc. Over the last years the share of costs on social needs in the structure of Gross National Product increased almost twice, which became one of the reasons of the state budget imbalance.

The system of social security of the population must be organized in the way that will help to avoid equalization and dependent mentality within the procedures of distribution and consumption of the good things for life, not to weaken efficiency of motives and incentives to work, but to create motives for their full detection.

The foundations of current system of social security must contain the following *principles*:

1. Social security is addressed to the citizens, who work only for hire, to members of their families and disabled people.
2. Those citizens, who provide themselves with work independently, including entrepreneurs, people engaged in creative activities, members of cooperatives, farmers share the right for the social security in financing of which they participate.
3. Differentiated approach to different social and demographic groups of population, depending on the level of their economic independence, efficiency, possibilities to increase the level of their well-being. Under conditions of market economy effective labor, labor activity and entrepreneurial initiative must become the main source of the growth of well-being. That is why, for people, who can work, the significance of main labor rights' protection under conditions of existence of different forms of property is a priority. Besides, social insurance in case of unemployment, retirement, temporary or permanent disability, for the disabled people material support and social service at expanses of social insurance and payments from the state and local budgets are guaranteed.

4. Defining of the level of social guarantees on the basis of social normative. The most important among them – subsistence level, minimal levels of wages and pensions as well as amounts of social security must be approved by the state.
5. Correspondence of the forms of social security of the population to the level of development of market relations in the economy.

The system of concrete *forms of social security* of the population, corresponding to these principles, includes the following:

- material support through social insurance in case of unemployment, temporary or permanent disability;
- social assistance to the unemployed and low-income citizens;
- maintenance of the adequate living standard under conditions of consumer prices increase;
- compensations and benefits for citizens, affected by man-made and natural disasters.

*Social insurance* – is a source of material support of citizens in case of unemployment, disease, and accident as well as in old age. According to this, such independent forms of social security are introduced:

- unemployment insurance;
- medicare insurance;
- social insurance for employees;
- retirement insurance.

Subjects of compulsory state insurance are the insured individuals, in some cases members of their families and other people, policyholders and insurers. To protect citizens from unemployment on the public and local levels the employment fund is formed at expenses of insurance payments, coming from enterprises, insurance payments of citizens and earnings from local and state budgets, as well as of voluntary earnings from enterprises and citizens.

The means of the fund are directed to the financing of organization of professional orientation activities for population, to professional teaching of fired workers and the unemployed, to facilitating of their employment and to unemployment benefits' payment; to introducing of additional job opportunities, maintenance of employees of the state employment service and other payments connected with social protection of citizen's rights for employment.

*Health insurance* provides the right of employed citizens and their families for qualified Medicare services, material support in case of disease or in other cases.

Health insurance fund is formed at expenses of insurance fees of enterprises and citizens, as well as bank loans, other creditors and other sources, organization of which is not forbidden by the law. Activities which are financed at expenses of the fund are as follows:

- medical care;
- treatment at medical institutions;
- assistance in case of temporary disability due to a disease;
- assistance due to care after sick child;
- assistance for pregnancy and childbirth;
- assistance for the born child;
- assistance due to care after child till the age of three;
- sanatorium-resort treatment and recreational activities.

Social insurance for employees fund is formed at expenses of insurance fees of enterprises, the amount of which is differentiated depending on the level of risk for the health.

Retirement fund is formed at the expenses of insurance fees of enterprises and citizens. It provides payments for:

- labor pensions by age, seniority payments, in case of invalidity, pensions for survivors;
- assistance for pensioners' funerals.

Despite social insurance, social assistance is provided not due to "the right", but due to "the bodies" which provide this assistance, taking into consideration current criteria for the assistance prescription available within the society. Social assistance is provided for the least protected categories of the population individually after verification of their livelihoods at expenses of the state and local budgets.

Maintaining of the living standards must be provided by the entire complex of interconnected activities, oriented to both stimulation of consumer goods and services production and increase of citizen's incomes. Periodically, depending on the consumer goods prices' growth, minimal wages, pensions, as well as scholarships, financial assistance to low-income citizens will grow.

To provide material support for citizens, affected by man-made catastrophes, special funds are formed at expenses of incomes of state and local budgets and fees of enterprises, institutions and

organizations, and citizens for environmental pollution. Means of these funds are used to compensate damage caused to the health of affected citizens and provide benefits, stipulated by corresponding legislation.

Detailed characteristic of main legislative acts on the social work issues, approved in 90<sup>s</sup> of the last century, was worked out by P.V. Shumskyi in his article *Public-Legal Principles of Social Work*.

After proclamation of independence of Ukraine, the process of foundation of the national system of social security of the population started. New backgrounds of legal and regulatory base of social security of the population, main principles of social work in general are being formed; mechanisms have been developed, that will provide the following state guarantees' fulfillment, based on real opportunities of the economy:

- citizens' rights for employment and unemployment security fulfillment;
- state assistance, benefits and other types of social support to low-income citizens and families, which grow up children;
- state assistance in finding jobs and mode of life of the disabled;
- low-income groups' life standard improvement;
- women's interests social security;
- social protection of childhood, etc.

Ukraine was proclaimed as social and legal state (Article1). Article 3 proclaims that a person, his life and health, honor and dignity, immunity and safety are recognized the highest social value. These principles have crucial significance for providing of social rights in Ukraine. Moreover, these are the very rights which become extremely important in the social state. The state itself is a universal form of solidarity between people, at the same time it leads to establishing and development of the most complete and comprehensive forms of human solidarity. The total benefit – is the very formula, which represents goals and tasks of the state. Contemporary scientists make the same conclusions. Social state appears as one, which takes responsibility to take care after social justice, well-being of all citizens, their social security.

In accordance with international standards, the Constitution of Ukraine established the list social rights of people and citizens: the right to work, appropriate and safe labor conditions, wage, not lower, than the one, defined by the law (art.43), for social security, which

includes the right of their implementation in case of permanent, partial or temporary disability, for survivors, in case of unemployment under circumstances beyond their control, in old age and other cases, stipulated by the law (Art. 46), right to housing (Art. 47), right to an adequate standard of living for themselves and their families (Art. 48), the right to health, medical care and medical insurance (Art. 49), the right of orphans and children, deprived of parental care, the right for state maintenance and education (Art. 52), social security, education (Art. 53), state family protection (Art. 51), state family protection (Art. 53).

Next comes, how the constitutional bases of social work are concretized in such acts and regulations, as: laws of Ukraine, Decrees of the President, resolutions and orders of the government, in orders of ministries and departments as well as in regulations of local authorities.

For the development of the effective legal mechanism of social human's rights implementation the significant role belongs to the international legal regulations in this area. In the Address of the President of Ukraine to Verkhovna Rada special significance of consequent policy of Ukraine as to European integration is emphasized, it is recognized, that the main value of civilization progress is a man, his rights and freedoms, guaranteed by the Constitution of Ukraine, rules of international law. Among main tasks of social policy of Ukraine is the approximation of national legislation with international standards, according to the European Social Charter, decisions of UN, conventions of International Labor Organization, other international norms.

Within the system of international social legislation in 90<sup>s</sup> such important international regulations as United Nations World Declaration on the Survival, Protection and Development of Children (1990), Resolution of UN "Principles of Medical Ethics" (1992), European Code of Social Security (1990), Charter of Fundamental Social Rights of workers (1989) were approved. These acts contain a list of social rights, principles, guarantees and obligations of the states, control mechanism of their implementation. International and legal regulation on social work and social rights issues appears through setting up of international social standards in the area of labor, social security, medical care and health protection, in education.

The peculiarity of this branch of law (international social law), besides establishing of the system of international standards of

people's social security, is establishment of international control system for monitoring the compliance of international standards in this area. All above, in my opinion, gives us convincing evidence of international social law existence, as the law of social security of people, which comprises of international labor law, international law on social maintenance, international medical law as a sub branch of international social law.

The development of social sphere and social function of Ukraine leads to formulation of the new legal unity – social law. The law of Ukraine “On Social Policy” where rights and freedoms as well as their guarantees are defined as Ukrainian state priorities must become another important source after the Constitution of Ukraine.

As P.V. Shumskyi suggests, one of the main directions of social work legal support which the state is supposed to provide is the improvement of legislation on state assistance to families which have children and social protection of women and children, protection of disabled people, social protection of disabled people affected by the Chernobyl disaster, social protection of citizens who became victims of political repressions, social protection of veterans of war and labor veterans, social protection of poor people and immigrants, social protection of unemployed citizens, social protection of youth, etc.

The development of market relationships caused the necessity of carrying out of large-scale reform in social sphere. In the 90<sup>s</sup> of XX century more than hundred of laws and regulations was adopted. Among them one can find general social legal legislations and targeted ones, oriented to specific and “weaker” segments of the population. The targeted legal rules appear as more concrete and they define the system or element of the system of social protection of certain categories of population.

We are now becoming, P.V. Shumskyi suggests, the witnesses of the forming of social law system, social and legal nationhood according to which such liberal values as individual freedom (economic, political etc.) are supplemented with such social values as equality being the background of social justice.

Ukraine as a state pays great attention to legal and social mechanisms of disabled people protection, defining it as a priority of its social policy. In this aspect equal possibilities with other members of the society in civil rights and freedoms implementation, in the development of their individual abilities complete enough and personal needs satisfaction are provided in Ukraine. Rules on legal and social

protection of invalids are represented in nearly 50 laws of Ukraine, Resolutions of the Verkhovna Rada of Ukraine, in Decrees and Orders of the President of Ukraine, as well as in 40 decrees of the Cabinet of Ministers of Ukraine, in the list of the departmental legislations of Ministry of Labor and Social Policy of Ukraine, Ministry of Health, Ministry of Education and Science of Ukraine and other higher authorities.

The above and many other legal regulations define procedures oriented to providing invalids with the ability to participate in any work suitable for them, to get educated, get professional training; improve their financial and social support, medical service and sanatorium-resort treatment. Besides, invalids are also provided with allowances for housing, utilities, telephone, public transport; preferential provision of special vehicle, free or subsidized obtaining of drugs, free prosthetics etc.

Considerable part of legal legislations adopted in 90<sup>s</sup> of XX century in Ukraine deals with the sphere of state assistance, benefits and other ways of social support for poor citizens and families as well as for families with children.

Characterizing legal legislations mentioned above, it is possible to emphasize such guaranties of targeted social assistance:

- targeted social assistance to poor families. This form of assistance is provided in cash, if the average total income of a family, comprising of pensioners and children up to 16 (pupils up to 18), as well as of unemployed people of working age, who take care after children (counted towards seniority), people who take care after invalids of 1<sup>st</sup> group or after a disabled child aged up to 16, after people who reached the age of 80 is lower than the size of household income which guaranties the right of social assistance. The size of household income for social assistance to a family estimates according to minimal income, which guarantees the right of social assistance in supporting of living, defined by the Cabinet of Ministers of Ukraine for unemployed citizens;
- state assistance to families with children. Families are guaranteed to get state aid in cases of pregnancy, childbirth, taking care after a child till the age of 3, taking care after a sick child and a disabled child. There are also other cases enabling families of getting aid from the state, which is provided by the Law “About the State Assistance to Families with Children”;



- state assistance to some categories of pensioners. Beginning from 01.12.1998 the state financial assistance amounting to UAH 16,17 is guaranteed at the time when the size of pension is prescribed to lonely not working citizens, who reached the retirement age or were recognized to be the invalids of 1<sup>st</sup> or 2<sup>nd</sup> groups. This type of support is also guaranteed to families, comprising of the categories mentioned above and whose average total income per one member of the family is lower than UAH 53,50.

Great attention in the 90<sup>s</sup> of XX century was given to the adoption of regulations on social protection of citizens who suffered from Chernobyl catastrophe and in reference to social protection of citizens of Ukraine who became victims of political repressions.

Today in management of the social sector one can observe encouraging changes, as they are connected with its inside orderings on the basis of the state standards. This phenomenon is new for us consequently we will pay attention to the specific categorical apparatus, which is included in the professional practice of social workers.

If we refer to *The New Dictionary of Ukrainian*<sup>1</sup>, the word “*norm*” is defined as usual, generalized, conventional, mandatory order, state, etc., rule, standards; *normative* – norm as an indicator in accordance with which a certain type of work is done or carried out, something is fulfilled; *standard* – accepted type of products (services), which meets certain requirements by its quality, size, etc.; unified typical form of organization, implementation, fulfillment of something, template, stencil, stamp; *standardization* – introduction of unified standard forms of organization, realization of something, establishing of unified norms and requirements to production, implementation of something; *unification* – bringing of something to a single form, system, unified normative.

The Law of Ukraine “On the State Standards and the State Social Guarantees” contains specifications of such concepts as “social norms and normative” and “normative of expanses (financing)”. So, the first are defined as “indicators of the required consumption of food, non-food and services and providing of educational, medical services, utilities, social and cultural services”, while another group is understood as “indicators of current and capital expenses of budgets of all levels on satisfaction of needs at the level, which is not lower than the state

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<sup>1</sup> See: Новий тлумачний словник української мови. – К. : АКОРТ, 1999.

social standards and normative”. The state social standards are considered as established by law and other legal regulations social norms and normative or their complex which serves as a background for establishing of basic state social guarantees.

At the same time the Law of Ukraine “On Standardization” of May 2001, № 2408-III defines *standardization* as an activity of establishing of statutes for general and repeated use as to available and possible tasks aiming to achieve the optimal level of regulations in certain sphere. This results into increase of the degree of correspondence of products, processes, services to their functionality, removing of barriers as well as promotion of scientific and technological cooperation.

In this document *standard* is submitted as a document, which establishes rules for general and repeated use, general principles or characteristics which relate to the activity or to the activity’s results with the aim to achieve optimal degree of order in a certain sphere. This document is supposed to be developed according to special tender procedure.

A regulation is defined in this Law as a document, establishing rules, general principles of characteristics of different types of activity or its results. This term covers such concepts as “standard”, “code of established practice”, “technical conditions”.

On the base of the Order of “Ukrainian State Center of Social Services for the Youth” Director № 79 of 14.08.01 “On Standards and Normative of Providing of Social Work by Centers of Social Services for the Youth” it is possible to reproduce, for example, certain trends according to which the work on creation of regulatory framework for social support of a person in youth environment is held.

In this document the following standards and normative of providing of social work by centers of social services for the youth:

1. Standards on provision children and youth with the centers of social services for the youth according to their specialized formations with the aim to provide comprehensive services.

*Normative:* list of administrative and territorial units where the centers of social services for youth are established; list of specialized formations, which are created in centers of social services for youth.

2. Standards on provision of free social services for children and youth and its specialized formations.

*Normative:* list of social services, their size and content.

3. Standards of provision of free social services by the centers of social services for youth and by their specialized formations.

*Normative:* list of social services, their size and content.

4. Standards of minimal provision of social services centers for youth as well as their specialized formations with current expenses and capital investments.

5. Standards of financing of social programs and activities of social services centers for the youth.

6. Standards of staff management for social services centers for youth as well as their specialized formations.

*Normative:* list of structure's departments; list of specialists of SSY's centers; marginal number of workers.

In addition to the standards and normative, the document mentioned above incorporates the following elements: standards regulating inspection procedures of social services centers for youth; standards of providing of psychological assistance; standards of providing of social and pedagogical services; medical and social services standards, standards providing legal services, standards for socio-economic services; standards for information services, standards for registration of services provided by social services centers for youth as well as their specialized formations; standards for preparing of reports on the work with clients of social services centers for youth; standards of planning of activities in centers of social services for the youth.

So, the regulatory framework should certainly become an element of the system of social work.

### 3.2.9. Communication Channels

Let us now consider the last, in our opinion, element of the system of social work.

It must be communication channels, which incorporate all the remaining elements into the integral unity. This element itself does not participate in the social process, but it provides necessary conditions for the human's need satisfaction. It is a transmission of signals from personality to the body of life supporting system that acts as its main function.

Among the examples which prove existence of certain unity within such channels in the structure of social organism are special networks:

Internet, “Emergency Service”, which telephone numbers are 911 and 112, “Helpline”, “Psychological Relief Service”, “Sex on the Phone”, referral services on Auto Care, referential services on air and railroad transportation, etc. These are the very institutions that clients of social service usually have to recourse to in case they cannot handle a problem alone.

## Resume

- The system of social work is characterized as “complete” in case when it accumulates such set of elements, which allows forming a mechanism of its self-motion.
- The key point of social system projection is the structure of “the social” as a phenomenon, which during the process of self development takes three stages: existence, being or phenomenon and reality.
- At the stage of existence the social is represented by needs of personality.
- Transformation of needs into the phenomenon at the stage of the being points directly to the existence in the structure of social system work of two ingredients, vis. the subjective, which exists in the form of person’s motives and the objective, which exists in the form of social sphere of a society, the interaction between them is a social process in the narrow sense of the word.
- At the stage of the reality the social appears thanks to attribute which is collectivism as a principle of compatible human existence in the sphere of family life.
- The social work system base of elements is formed on the basis of postulation of units, which are connected with each other by the system formation feature and particularly by the needs of a person.
- The following belong to the set of elements, which form an organic unity within the structure of social organism of a country: personality as a complex of vital and social needs; civil society or social communities: people, nation, ethnos, and collective, group, family; social work personal; technology of social work; materials for need’s satisfaction: substance, energy and information; social infrastructure; a body of social work system management; regulatory framework: standards, normative; channels of communication, which connect elements together.

# Structure and Mechanism of Social Work System Functioning

- Structure of Social Work System • Mechanism of the Social Work System Functioning and Development

## 4.1. Structure of the Social Work System

On coming from parametric description of certain elements to the coverage of morphology of the social work system it is necessary to develop a fundamental layout of their location in the space and define relations which occur during the process of its functioning and development

As we now talk about multi-structural system with fundamentally nonlinear ties we may conclude that for its reproduction the language of signs as well as scheme genus-species relations is insufficient. In this situation a language of elements as well as scheme of functional relations and connections becomes involved into consideration. Such scheme may appear in the form of either dictionary description or spatial model of the system which is investigated, as a component of more general social process.

It is technology of social process which helps to create such a scheme. It has, in our opinion, at least four stages. *At the first stage* a deliberate choice or spontaneous activation of need which requires urgent satisfaction is made. It is important to define here the so-called marginal need, which acts in the form of a certain limit of new needs complex. As it is almost impossible to provide equal satisfaction of all personality's needs simultaneously the level of needs always outpaces the level of consumption.

At the *second stage* with the help of social workers whose work runs under conditions of social work, as well as through activation of personality, objects of social infrastructure which act here as a means of client needs' satisfaction are actuated.

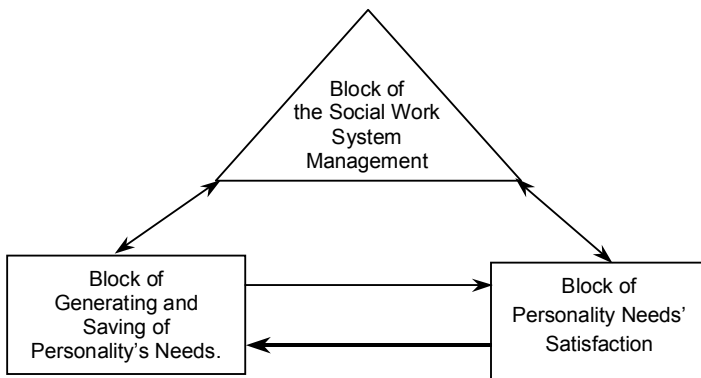
At the *third stage* relatively independent process of satisfaction of a need which is defined by governing body as actual one proceeds. Let us recall that all other needs of personality fade to the shade at this time, in other words they stand still in biological organism of a person.

At the *final stage* the first satisfied need itself, the effect of satisfaction as well as tools, with the help of which the satisfaction takes place lead to new need formation.

Logics of the procedure given above leads us to understanding, that in social process three ingredients appear and act. The first component – block of formation and saving of needs, second – block of needs satisfaction, *the third* – block of management of social work system.

Schematic diagram of personality needs satisfaction process may be represented in the following way (see scheme 4.1.)

Having finished the description of morphological elements and graphically reproduced the structure of form-building process of social component of the state's organism, we now realize the necessity to analyze interdependences of their existence in time and space. At the same time it means, that we now approached to the structural



Scheme 4.1.

and functional analyses of existing correlations between the elements which provide the largest part of meaning within the social work system. This is completely justified: systematic features of morphological form uncover themselves through its correlations and typology.

In addition, while phenomenon of system or unity, for example, plays mainly strategically oriented role in systematic investigation, understanding of correlations usually appears as a means of investigation itself. That is why, it is necessary to take into consideration that in the social work system the main interest and at the same time the main complexity for analyses are provided not only by its elements, but due to correlations which are formed and reproduced in this particular unity – inside and outside ones.

Consequently, it is possible now to reproduce the theoretical model of morphological form of the social process (see scheme 4.2).

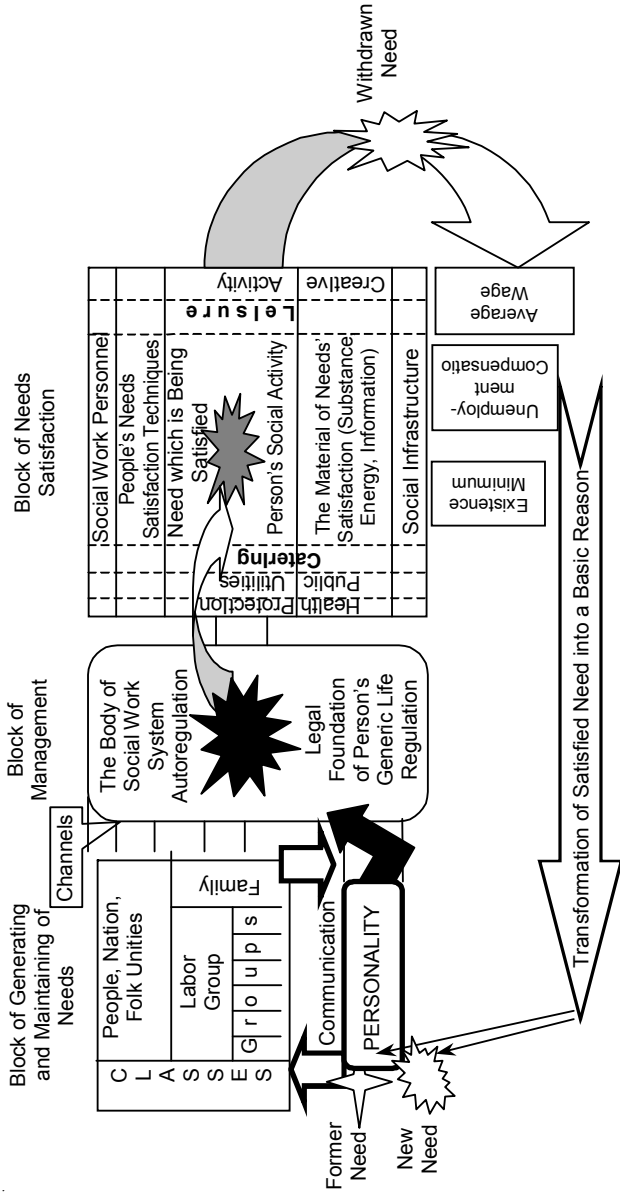
Now let us consider inside *correlations* of social work system in details. It is obvious that to build theoretical model of social process became possible due to availability of structural correlations in it. It is these structural correlations which join all above elements, determining within organizational aspects their location in the integral structure of wholeness.

In this system there are correlations of interactions between both blocks and its certain elements, as it is their coordinated functioning that provides realization of goals of social protection.

In case any of the elements, such as technology, do not correspond to the system's principles, conflicting ties may arise between them. The last ones are liquidated through setting it in accordance with others or by changing all remaining parts of the system. Actually, there may be cases when conflicting interconnections cause changes in the whole system as a unity, built on outdated principles.

From the block scheme given above it is clearly seen that the system of social work has *connections of generation process*. Because the leading element of social progress – social structure or civil society determines in real life not only the content of an individual, which is “determined and defined by specific class relations”, but also the content of the rest of its parts: social infrastructure, social activity, social technology, governing body, etc.

An important role in the system belongs to *connections of transformation*, which are realized due to a need being satisfied at present moment. During the process of their performance objects interact separately or together, transform from one state to another. For



Scheme 4.2. Model of Social Work System or Generic (Anthropological) Organism



instance, in case of interaction of such elements as activity, infrastructure and technology with personality needs – all of them transform in any event.

In this case, *connections of functioning*, which provide life activity of the system, are represented most abundantly. There is a variability of functions, common for elements and blocks of the system which is analyzed and also a variety of types of functioning connections. They appear between blocks of generation and saving of needs and management, blocks of needs satisfaction and management, between blocks of needs' generation and saving as well as needs' satisfaction. Finally, these connections may occur between all elements of the aggregate considered together.

In the system of social work it is necessary *to define connections of development*, which from a certain point of view that should be considered as modification of functional connections with the only difference: process of development differs from usual change of states.

Here the very moment of development acts as not only a self-disclosure of autonomous system of human's life supporting system, actualization of inherent potencies, but such a change of states which is based on impossibility due to different reasons to keep to existing forms of functioning. It is possible to demonstrate them with the example of this or that need, which comes back to its basis – transform it. Sure thing is that active change of a leading element leads to further regular improvement of all system's parts.

The availability of given above connections' types in the system of its governing body, points to the fact of existence of *management's connections*. These are very connections or means with the help of which it actualizes the fundamental scheme of the social process mentioned above.

Thus, even empirical, intuitive understanding of *regulation connections* allow denoting of one more important characteristic of the social work system: its internal hierarchy is such, that subsystems of any level and field (e.g. health protection, utilities, catering, leisure field, etc.), governed from outside as they are expected to provide certain result, they achieve this result in different ways, due to the high degree of freedom.

Within this type of connections it is also possible to differentiate *connections of adjustment*, which arise every time when one or several elements fail or in the case when substitution of a satisfied need by the need of higher level takes place. Under such conditions i.e.

simultaneously adjustment of the connections in the very base of the social work system (in its social sources) takes place in family values of worldwide community.

So, reliability of social work system functioning is achieved through highly organized structure of elements-subsystems, which establish this structure. All of them make connections of management special and therefore system-establishing for the structure itself.

Till now we have investigated the social work system with the help of structural-functional analyses and we were completely satisfied with its possibilities and results provided. But for our further consideration in attempts to explain “life activity” of such wholeness we need to refer to dialectical method. It is fundamentally possible because they are not separated by any fundamental barrier: familiarizing of structure and functions of a system at a certain stage obligatory leads to the necessity of cognition of its changes’ regularity, and investigating of the movement process obtains strong scientific nature insofar as it is possible to expose structure and functions of an object, which develops and the very process itself.

## 4.2. Mechanism of Functioning and Development of Social Work System

Now as we have designed complete form of social work, it is necessary to define its new systematic qualities, which we haven’t known about before. And the first thing which we face here is availability of specific **mechanism** of **self-movement** of genius social organism, which in our opinion should be called not a social but anthropogenic. The last is caused by the necessity of differentiation of “the social” as a concept in broad and narrow sense.

The social in broad sense is more appropriate to use, in our opinion, as something which is based on personality’s actions, and in the narrow sense – as something connected with creating and reproduction of intrinsic strength of a personality. In the last case it makes sense to use the term anthropogenic, i.e. the one which creates personality of a human being. The probability of finding a new more suitable term in further theoretical work cannot be left without consideration as well.

But let us return to the analyses of the social work system. The term “mechanism”, as it is well known, was introduced into the sphere of social phenomenon research from the field of engineering and mechanics, where it was defined and from biology also. In Biology it has been working reliably for a long time (e.g. mechanism for selection, succession, etc.). In social organism it permeates all its organs and systems: economical (market mechanism, pricing mechanism), social (mechanism of reproduction, social security), political (mechanism of state regulation), spiritual (mechanism of spiritual revival), etc.

But while in social organism it is possible to expose a mechanism from the philosophical point of view it will mean the recognition of causality in social world (Kant. *The Critique of Pure Reason*)<sup>1</sup>.

The organized of the system which we have considered till now, cannot be perceived as a mechanism of the social work system. As V. Vernadskyi wrote: “The organized differs completely from the mechanism because it remains continuously becoming, in the state of motion of all its elementary material and energetic parts”<sup>2</sup>.

In this issue we sooner agree with the definition of the matter, given by M. Moiseyev in his work “Man and Noosphere”. He writes: “Pronouncing the word “mechanism” we mean a certain totality of logical connections, procedure of alterations determinative for arising in this or that evolving (the one which develops) system”<sup>3</sup>. Basic signs of social organism are goal, means of its achievement, feedback, memory, information, etc.

So, we will keep to the idea, that the term “mechanism” under conditions of its concrete applications and complete illustration of its content will give us opportunity to expose dynamic aspect of the process of ontogenesis first or inner relations and regulations and then phylogeny or external ties and regulations of the social work system.

Then it is also possible to describe the mechanism of the social work system or the way, algorithm of human needs’ satisfaction. It is clear that chains of the mechanism of social work are: block of formation and saving of needs, block of needs’ satisfaction and block of management. Needs of human’s personality play the role “Working Body”.

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<sup>1</sup> Кант И. Критика чистого разума / И. Кант. – М. : Мысль, 1994. – С. 23.

<sup>2</sup> Вернадский В. И. Размышления натуралиста. Научная мысль как планетарное явление. Книга вторая / В. И. Вернадский. – М. : Наука, 1977. – С. 15.

<sup>3</sup> Моисеев Н. Н. Человек и ноосфера / Н. Н. Моисеев. – М. : Молодая гвардия, 1990. – С. 43.

The motion of mechanism of social activity begins from the leading chain. Needs of personality are directed to the governing body through communication channels. Here they are analyzed and decision is made as to the order of their satisfaction. Then they enter the block of needs' satisfaction according to certain sequences where the following five elements function simultaneously: necessary labor, social infrastructure, technology, material of needs' satisfaction and personality itself. It is here the deep "processing" of the need, which satisfaction is authorized by governing body in accordance with legal regulations takes place.

At the exit of needs' satisfaction block we deal with the need, which basically does not exist already, but in case of coming back to the foundation or in a certain period of time becomes activated or produces a new, as a rule, more complicated need. This is a qualitatively new demand or temporary liquidated one, which is ready to expose itself with all its strength through communicative channels. If it comes to the sight of system management and is recognized as actual the motion will be repeated according to the example described.

Thus, one can clearly see direct and reverse phases as well as complete cycle of its functioning. Period of time during which four phases, we discussed and have just called the cycle of concrete need or its totality's satisfaction, take place, in our opinion, plays the same role in life of human community as the role of biological time, that define regulations of formation of biological sphere or productive cycle, which defines specific movement of material production, when objects for people's needs satisfaction are produced.

In such cases we mean not an absolute "worldwide" time, but inner time of this or that integrity. If we relate the social time to the functioning and development of the social work system, it will appear as time of person's needs satisfaction.

Moreover, we came to the understanding of mechanism of human's personal needs' satisfaction, but we did not show the process of their formation or, in other words, the substitution of a need of the lower level by the need of higher level as the law of human nature's development. As K.Marx suggests, the law of human nature development provides, that once a need of one level is satisfied, new needs are always disentangled and formed<sup>1</sup>.

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<sup>1</sup> Маркс К. Соч. / К. Маркс, Ф. Энгельс. – Т. 47. – С. 254.

However, our analyses would not be complete without denoting of the source of development, dynamics of the social work system, conditions and tendencies of its self-opening, definition of the criteria and indicators of the effectiveness of its functioning and, at last, formalization of that objective law which subordinates its vital functions.

From the materials given above we may conclude, that needs of a person act as the inner source of the social work system self-development (self-spreading). Their complication and totality do not have practical restrictions and this means that such a system has eternal term of development. At the same time, “the subject of people’s activity”, according to O. Leontiev’s suggestion, “gives it a certain direction. According to the terminology that I (O. Leontiev) propose, object of activity is its effective motive... The main idea of the motive is that it is always based on need that it always corresponds to this or that need”<sup>1</sup>. Obviously, here, using the term “subject”, O.M. Leontiev in this case points out not what the personality’s activity is directed to, but due to which his/her action takes place.

Another external source of the social work system management is a contradiction of larger, in reference to the system, polysystems, which it is incorporated into as a part of the whole. Definitely, that social organism of the country which establishes requirements of this system represents such a whole. It is for the social organism of a state it prepares a personality of certain direction and certain level of intellectual and physical development.

Its self-movement may fasten or decelerate due to the contradictions, which arise between the system and economical, political or ideological components of the social unit or autonomous system of social support of this or that region, etc. Research of inner influences on the forming, functioning and development of the social work system is the subject of special investigations which are waiting for their architectures.

The driving force of self-developing of the social work system is person itself. In the very act of reproduction, as K. Marx wrote, not only objective conditions change but change the manufacturers themselves, working out new qualities, developing and transforming themselves due to production<sup>2</sup>. Conditions in which formation and

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<sup>1</sup> Леонтьев А. Н. Деятельность. Сознание. Личность / А. Н. Леонтьев. – М. : Политиздат, 1977. – Т. 102.

<sup>2</sup> Маркс К. Соч. / К. Маркс, Ф. Энгельс. – Т. 46. – Ч. 1. – С. 483.

functioning of the social work system takes place, leave their marks on the nature and tempo of their changes, determine tendencies of the system's further development. The biggest influence on its establishment is made by ownership, politics and international affairs of Ukraine.

At the same time, the social work system plays the role of a means of democratization in Ukrainian society, as it is the one which is able and must democratize the Ukrainian society through increasing of access to all material life benefits for state's population and through gradually expanding of the number of those needs that are considered required. Personality internalizes the bigger amount of the necessary work. In this case his social potency tends to grow up, and due to the growth of human's abilities, the possibilities of the society, where he lives grow as well.

The foundation of democratization of the social progress is "surplus product of labor over labor expenditures and establishing and accumulation of productive and reserve funds on the base of this surplus – all this have been the base of any social, political and mental progress"<sup>1</sup>.

Leading tendency in self-spreading of the social work system is determined by the process of intensification of social life, which is a consequence of Ukraine's transition to a market model of development, increase of competition, considerable growth of scientific and technological progress, introduction of fundamentally new technologies and other factors of information civilization. All this requires intensification applied to the processes of creation and reproduction of personality, as it is connected with the growth of expenditures of intellectual energy or essential forces of a person. In the conditions of information civilization the personality is forced to objectify in itself the bigger size of necessary work within shorter period of time.

The effectiveness of mechanism of the social work system, as S. Mykhailov said, should be explored outside this system, as "criteria of effectiveness ... of this social phenomenon cannot in principle be located inside ... of this social phenomenon"<sup>2</sup>. That is why we need to find it outside of the given set of connections. The level of

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<sup>1</sup> Маркс К. Соч. / К. Маркс, Ф. Энгельс. – Т. 20. – С. 199.

<sup>2</sup> Михайлов С. Социологические проблемы развитого социализма / С. Михайлов. – М. : Прогресс, 1985. – С. 359.

personality social activity, in our opinion, is an integrating means for judgments about the degree of maturity.

It may be defined through indicators of welfare of the people of the country. The higher the welfare level of a person is, the more possibilities he has for independent creative development of his personality. And this is true, because, as K. Marx considered, kingdom of freedom itself starts only where the work, determined by the need and external expediency stops, hence, according to the nature of things it lays beyond the sphere of actual material production<sup>1</sup>.

And if today our countrymen are still in the process of establishing of their social life conditions and do not live there a full social life due to these conditions, then, and it is quite bitter to realize, they are suppressed by acute troubles and are not sensitive even in reference to “the most beautiful sight”.

Gradual movement of the social work system within the conditions of this or that social organism of a country is made according to social regularities specific for certain social sphere.

Realizing of these regularities appears as objective conditions for the cognition of the social system maturity level and acts as preconditions of science-based social policy of the state.

It is clear, that under *the phenomenon of social policy* we should understand a kind of state management system activity on regulation of social relations in the organism of the state.

Under its *essence* which comes from the aforesaid we have to understand scientific definition of necessary work limit, which is directed to the support of the process of creating and reproduction of personality with the aim to provide effective self-movement of state’s organism.

*Its content* is search, reasoning and realization of the system of practical measures, aiming to provide conflict-free existence and approximation of different social groups as well as support of necessary proportions in the development of different spheres of lifestyle.

It seems that its *leading function* is flattening of social status of personality and collectives, regions, classes, ethnicities, and it is based on the organizational activity of management system, as functions are defined as actions, which save the system.

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<sup>1</sup> Маркс К. Соч. / К. Маркс, Ф. Энгельс. – Т. 25, ч. 2. – С. 386–387.

State guarantees against citizens as to their fast improvement, including the ones of legal class, should be defined as *social protection*.

Different forms of assistance to citizens coming from the society or any of its institutes for satisfaction of people's everyday needs are *social assistance* or *social support*. Funds established by the society to satisfy these needs – social funds or charity funds.

Services provided by not the individual, but by establishments, founded by the society should be called *social services*.

## Resume

- In the structure of social work system there are three blocks: formation and storage block of needs, contentment block and control block.
- A mechanism of the social organism consists of two components – subjective (of personality) and objective (of social sphere).
- A human-induced process lies in interaction between an individual and social sphere of society, because they are subjective and objective parts of the same phenomenon.
- The mechanism of the system of social work has two stages of self-movement: direct and inverse, which together provide a cycle of operation of a given social formation.
- The time that is determined by the pulsation of social work, is the social time of this type of relationship. In each country has its own period of pulsation of social work system.
- The presence of morphological form in the system of social work indicates that it has its own body and laws of forming and functioning.
- The system of social work which is capable to self-replication, has its specific features and functions that require additional study.



# The System of Social Work as a Part of Social Organism of the Country. The Law of Self-movement of Anthropogenic Social Organism

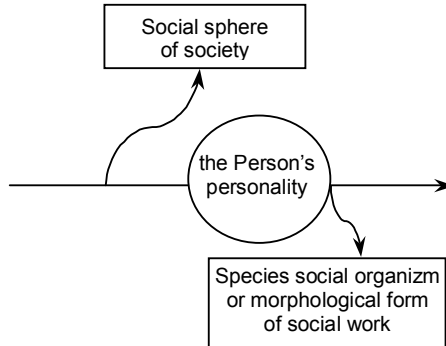
- The System of Social Work as a Specific (Anthropogenic) Social Organism
  - The Law of Self-movement of Social Work

## **5.1. The System of Social Work as a Specific (Anthropogenic) Social Organism**

Logical continuation of the examination of the contents of the social work system is to highlight its properties in a more complex system. It is connected with analysis of social component of the body of the country, the functioning and development of which is a social process in the broadest sense of the word.

As the process shows, the social process simply is creation and recreation of a personality as a citizen of certain type of society together with the changes of social terms which provide the flow of family life of world civilization due to economical, political, ideological and administrative components of noosphere.

Therefore, for the recreation of appearance of the complete system of social work we must analyze it as a synergetic process which is freely shown in formation of morphology of this social body. It has three immanent processes and three immanent products (see scheme 5.1).



*Scheme 5.1.* Formation of a specific (anthropogenic) social organism

The *first stage* is connected to the moment of engagement of the social component of social organism of country with products of technical, economic, scientific development as well as art and culture. The specific product of this process is a financial constituent of the system of social forming of personality. We can not reproduce its morphological form without to its portrait.

The *second stage* is connected to functioning of the just created material part of the system of social work as an independent authority. The enriched personality is the product of functioning of such integrity. This is its main stage and product – personality must provide functioning of such other components of social organism of the country as economic, political and ideological ones.

The *third stage* here is a unity of the first and the second processes as gender process. By a neutral product which is cast aside in external environment, there is a specific social organism or complete system of social work meant. Let us remind that morphological form is immanent to the specific social organism, as to the functional organ in the whole structure.

Phenomenological interpretation of society and the question here is about one of its constituents, as reality was traditionally appealed to analogies between homeostatic functioning of social systems and living beings' behavior. These analogies go back to Plato and Aristotle and were widely used by Auguste Comte, Herbert Spencer, Emile Durkheim, B. Mashkovsky, Alfred Reginald Radcliffe-Brown.

A functional approach in the theory of the complex systems got its subsequent development within the technology of O. Bohdanov and the cybernetics of N. Wiener. In T. Parsons' works there were conducted classification and categorizing of the social phenomena made, that allow to pass from simple analogies to the construction of functional theories, which describe the structure of social action, mechanisms of social control and socialization, and also hierarchy of different informative processes in society. Structural direction in functionalism got subsequent development in works of Robert King Merton, Jacob Levy Moreno, as well as in theories of social conflict of Georg Simmel, Lewis Alfred Coser and L. M. Blau, and in structural anthropology of Claude Levi-Strauss, in interactionalism of George Herbert Mead, theories of roles, in symbolic interactionism of Herbert Blumer and in plenty of other researches.

In this case we are interested in process of morphogenesis of social process, because it is a leading process in the case when the first constituent of morphological form of the system of social work appears. But before we will appeal to it, another substantial remark related to forming of social structure arises up on the basis of social work.

Both subjective and objectives units have general objective content, basic substance of the social world. In the processes of mediation the human nature is transformed to objective form and exists farther *in form shallow indivisible particles (morphs)* of social body. Morph has an independent fate which is described by rule of morphogenesis. If subjective content passes to objective form, this means that a reverse transition is also possible. *In these transitions there is organic unity of not only an ontological but also a functional aspect of the first and second nature.*

The complication of research of evolution of such system consists in that it is not an object, with inherent deep integration, as let us say, a human morphologically and functionally clear dissociated from an environment. In this case we deal with system, which is presented in the plural of the displays and that is why we did fully correctly with the system, when we constructed the system of social work from empiric material. Thus we got the morphological form of the system of social work.

Let us remind, that for solving this task we used the determination of the integral system, which in science was introduced by V. Sadovsky. He writes that between the elements of plural, which

form the system certain relations and connection appear. Due to them, the set of elements grows into the unit, where every element relates to all other elements. In its turn properties of the system are not simply the sum of properties of elements that form it, but are determined by presence and specific of connection and relations between elements, that constitute as integral properties of the system as a whole. The presence of connection and relations between the elements of the system and properties of integrity of qualities of the system, which are generated by them, provide independent personified existence, functioning (in some cases development also) of the system”<sup>1</sup>.

It is possible to consider, that under the integral or complete system of social work the aggregate of elements of social origin and connections between them should be meant, that arose up under act of public division of labor and which organically co-operate one with another with the purpose of providing of optimum flow of family life of a human.

Social reality which was determined (we just observed it as an aggregate of social processes), flows in specific space and time, cannot exist without a specific structure, that formalizes and keeps in unity the streams of matter, energy and information, erects clients, social workers and financial factors. It is a new question which needs to be considered in the river-bed of the animated effect that is immanent to specific social work. Let us mark that a social (anthropogenic) organism is such organizational form for the normal flow of family life.

Now we are up to analyse the place and role of form in functioning of the social world. As it was said earlier, the content of the concrete social world is localized according to the main aim – creation and recreation of personality of a human – and that is why it requires self-recreation of an organism form, which, from one side, provides attributive properties of morphological form of social work system, and from other, – reaches necessary and sufficient potency to create its own specific function.

There is a fully suitable opinion of Friedrich Wilhelm Joseph von Schelling, who wrote: “An organism is not mediation of material substance which changes constantly, it is the organism only by mediation of kind or form of its financial life. Life depends on the form of

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<sup>1</sup> Садовский В. Н. Основания общей теории систем / В. Н. Садовский. – М. : Наука, 1974. – С. 83–84.

substance, in other words, the form has become substantial for life. Therefore a purpose of activity of organism is not a direct saving of the substance, but the saving of substance in that form, in which it is the form of existence of higher potency.

An organism is named so, because what seemed truly existed for itself, is only an instrument in it, the organ of something higher”<sup>1</sup>. Thus, *the reality of morphological form of social work system* lies in the fact that it is the integral social organism of specific origin in the structure of a higher unit – a social organism of country.

Finally, under *substantial essence* of specific (species) social organism we examine the mind of a human, which in its concrete value provides unity of manner and matter of anthropogenic process, because the form in its concrete value, as Georg Hegel (*Philosophy of Law*) mentioned, is a mind in cognition concepts, and content is a mind as substation essence of moral and natural reality; the realized identity of both is a philosophical idea”<sup>2</sup>.

The system of social work functions in practice as an aggregate of the simplest social organisms or establishments of social work. The simplest social organisms form the body of specific social organism, as cells form a human body. Their amount in the structure of social organism of the country can reach a number of several hundred thousand. This level of existence of social organisms at least has three varieties.

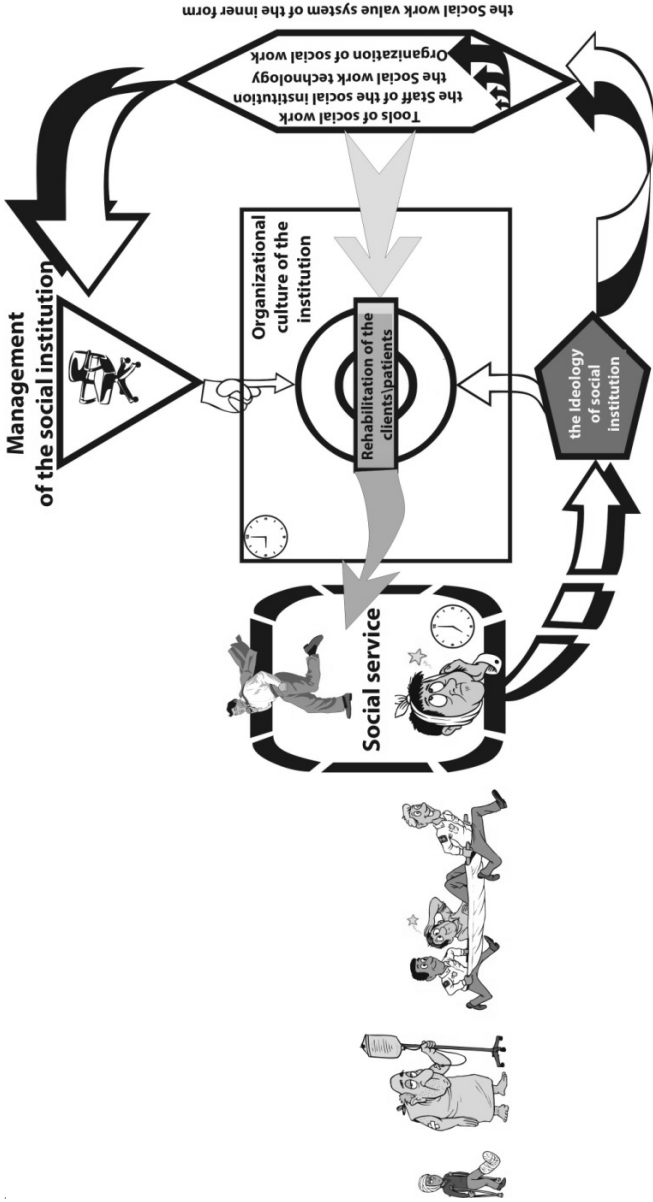
In case we observe those simplest social educations which give service to population, we can possibly talk about organism of social establishment. The chart of its mode is viewed next (see scheme 5.2).

Let us remind that due to Talcott Parsons (*The Structure of Social Action*) a social system is the system of action which owns such descriptions: 1) includes co-operations between two or more actors, thus this process of co-operation itself is a main spotlight for an observer; 2) a situation which actor is orientated on includes some other actors and these actors are objects of satisfaction; different orientations of these others can be either aims to be attained or facilities of their achievement – consequently, they can be the objects of evaluation judgements; 3) in social system there is an action to be carried out as independent and partly coordinated, in which a consent

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<sup>1</sup> Шеллинг Ф. Сочинения : в 2 т. / Ф. Шеллинг. – М. : Мысль, 1987. – Т. 2. – С. 482.

<sup>2</sup> Гегель Г. Философия права / Г. Гегель. – М. : Мысль, 1990. – С. 55.



Scheme 5.2. Heuristic model of Social Establishment

depends on collective orientation or general values, and from the consensus of normative and cognitive expectations<sup>1</sup>.

Due to regularity of morphogenesis of social systems that were stated by us in other works morphology of social establishment is stipulated by content of social services, which have to provide this establishment to population of country or region.

On this basis the internal ideology is formed and on the basis of which its internal system of values appears. The social world is arranged in such a way that senses as constituents of spiritual production are presented in any spot of space. They form groups, concentrate, activate and join the action by human or group of people consciousness, for example by the workers of establishment. More in detail it is expounded in work «Firm in discourse of organism idea»<sup>2</sup>.

Ideology of social establishment lies in the system of senses, which act as filters for a selection from the external environment of objects and people, due to which designers or leaders of future social establishment are to form social establishment itself. They yet can be examined as requirements to creation of social establishment. Ideology sends a morphogenic process in a certain flow and serves as a certain morphogenic form for the formation of body of social establishment.

Material which passes ideological control forms the cultural kernel of social establishment. Any establishment necessarily must have four basic types of values, namely such their varieties which plug it in the structure of social organism of a country. It means that its morphological basis is made by values of technical and economical, social and psychological, political and ideological origin.

In this case it follows to select among the values of technical and economical origin the facilities of satisfaction of necessities of a human, that most visibly overtake in form infrastructure of social work and material of satisfaction of necessities, which exists as a matter, energy and information. The value of the social setting in this case are shots or personnel of social establishment. The ideological constituent appears as the type of technologies of social work, as it is based on knowledge. Finally, political values are presented in the cultural kernel the type of organization of satisfaction of necessities and

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<sup>1</sup> Парсонс Т. О структуре социального действия / Т. Парсонс. – М. : Академический проект, 2000. – С. 461.

<sup>2</sup> Бех В. П. Фірма в дискурсі організмової ідеї : монографія / В. П. Бех, А. В. Гашенко. – Суми : Університетська книга, 2006. – 376 с.

it is determined by the political party which reconstructs and manages this establishment.

Thus, point of view, under which we must analyse influence of the corporate system of values on the frame of society has a substantial value, as a methodological setting lights up those functions that reach in its light only. T. Parsons, for example, commented it this way: relation between the values of higher frame of society and by the values of the differentiated subsystems can be adopted the relation of specification at voiding of the generalized standard of the higher system on the «level» of subsystem taking into account limitations which are imposed on the last with function and situation. Thus, an enterprising firm or social establishment, follows the value of «economical rationality», which is expressed in the productivity and solvency, and spares far fewer attention to the higher system of values, than it was done by undifferentiated production-domestic cell. As for the family, in the economic aspect of its existence it now follows the values of «consumption»<sup>1</sup>.

A heuristic model of social organism of establishment, which operates in the field of social work, evidently gives the mechanism of its functioning and development. If the algorithm of functioning depends on self-movement of elements from the necessities of clients of social services to its satisfaction, thus development determines with appearance of new necessities, which takes place and materializes in to the specific social organism. It means that a source of development of social establishments is out of its limits. Thus briefness of existence of such social educations and their dependence on the processes of higher social level. Establishments can arise up to exist set time and disappear, approximately so as it is observed in the field of financial production.

Efficiency of functioning of organism of social establishment can be estimated for qualities of culture of maintenance of population or service of clients. In culture of service it follows to select, at least, four subspecies of culture, such as: materialized culture which was overtaken in the infrastructure of social infrastructure and materials of satisfaction of necessities, culture of conduct of personnel of social establishment, technological culture and culture of process control of grant of services or production activity of the establishment.

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<sup>1</sup> Парсонс Т. О структуре социального действия / Т. Парсонс. – М. : Академический проект, 2000. – С. 720.



Forming the point of view on the system of values of social establishment, let us use the idea of T. Parsons that a culture is not only a row of symbolic communications but also row of norms for the action of subjects of market relations<sup>1</sup>.

Such position is strengthened by this explanation: motivation of «ego» and the other is integrated by normative standards during cooperation. Various ways of direction of satisfaction and deprivation here is especially important. Reaction which agrees (to the standard) from the side of «other» is satisfaction for «ego». If «ego» is conformal to the norm, its satisfaction is an aspect of fee for its conformalness towards it; the reverse takes place in the case of punishment for rejection. Thus, reactions of «other» to conformalness or deviation of «ego» towards the norm are approval of the action of «ego». «Expectation» of «ego», offered to «other», are expectations, related to the roles of «ego» and the other; and these approvals strengthen motivation of «ego» to conformalness with these role expectations. Thus, complementarity of expectations is instrumental in the mutual strengthening both in «ego» and «other» the motivations to the comfort with a normative standard<sup>2</sup>.

Naturally a question appears about where this normative system undertakes from. There can be the only answer: if to examine the system of values of the specialized establishment as process or functional take of social system, someday it will pass and set at rest in a product. Therefore the system of moral and legal norms can be the product here. This supervision coincides with groundworks in sociological and psychological literature, where there was regulation of transitions fixed: necessities – interests – values – norms – reasons – motivation – action.

As an objectified component in the structure of social establishment is the labour collective of social establishment which resists a separate worker – a social worker is leading here. Let us use the idea of T. Parsons that in this case the system of values creates a normative constituent of four elements: any concrete system, including a simple unit, – a status-role which is examined as a subsystem, – can pass through four types of standards, but they will be different in systems of various types<sup>3</sup>.

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<sup>1</sup> Парсонс Т. О структуре социального действия / Т. Парсонс. – М. : Академический проект, 2000. – С. 544.

<sup>2</sup> See: Ibid.

<sup>3</sup> See: Ibid.

Due to T. Parsons, the first type of standards from related to normative control of activity, refers to the estimation of objects from the cognitive point of view and contains that we call «universalism». Its advantages are «technical» norms, which are followed by universalistic values during adaptation of action to internal qualities of objects, to the situation in the system of achievement of concrete purpose.

The standards of the second basic type are related to determination of aims of process of action, that in terms of variables of the model we named an activity or effectiveness. By the system of norms this type of standards has to set the purpose of the system, to achievement of which this unit has to promote.

The third type of standards can be named as «such which integrates the system»: it determines expectation from unit of support of solidarity with other units in this system. In a spotlight here there is a description of setting on a positive action which has to be begun in behalf of solidarity between units.

And the fourth type of standards is related to support or adjusting of changes in basis of set qualities which are a starting point for other types of activity.

Either from the dynamic point of view or from point of activity, social co-operation is permanent shuttle motion between activity and «approvals», the last can possibly be presented as actions which express attitude towards activity of other by rewards and punishments<sup>1</sup>.

Moreover, T. Parsons separately examines even the norms of approvals in relation to the participants of social co-operation – these norms of approvals get in line with four basic types of norms of activity:

- 1) «approval» which is characterized by setting the «specificity», that refers to the concrete purpose of this action, and setting the «neutrality» which refers to primitive basic descriptions and hinders the receipt of complete satisfaction or distraction of attention to the moment of gaining the aim;
- 2) «answer» is characterized by settings «specificity» and «affect», that refers to achievement of the purpose put by an author and directly reward him by access to the aim-objects, – consequently, this «answer» is conditioned by achievement of the approved purpose;

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<sup>1</sup> See: Ibid.

- 3) activity which integrates the system, is «approval» («confession») in form of the proper action, directed on achievement of solidarity; it is characterized by settings of affect or diffusedness;
- 4) «respect» is an estimation of unit as units in terms of all complex of its qualities, that is general status in the system; it is characterized by settings of «diffusedness» and «neutrality».

To be successive, to the estimation of intercourse of workers between themselves it is needed to add norms, which impose on them the function of workplace and technology of production process, the requirements of which are fixed in rights and position requirements of employees of social establishment. Thus, all four elements of the system of inner firm values, selected by us, work effectively on creating the normative space of social establishment. You can get more information about it out of our other publications<sup>1</sup>.

Now we can analyse the place and role of form in functioning of the social world. As it was said earlier, the content of the concrete social world is localized according to the main aim – creation and recreation of personality of a human – and that is why it requires self-recreation of an organism form, which, from one side, provides attributive properties of morphological form of social work system, and from other, – reaches necessary and sufficient potency to create its own specific function.

There is a fully suitable opinion of Friedrich Wilhelm Joseph von Schelling, who writes that an organism is not mediation of material substance which changes constantly, it is the organism only by mediation of kind or form of its financial life. Life depends on the form of substance, in other words, the form has become substantial for life. Therefore a purpose of activity of organism is not a direct saving of the substance, but the saving of substance in that form, in which it is the form of existence of higher potency.

An organism is named so, because what seemed truly existed for itself, is only an instrument in it, the organ of something higher<sup>2</sup>. Thus, *the reality of morphological form of social work system* lies in the fact that it is the integral social organism of specific origin in the structure of a higher unit – a social organism of country.

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<sup>1</sup> See: Бех В. П. Фірма у дискурсі організаційної ідеї : монографія / В. П. Бех, А. В. Гашенко. – Суми : Університетська книга, 2006. – 376 с.

<sup>2</sup> Шеллинг Ф. Сочинения : в 2 т. / Ф. Шеллинг. – М. : Мысль, 1987. – Т. 2. – С. 482.

Finally, under *substantial essence* of specific (species) social organism we examine the mind of a human, which in its concrete value provides unity of manner and matter of anthropogenic process, because the form in its concrete value, as Georg Hegel (*Philosophy of Law*) mentioned, is a mind in cognition concepts, and content is a mind as substation essence of moral and natural reality; the realized identity of both is a philosophical idea<sup>1</sup>.

Then the study of the properties of morphological forms of social work it is impossible to ignore its relationship with the surrounding environment. As highlighted V.H. Afanas'yev, "because of the different impact of the environment on the system usually refers to the environment in the broad sense as all the reality that surrounds the system, and in the narrow sense as essential, necessary environment system, the same as in the interaction which the system detects its properties, its integrity, determination, and not only defines but also creates certain properties – properties that allow it not to dissolve in the environment, and to develop and operate relatively independently"<sup>2</sup>.

Understanding of environment in the broadest sense is hardly acceptable for us from theoretical and practical points of view, although it has some basis. It consists, as well known, of the fact, that the world is interconnected.

These relationships may be at various levels of intensity, as well as direct and indirect, which is particularly important to distinguish in the study of social work. Precisely because of the influence of this medium today in Ukraine is developing phenomenon of social work. In this case, the pressure on the social sphere, forms of individual aid to the social state policy conducted in the form of informational exchange work experience and dissemination of technologies of certain content and purpose.

Therefore, for the analysis of attributive properties designed morphological forms of social work is better to use a narrow definition of environment. In this case, it is composed of the elements of the social organism of the country which we are familiar. It is a system of social work, is in direct contact with the economic and political component of the social organism of the country. Its connection with the ideological component not such sensitive as to the previous two, but it

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<sup>1</sup> Гегель Г. Философия права / Г. Гегель. – М. : Мысль, 1990. – С. 55.

<sup>2</sup> Афанасьев В. Г. Системность и общество / В. Г. Афанасьев. – М. : Политиздат, 1980. – С. 151.

also must be attributed to the close medium since they are part of the whole, which is fairly rigidly, determines their livelihoods. Another point is that this connection is mediated by political or economic components of the social organism of the country (scheme 5.3).

Theoretical substantiation of the social organism of the country as the integrity, which is capable for reproduction, that is autopoietic system outlined in the philosophical literature<sup>1</sup>. Here we will consider just some of the fundamental questions that form the first ideas of this functional authority in the social organism of the country.

*The body is not equal to mechanism.* It was indicated by many researchers, such as Schelling, which at one time wrote that “the world is the organization, and the general body is a condition (and thanks to this positive) for mechanism by itself. Considered from such a height some sequences of causes and actions (which make up a visibility of mechanism) disappear as infinitely small lines in the general circulation of the body, behind the movement of the world”<sup>2</sup>. O. Spengler in *Decline of Europe* also holds the distinction of these two concepts<sup>3</sup>.

In the system of social work as in the newly created species (specific) social organism the entirely new responsibilities to the social organism of the country and to its own body appear. This means that in addition further we must contemplate the system functions.

We remind that the concept of function, as you know, has two meanings: auxiliary (secondary) roles of one of the elements of the system or the dependence within a given system, under which the changes in one part are derived (function) from the changes in the other part of it. Thus, if in the meaning of «dependency» the latent function reflects the relationship of the obvious (formal) and the hidden (informal) in the organization, then it reveals itself as disfunction.

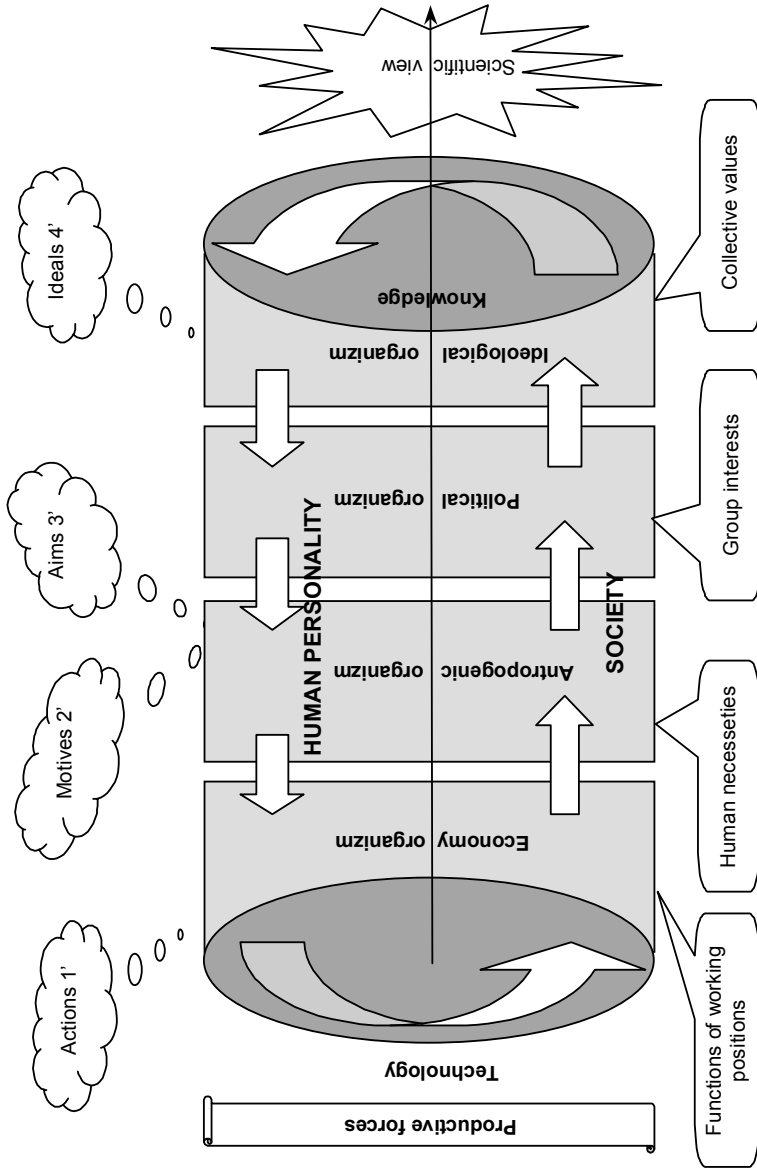
To keep the morphological form the system of the country’s self-regulation, along with the governing body of the system of social work, should provide one of the three major functions that optimize the interoperability of social elements – the participants in the production process – they are homeorhesis, homeostasis and homeoclasisis. This subject well deserves more ample treatment.

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<sup>1</sup> Див.: Бех В. П. Генезис соціального організму країни / В. П. Бех. – Запоріжжя : Просвіта, 2000. – 288 р.

<sup>2</sup> Шеллинг Ф. В. Й. Сочинения : в 2 т. / Ф. В. Й. Шеллинг ; пер. с нем. – М. : Мысль, 1987. – Т. 1. – С. 91.

<sup>3</sup> Шпенглер О. Закат Европы / О. Шпенглер. – М. : Мысль, 1993. – С. 481.



*Scheme 5.3. The place of the social work system in the structure of the social organism of Ukraine*

Because the system is a highly dynamic formation of functional origin, it should be: on stage of self-spreading (development) of the social body of the firm – to provide *homeorhesis*; at the stage of stable functioning – to guarantee *homeostasis* for the system of social work as for an active subject of market relationships; *homeoclasia* – at the stage of self-destruction or reorganization.

So, since anthropogenic organism is a living system, it would, of course, have all the patterns of self-spreading (self-development) of living matter. It means that in ontogeny (ontogenesis), after the stage of nucleation, there is the stage of homeorhesis, during which the formation of the social organism of the country is realized, which must be distinguished from the stage of homeostasis. H. Yuhay in *The General Theory of Life* delimits these concepts as follows: “If homeostasis means permanent moving of equilibrium state, then homeorhesis – means the constancy of the ways of development of living systems and their changes, which include the transitions from one equilibrium state to another, that is homeorhesis covers homeostasis also”<sup>1</sup>.

Further he continues: “Homeorhesis can be distinguished from homeostasis in many ways. Homeorhesis is characterized, firstly, by more dynamic, functional character; while homeostasis – is the preservation of a given equilibrium by autoregulation, the homeorhesis is an autonomated process of new formation or self-organization i.e. the change of state and even homeostasis, on the basis of which not only the new formation but also stabilization of forms is achieved (I. Shmalhauzen). Secondly, if during homeostasis individual variables maintain (retain) within certain limits, then in homeorhesis all other variables of the system are changing and retaining through their dynamic transformation (new formations). Unlike homeostasis, which does not cause the appearance of new formations, homeorhesis leads to the ones. Thirdly, homeorhesis means changes throughout the system development process, aimed at achieving the ultimate result”<sup>2</sup>.

It is necessary to underline the fact, that the notion of homeorhesis of specific (species) social organism, which is the system of social work, characterizes not self-regulation, but the higher level of living system adaptation – developmental autonomism, which is

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<sup>1</sup> Югай Г. А. *Общая теория жизни* / Г. А. Югай. – М. : Мысль, 1985. – С. 137.

<sup>2</sup> Ibid. – P. 137–138.

of paramount importance for the advance in the social organism of the country and which is in full awareness (understanding) a synergetic self-organization. The notion of homeorhesis is close in meaning to the notions of P. Anokhin's system-genesis and Schmalhgauzen's stabilizing selection. G. Yugay rightly to our mind underlines the difference between homeorhesis and system-genesis. He sees it in the fact that system-genesis rather specificates the finite state, while homeorhesis does the development process at large.

The system of social work as a species (specific) social organism is aging and eventually one of its components dies off, while others appear. In terms of the cataclysmic theory the aging of social organism is the gradual quantitative accumulation of systemic contradictions, and death (necrogenesis) is a qualitative leap to the "new essence". The system contradictions, with which the aging of social work is associated, can not be solved within the framework of the organization, due to which its life activity is possible. Death – is a qualitative leap not from one organization to another, but from organization to chaos. V. Voytenko writes "the systems, which are not able to resolve emerging conflicts, can be called organizationally finite, and the process of their growing destabilization – homeoclasism"<sup>1</sup>.

Social organisms of firms show that it touches also the companies that provide services to the public. Every year – it is about 40 thousand a year in Ukraine, people lose working capacity – 248.77 UAH<sup>2</sup>.

Sometimes it uses a different rate, so-called consumer basket, which for the Lower Trans-Dnieper area at the end of 2001 is, for example, neither more nor less than 580 UAH.

Fixed amount is the unemployment benefit (compensation), which is usually paid by corporations in the case of worker's release from work. It ranges from 60 to 80 percent of the average wage. The amount of such compensation is always the subject of lengthy negotiations of trade unions with employers. The size is always greater than existence minimum for the reason that it is advantageous to keep labor

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<sup>1</sup> Войтенко В. П. Молекулярные механизмы старения и эволюция продолжительности жизни: Проблема системного анализа / В. П. Войтенко // Всесоюзный симпозиум «Молекулярные и клеточные механизмы старения»: тезисы докладов. – К., 1981. – С. 37–38.

<sup>2</sup> Закон України "Про затвердження прожиткового мінімуму на 2001 рік" № 2330-III від 22 березня 2001 року [Електронний ресурс]. – Режим доступу : [http : zakon4.rada.gov.ua/laws/show/2330-14](http://zakon4.rada.gov.ua/laws/show/2330-14).



forces during economic downturns in “normal condition” than then, during the “recovery” of the economy, to invest large sums of money in their professional retraining.

Finally, there is another quantitative index – a social welfare of citizens of the country in terms of average salary.

## 5.2. The Law of Social Work Self-movement

Concluding thereon the analysis of social work internal relations, we should stress that its life activity is subject to specific law, invented already by the classics of Marxism. For example, V.I. Lenin called it an objective law of steady growth of people’s needs<sup>1</sup>.

In other way, life activity of the species (specific) social organism is subject to the law of ceaselessly growing needs of individuals, groups, workforce and other social communities. Morphology of the designed system allows us to perceive the growth as the aggregate needs of the individual, for it has a social space for this and provides the possibility of any modification of the individual, which in this case is seen as a set of needs, and as a significant increase of means of satisfying human needs.

However, in practice, in this case we are even dealing with a logical paradox, because it turns out that the more developed person is, the more advanced system of requirements he/she has. The wealth of the individual – it is his/her needs!

For us, here the formulation of the law of vital activity of social work is implied, it is an extremely important factor for two reasons. First, because the substantiation of social work is brought to a higher level of theoretical generalization, and secondly, because it confirms a particular level of design work we have performed, thus guaranteeing the quality of achieved results.

Now we can move on to the analysis of external relations of social work system, where it appears as a factor of interaction along with economic, political and ideological components of the country’s social body. Though, this work still takes the lead. And it is also awaiting its architects.

The above morphological form clearly demonstrates the confrontation and interdependency of the subjective social relations that are

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<sup>1</sup> See: Ленин В. И. Полн. собр. соч. / В. И. Ленин. – Т. 1. – С. 101–102.

inherent in the object of social work and the objective social relations that materialize in the material social wealth of the society social sphere. Together they provide a vital attribute feature of morphological shape – its integrity. Therefore, the integrity of the social work lies in the fact that the density of the internal relations exceeds the density of its external relations.

*Criterion of morphological maturity* of social work system – is its integrity, the essence of which is that the density of internal relations exceeds the density of external relations.

G. Hegel (*Philosophy of Law*), as we know, believed that the state of society should be recognized the more perfect the less the individual has to do for himself, according to his own opinion, compared to those performed through general activity<sup>1</sup>. This provision, if we translate it into modern language, must be understood so, that the criterion of social progress is the level of the social division of labor.

So, we have not only studied the conditions of social work morphological form designing, selected the elements, of which the structure and mechanism of self-motion are made, but also highlighted its place in the social body of the country. Since we have named the law, which determines its life activity, hereon it is possible to complete its theoretical analysis.

Now it should go into the hands of politicians and practical social workers. The former ones of which must define the principles of forming, directing of its actions and the parameters for social development perspective, which it needs to have according to their vision, how fast and in what price it should be developed, and the latter ones – to maintain it in good functional condition.

## Resume

- The social work system in the social organism structure serves as a constituent part, specifically, as the specific social organism. The social organism is reasonable to call anthropogenic body, so that not to be confused with the social body of the country. Between them, there laws are in effect that are inherent for the part and the whole.
- As species (specific) anthropogenic organism the morphological form of social work comes into relation with other components of

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<sup>1</sup> Гегель Г. *Философия права* / Г. Гегель. – М. : Мысль, 1990. – С. 270.

the social organism of the country and shows the entirely new system quality. The latter can be regarded to as the functions of the newly created integrity.

- The main product of social work is to provide a social whole – the organism of the country – the driving force, the part of which a person acts. That leads it into motion, while ensuring its continued development.
- Leading law of life activity of the social component in the structure of the social organism of the country is constant growth of human needs.
- In relation to its morphological body the system of social work now has to provide at the stage of development – homeorhesis, at the stage of functioning – homeostasis, and at the stage of the transition to a new phase – homeoclasia of separate components or of the whole anthropogenic organism.
- Collectivism as a principle of human interaction in society is a consequence of the effectiveness of social work system functioning. Harmony in the society, the guarantor of social welfare, the so-called “middle class”, and sustainability of social relations are derived from the result of social work.
- The system of social work has not only a national dimension. Its leading units – the systems of social work – must be located according to the residence of the clients, and these are a local and district level. A person in need should not “wait at the reception” of regional and metropolitan agencies that deal with more organizational or scientific and methodological work.
- Thus, social work – is an independent branch of social production. The presence of the mechanism of self-movement and the law of self-spreading (self-development) of the species (specific) social organism definitively confirm its independence and difference from other sectors of the economy. This type of production requires the same attention as the sphere of material production. Ukraine has almost no trained personnel, underfinanced and lack of specialized organism – Headquarters of the branch – leads to the fact that social policy does not achieve its strategy objectives, “hot practice” determines goals. Understanding of this fact – is a global problem that must be studied in full scope by the senior officials in the country, the heads of regional structures and national theoretical personnel and the practitioners.

## AFTERWORD

Beyond the author's attention remained organizational relations in the sphere of social work. This is because social work is subject to the laws and regulations of social processes classical management, and the system is able to reproduction, i.e. autopoiesis. We have given these processes more ample treatment as the presenting of them is a voluminous issue and therefore they are presented in other publications which can be at any time found online at: [http://bvp.npu.edu.ua/index.php?option=com\\_content&view=category&layout=blog&id=26&Itemid=23](http://bvp.npu.edu.ua/index.php?option=com_content&view=category&layout=blog&id=26&Itemid=23).

At the same time, the author considers it appropriate to indicate in this publication some remarks about this. We are a supporter of the famous thesis of the classic of administrative management Peter Drucker, the essence of which is that there are no under-developed countries; there are countries in which management is poorly arranged. If you apply it to the process of social work management, we can say that this process will be much more effective if management pulses would generate not only government institutions that deal with the issues of the state social policy, and if the local authorities, members of local communities, corporations and other institutions of civil society will join its regulation. For this it is necessary that the managerial function was equally "diffused" throughout the whole social organism of the country.

This is caused by the fact that government is a definite activity fulfilled by the subject (control system) as to the object of management – the client / patient of social work – in order to transform it and provide sustainable movement to a given goal. This is on the one hand and on the other – it is the presence of socially recognized purpose, that is positively perceived and purposefully realized by resocialized personality, there is a guarantee of the fact that it will not return to addictive condition. And it is due to the presence of a new personal purpose that it is possible to say, that a social worker has fulfilled his/her function concerning the addictive personality completely and with proper qualification.

And there is one more fundamental remark as to managerial training of social workers, which deals not only with their readiness for prevention of addictive behavior of people, especially of the young, but it is considerably broader moment in their professional activity. It

relates to the fact, that modern high dynamics of social work development and outright movement of Ukraine towards unification with member countries of the Council of Europe constantly raise requirements to managerial training of social establishments' personnel.

Hence, according to M. Woodvock and D. Francis, the organizations cannot undertake the development of all skills of all managers, which would result in depleting of organization and disruption of its stability<sup>1</sup>. That is why maintaining of its stable growth and development becomes the necessity of each social worker. Let us note, that in Ukraine the situation becomes even more complicated due to the critical state of economy, absence of moral values in the society, deformation of the management process corruption and bribery and some other defects of transformational period.

Under these conditions, the self-development of managers of social sphere and social workers is a guarantee of the social sphere's survival in general and the source of business success of the personality. Modern conceptions of self-management are based on the central idea, around which the system of methods and techniques of self work as to the realization of this idea is being formed. For example, in the conception of self-management of L. Zevart – it is an idea of their time; in the conception of V. Angreiev, – it is the idea of creative personality's self-development; in the conception of M. Woodvock and D. Francis – it is the overcoming of own restrictions; in the conception of A. Khrolenko – it is the raise of personal culture of business life; in the conception of B.I. Shvalbe – it is the idea of achieving of personal business success.

Considering all stated above, three times German researchers on the problems of practical management and business career, such as Berbel and Heins Schvalbe are right. They assert: “To achieve success, it is necessary to manage themselves”<sup>2</sup>. Prevention of deviant behavior is in this case the field of professional activity where it is possible to achieve and get personal satisfaction from the achieved result and recognition of the society.

But whatever direction the managerial commands would come, it is necessary to provide their systematic nature. That is why for officials, administrative workers and social work managers, especially of

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<sup>1</sup> Вудвок М. Раскрепощенный менеджер: Для руководителя-практика / М. Вудвок, Д. Френсис. – М. : МП «Дело», 1991. – С. 26.

<sup>2</sup> Швальбе Б. Личность, карьера, успех / Б. Швальбе, Х. Швальбе. – М. : Прогресс-Интер, 1993. – С. 11.

higher link there is a sense to pay attention to the algorithm of the decision's formation that could be adequate for any critical situation which personality or social group faces.

The social worker can, due to his professional managerial training, which is provided by crisis management, make an effective decision.

If to deliver it in concentrated form, it is mastering of critical situation according to the following algorithm: **diagnosis – modeling – forecasting – designing – engineering – organization – therapy – correction – prevention.**

It is this very system of actions that should be fulfilled, in our opinion, by the social worker in the expert evaluation of addictive state of any addicted client. Sometimes, the social worker may have a temptation, considering his experience or age and social status, to cancel some stages, though it is highly undesirable and even dangerous, as it leads to the formation of superficial approach to the problem's solution.

Every stage or operation mentioned above has, as it is well known from the specialized literature, its own architectonics, it is accompanied by the list of specialized operations, relies on its own criteria base. Mastering of it is the aim and content of basic managerial training of social workers. That is why, firstly, multilevel professional training of social workers must follow this algorithm of critical situations' solving in appropriate form. Secondly, the social worker must have required knowledge and developed skills of this managerial algorithm's embodiment and use it effectively in practice before he is given the task to resist to addictive behavior of people.

We'll now define in short the functions and general content of the operations mentioned above. It is clear, that reasons, which cause the deviance behavior of a person, do not play any significant role here. It may be drug addiction, alcoholism, derangement, aggressiveness, caused by different reasons. They only influence the content and the form of the strategy, which is chosen by the social worker. As an analogy, the musical instrument where you can perform various musical pieces may be given as an example. In this case, we, however, should remember, that there are melodies, created particularly for this or that musical instrument.

So, let us consider successively the mentioned above algorithm's operations of expert evaluation and problems' salvation as to deviant behavior of a person, who became an object of the social work.

Diagnostics as a stage of the algorithm of decision's making in the process of addictive behavior prevention has the aim to define the state of its particular carrier at a definite time.

*Modeling as a stage* has the aim to recreate the conditions which caused the deviant behavior of the personality and to formalize the system of factors which support it at current moment.

*Forecasting* aims to evaluate the actual state, to prolong the progress of the addictive personality for the future and define the possible finale in case of absence of the social workers' intrusion.

*Designing* as a stage connected with reasoning of alternatives and choosing of optimal way of the development's optimization, with the elaboration of tools if they are unavailable within the social establishment for realization of chosen strategy of social changes.

*Engineering* as a stage provides the creation of the technology of effective influence on deviant behavior of a boy or a girl and should be involved when there are typical tools at the social worker's disposal.

*Organization* as a stage provides practical activity of the social worker as to implementation of the proposed plan of rehabilitation of deviant personality.

*Therapy* as a stage is a very crucial moment as it should be fulfilled with the participation of a girl or a boy, because it's impossible to satisfy any of people's needs without their personal participation.

*Correction* is a stage of complex evaluation of general course of rehabilitation process, comparison of it with livelihood of the normal human, specification of deviations, working out and practical realization of measures as to negative influence's impact of inner and outer factors elimination, which inhibit recovery of the addictive personality.

*Prevention* as a stage provides on the basis of feedback the support of the existence of personality socialized once again within the range allowable from the point of view of morality and law.

At the same time, it's important to remember, that this, we mean, final stage is fulfilled at a sufficient level only in that case, when the personality being socialized once again, has worked out his **personal goal of further development**. Let us bring to mind, that by the term "resocialization" a complex of measures for people with deviant behavior is considered. It is directed to the reconstruction of their social status, lost and unformed social skills, reorientation of social and referential orientations of deviants by their inclusion to their new positively directed relations and types of activity.

Its main content is that the work with deviants doesn't aim to moralize their way of life, but with the help of the social worker to detect potentials of the personality, which may become the basis of restoration of the personality's social orientation on the way of coming back to active life in the civil society.

Монографія висвітлює генезис, морфологію і функціональні можливості соціальної роботи як природного явища. Послідовно обґрунтовані походження, характер, зміст, морфологічні та процесуальні форми соціальної роботи. Продемонстровано діяльність та сутність феномену, сформульовано основний закон саморозвитку соціальної роботи, представлено евристичні моделі соціальної роботи та соціальних установ, визначено фактори ризику для процесу розвитку соціальної роботи з боку держави і органів влади суспільства, надано алгоритми прийняття рішень для розв'язання кризи людських проблем і проблем управління соціальною установою, виділено основні типи механізмів саморегулювання: архетипічні, нормативні та інформаційно-знакові.

Для дослідників, докторантів, магістрів, бакалаврів, керівників соціальних установ, практичних працівників і волонтерів, які працюють в галузі соціальної роботи, і для тих, хто переймається проблемами проєктування, будівництва, модернізації та оптимізації соціальних систем.

Наукове видання

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## **Теорія соціальної роботи**

(англійською мовою)

Монографія

Головний редактор В.І. Кочубей  
Технічний редактор С.В. Грищенко  
Дизайн обкладинки і макет В.В. Гайдабрус  
Комп'ютерна верстка О.І. Молодецька, А.О. Литвиненко

Підписано до друку 15.04.2013  
Формат 60x84 <sup>1</sup>/<sub>16</sub>. Папір офсетний. Гарнітура Скулбук.  
Друк офсетний. Ум. друк. арк. 12,1. Обл.-вид. арк.11,2.  
Тираж 300 пр. Замовлення № Д13-04/18

Відділ реалізації  
Тел./факс: (0542) 78-83-57  
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40009, м. Суми, вул. Комсомольська, 27  
E-mail: publish@book.sumy.ua  
www.book.sumy.ua

Свідоцтво суб'єкта видавничої справи  
ДК № 489 від 18.06.2001

Віддруковано на обладнанні ВТД «Університетська книга»  
вул. Комсомольська, 27, м. Суми, 40009, Україна  
Свідоцтво суб'єкта видавничої справи ДК № 489 від 18.06.2001