

PERSONAL DATA

Age: 31

Sex: Male

Education: upper middle school graduate

Total Years Relevant Experience: 13

Last Year of Relevant Experience: 1978

Year Left China: 1978

Initial Immigration Status: Legal

Native Place/Overseas Connections: Shanghai native/Parents OS (Hong Kong)

Class Background/Political Designation: unknown

OCCUPATIONAL HISTORY SUMMARY

Positions Held: 1) Temporary worker, Shanghai, 1966-72

2) Electrician, Shanghai Toy Factory, 1972-78

Administrative Level of Work Unit/(No. of employees):

1) Municipal/(400-700, growth over years)

APPOINTMENTS: 1

TOTAL HOURS: 2.5

PAGES TEXT: 4

Occupational History (4/29/80, 2.5 hrs.)

The informant worked at the Shanghai Toy Factory from 1972 to 1978 as an electrician. For several years before that he had worked as a temporary worker. He had graduated from higher middle school in Shanghai in 1966. After graduation, he could not go to college, and didn't go to the countryside, so he studied electronics at home for a while, since he always had that inclination. He built hi-fi's from scratch, and studied electronics on his own. Finally, the Shanghai Gymnasium notified the district production management committee (diqu shengchan guanli weiyuanhui) that they needed an electrician on a temporary basis, so he was assigned to the Gym, where he did work on lighting and on the electric scoreboard.

His parents were already in Hong Kong, and were giving him remittances of money, but still it was not enough. So he wanted a better job, and the production management committee assigned him to the Toy Factory. During his period in the Gym, he was a temporary worker, paid by the day, and part of his wage went to the street labor committee, which made the introduction. So he became a formal worker at the Toy Factory.

The Toy factory was state-owned, had 3-400 employees when he started and had grown to 700 by 1978. It was under the Handicraft Industry Bureau of the City of Shanghai, under which was a Toy Industrial Company. His factory was one of several in the company. He was an electrician when he first started. He underwent a six-month trial period (shiyong qi), after which he was 'made regular' (zhuanzheng). This was not really a trial period, since almost all workers continued on--it just meant 6¥ less per month of wages.

During the first year he did construction-related work in the under-construction extension to the factory building. Later he was shifted to electronics work because they saw in his file that he had electrical experience in the Gymnasium. They transferred him to the 'technical group' where he was responsible for technical and equipment renovations and improvements. For example, if a certain machine has a lot of industrial injuries, he will come up with an alteration to make it safer.

Wages

In his six-month trial period, his wages were 30.6¥, plus a 6¥ supplement for everything. After becoming a regular worker he went to grade 1, 36¥. There were no raises until he left. There were two readjustments during his experience. One was during 1972, a small one based on people with good political showing. The 1978 readjustment was large. People with over six years of experience qualified. They started the beginning of 1978, while he left in June.

Bonuses

They had the supplementary wage of 6¥ per month for everyone. If you were absent and asked sick leave, you would be docked 2-3mao (20-30 cents) for each day missed, unless it was long term leave in which case you would dock the entire supplement.

Temporary Labor

There were many temporary workers, especially when building the addition to the plant. They got from .70 to 1.50¥ per day, depending on length of experience with the labor service station in the streets. Their treatment was about the same as regular workers. They also got supplementary wages. There were about 100 in the plant. They had them right up until he left

in mid-1978. On the surface, they did the same work in the same units as regular workers, but in reality they did more heavy and bitter kinds of labor.

Discipline , Firings

Work before the 1978 readjustment was influenced by the wage situation. But how much is hard to say. Workers were all 'soft and lazy' (lan san). But after the readjustment, there was still no striking improvement. First, this readjustment was only related to years of service, and also the raises were rather limited. So a number of people were still dissatisfied, and felt that if something needed doing, tell the guy who got a raise to do it. Also, you have to remember that those who started after the CR got lower wages. Grade 1 workers who started before the CR got 39¥, whereas those who started afterwards got 36¥. So there were still dissatisfactions and problems with worker activism.

There were no firings unless you got into political trouble or into trouble with public security. The same goes for demotions and wage reductions. There were none unless you committed a political mistake. In the plant during his six years, no one was removed for political mistakes.

Toy Factory Leadership and Administration

At the top, they had a revolutionary committee with a number of members, and four standing members who handled day to day management. The head was an old worker from before liberation, also a party member. There was no party committee in reality until about 1974-75, and it was gradually rebuilt and this person became the party branch secretary. There were no PLA representatives in the RC, but they did have them when he first came in the company and also bureau headquarters. Another standing committee member was the former vice-director (the old plant director had earlier stood aside and was later transferred) of the plant. He handled administrative work. Another was a party member who was in charge of political propaganda. He was an old university graduate who had been in charge of the plant school for night education for workers before the CR. Now he handled campaigns and political study. The other standing member handled organizational matters, personnel. Before the CR she had been a cadre in the Party's organization department. She had been a worker around the time of liberation, and later shifted into personnel work for the party. All of these people were party members, and all were full-time, non-productive administrators.

The rest of the revolutionary committee members were not full-time non-production personnel. The shop directors from each shop (four in all) were members. Also there were about 10 others, workers and technicians both, elected right after the CR and changed thereafter only when necessary. This became 'necessary' when they wanted to promote certain individuals.

The four standing members were appointed by the company officials, and among these the head had been transferred from another plant right after the CR, where he had been struggled. So he attended a cadre study group (xuexi ban) within the company, and then later sent him to assume office in the Plant.

The four shop directors were automatic members. The rest of the members were nominated by workers and staff, and were people with good political showing. They were elected once after the CR, had no fixed terms, and there were only occasional elections for one or two seats thereafter.

The entire RC met regularly about once a week to discuss plant affairs. But they had no fixed management responsibilities. For example, the RC member that worked in I's group had no real powers, he just relayed opinions and

reports about basic-level conditions at the meetings.

Not all of the regular members were party members. Among them were activists from the CR, 'minor leaders' (xiao toutou). When he left in mid-1978, these people were still around. But he figures that by now these types have been cleared out (qing suan), because the old cadres have come back in power.

Below the revolutionary committee, they had 3 offices for administrative purposes, an organizational group (zuzhi zu), a political propaganda group (zhengxuan zu), and an administrative group (xingzheng zu). Also, after the party organization was restored, they had a party office with 3 people in it. Each of the 3 standing members of the RC headed one of these groups, while the head of the RC as a whole had his own office, the RC office, which was really the former plant director's office, combined together with the party branch office.

Shop leadership: They had four shops, each had a shop director, an office, and individuals in charge of each of the 3 responsibilities that corresponded to the 3 general administrative groups--organization, propaganda, administration. Shop directors were appointed from above. The three office cadres were usually appointed, sometimes were elected from nominees supplied by above leaders, using secret ballots and discussing the candidates thoroughly in the groups, after which a general consensus was formed.

Below the shops they had several production groups, each with their own leaders and vice-leaders. They handled most of the management work. Sometimes workers would be appointed to be 'in charge' (ganshi) of helping with certain tasks, like making political posters. They also had some workers in the small groups who had the title of safety inspector, health inspector, etc. But they had no real fixed tasks. These kinds of systems were handled better before the CR, when there was still a union to support these activities and help train and organized these ganshi. But afterwards the system was not handled well. They never had any '3-in-1' small groups to handle or study technical problems.

The group leaders were elected by workers in the group after discussion. Usually it was someone with long years of experience. In his group they had the same group leader for the whole six years. He was a 'good old guy' (laohao ren), and got along well with everyone, had long experience. They discussed in the group, and the shop had to approve.

Political Study

They studied for 30 minutes or so 2 days a week right after the shift. It was formalistic, and there were rarely any concrete outcomes. Before the shift, they had pre-shift meetings in the group to arrange the day's work. These were also called 'pre-shift meetings' (banqian hui) and 'brief meetings' (pengtou hui).

They had night school study classes before the CR, but had not been run very well during 1972-78. There was not much technical or cultural study to speak of. Also, before the CR they had 'technical experience exchange meetings' (jishu jiaoliu hui), but not after the CR. They also had technical tests before the CR, he heard, but there were none when he was there. He hears that recently they have been restored.

Changes after the Gang of Four

The company sent down a work team early in 1978, since the lingering poison of the Gang was still strong in his unit. These were people who had done violent things during the CR. So these people were removed from the RC.

None of the standing members of the RC received this kind of treatment, but some of the regular members did. The work team oversaw the RC's work, let it do day to day work, but decided on important political matters.

At the time he left, they were investigating the case of the RC head who had been active in struggling people during the CR and who had connections of some kind with violent factions. But there was no outcome by the time he left. So many of the leaders had at least some kind of connection in this kind of activity in Shanghai, but it was rare that their errors would be judged to be serious ones. The people (former activists) removed from the revolutionary committee for cultural revolution violence, and also others in the plant, were criticized in mass meetings, after which they went back to their pre-cultural revolution work posts.

They also had a lot of meetings to investigate the history of every person in the plant and find out who had beaten others, especially old cadres. These were called 'ferreting out' meetings (qingcha hui). They tried to find out who had beaten whom, criticized them, and asked them to explain their actions. There were quite a few of these kinds of people criticized--between 10 or 20 in his factory.

Factionalism

They always had factionalism to some extent in the plant, among the leading group. People in it were members of different faction during the CR. This affected who would get good job assignments, promotions, and transfers up into the company. Factionalism mainly found its expression in personnel matters. Each faction in the leading group would 'pull up' (lalong) its own people.

Workers Congress, Union

They never had a workers congress meet during 1972-78. This is because they didn't start to revive the union in the plant until early 1978. So there were no unions or workers' congresses until the year he left, and by June they had only finished preparatory work.