
PERSONAL DATA

Age: 47

Sex: Male

Education: University graduate (Nankai, mathematics)

Total Years Relevant Experience: 26

Last Year of Relevant Experience: 1977 Year Left China: 1977

Initial Immigration Status: Legal

Native Place/Overseas Connections: Shanghai native/OS connections unknown

Class Background/Political Designation: unknown

OCCUPATIONAL HISTORY SUMMARY

Positions Held: 1) Staff, Labor and Wages Department, Tianjin Machinery
Factory, 1950-52

2) Student, Nankai University, 1952-55

3) Technician, Acoustics Research Institute, Chinese
Academy of Social Sciences, Peking, 1955-77.

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

1) Ministry/(500)

3) Central Government/(800)

Experience in Full-time Manual Labor (for non-worker occupations):

Agricultural labor most of 1958, one month per year
from 1959-64; one year of agricultural labor in 1964,
one month per year through 1977. No May 7 Cadre School.

APPOINTMENTS: 3

TOTAL HOURS: 5.5

PAGES TEXT: 5

Occupational History (12/14/79, 1.5 hrs.)

The informant was born in 1933 in Shanghai. He was studying at a middle school in Shanghai on a scholarship when the city was liberated in May 1949. He was to have graduated in June, so he almost finished middle school. After Communist administration began, he took a test for job placement and was placed in a job in the central heavy industrial ministry, and assigned to a Tianjin machinery factory. This was 1950. While he was there he worked in the labor and wages department, setting quotas for workers based on Soviet practices. In 1952 he entered Nankai University in Tianjin, and studied in the mathematics department. He graduated in 1955. In 1955 he was assigned to the Acoustics Research Institute of the Chinese Academy of Social Sciences. He did research related to the development and production of radio equipment, mostly speakers. His job was to design parts for radios, and this involved going to factories to talk over requests for new designs and to study design problems. He did this work until he came to Hong Kong legally in 1977.

Tianjin Machinery Factory Experience, 1950-52 (1/7/80, 2 hrs.)

He was assigned to the Labor and Wages Planning Department (laozi jihua ke), and his job title was 'technical quota specialist' (jishu ding'e yuan). He was sent to Peking for a period to listen to lectures by Soviet management specialists. Two people were sent from his plant, but people from all over China attended. They learned how to set time quotas for piece work, for use in later bonus schedules. They would calculate rest periods, bathroom breaks, processing time, and come up with a time standard. They would study worker output in the past, calculate averages and come up with a standard. Then they would discuss the standard with the workers and maybe revise them. If there were disagreements they would see the shop director, tell him the problem, and get one of the faster workers to demonstrate and tell others how to do the job in the completed time. Other workers would watch the demonstration.

He was one of two such workers in the Labor and Wages Planning Department, who devoted their time to quota setting. The other staff workers dealt with personnel matters and with labor. The cadre department (ganbu ke) handled cadre personnel matters. The entire department had about 10+ staff members.

The plant was state owned and administered. The old boss (laoban) had run off to Taiwan, and there had since been a big personnel turnover. Some of the old accountants and wage/personnel office workers remained, but most officials were new. The new head of the plant was the plant director (zheng changzhang). He oversaw all aspects of plant management. He represented the plant in its dealings with outside organs, on markets, etc. He was a Party member, an old cadre with the PLA. This was a common set of qualifications for plant directors. His job was to make reports, handle political work. He did not do much about production work, he left that to others. He was also the Party secretary for the plant. There were two vice-directors--one handled technology, the other handled safety. One was a Party member, the other not.

There were six staff departments. The personnel department (renshi ke) handled cadre affairs, promotions and evaluations (this is what he called the cadre department earlier). There was his own department, the Labor and Wages Department. There was a security dept. (baowei ke), which handled the physical security of the plant. There was the finance (caiwu) department

also called the accounting (kuaiji) department, which handled all financial and money matters. There was an equipment and materials (qicai) department, which handled ordinary machines and tools, and decided when they were worn out, when it was time to repair them. There was a supply (gongxiao) department, and also a technical (jishu) department. The technical department drew up blueprints, plans, and helped solve technical problems on the shop floor. There was also a union that handled workers' welfare. Workers gave 1% of their wages as dues (social expenses, shehui fei). The state contributed 2% for each worker who paid. This was for both workers and staff. Most of the heads of staff departments were Party members.

There were 4 shops, numbered 1-4. They varied in size from 40-100 workers. Each shop had a director, only some of whom were Party members. Later, however, they changed to a system where all directors were Party members and were responsible for politics, while the vice-directors were technicians. Each shop office had a statistician (tongji yuan) who did calculations for output, attendance, supplies. This cadre did basic level accounting and statistics, and he was a full-time office worker. He calculated attendance rates, etc. There was a shop that made parts, one for assembling, one for casting and forging, and one metal working shop. Each shop was separated into sections (gongduan) and led by foremen (gongzhang). The sections also had Party branch secretaries to handle political work. Some foremen had production posts, some did not. Each section was divided into groups with a group leader. These leaders did have production posts. Their responsibility was to handle progress toward completion of the plan, and to make sure that production proceeded accordingly.

Wages--at that time the lowest wage in the factory was 20¥. There was no 8 grade wage system. The highest wage was 100¥.

Meetings--everyone in the plant was a member of a small group of less than 10 people. They met every day for 1 hour, right after work started from 8-9 am. The mostly studied the book "The History of Social Development". But during campaigns, like the sanfan wufan, they studied and met all day, every day. There were three stages to the sanfan wufan--first study, second criticism, and third, summing up by the Party. They formed an investigation team to check accounts of the factory. Most of the people who were criticized were employees from before liberation.

I had applied repeatedly to Universities over the years. To take the entrance exam, the director of the plant had to agree, so finally he did and I passed. He had staff chushen (zhiyuan). His chengfen, or class designation, was also staff.

University Graduation, Job Assignments

After graduation, he was assigned to the Chinese Academy of Social Sciences, Electronics Research Institute (later changed to the Acoustics Research Institute). Students needed good political performance (biaoxian) to get good job assignments. You could state your preferences, but only a small number of people can get their preferred jobs. I had very high grades (in fact the highest) in all subjects, but only average political performance. So he couldn't go to graduate school or get a better job. His situation was not as good as those having average grades and outstanding politics.

What does it mean to have good politics? A student has to repeatedly report his thinking to the Party secretary, and continuously inquire to apply for Party membership. I had no desire for this. So those with good politics got preferences in assignments. They usually got their way through this informal method.

Acoustics Institute Experience (1/18/80, 2 hrs.)

The researchers could choose their own research topics, either by groups or by individuals. Then they would discuss the project and get approval from the leading cadres. He did loudspeaker research. He drew up designs, went to factories and had them build prototypes. Then he would inspect the prototype and test it.

There were 700-800 employees in the institute. At the top was the institute head (suozhang), and the party committee. The institute was divided into several departments (chu), such as personnel, finance, equipment, logistics. Each department was divided further into sections (ke). For example, the equipment department was divided into the spare parts section, the equipment section, and the supplies section. The research workers were divided into offices (yanjiu shi), there were four 'research offices' in all. Ultrasonics (chaosheng), water acoustics (shuisheng), low frequency acoustics (cisheng), and electrical acoustics (diansheng). The size of each office was between 40-100 people. Each office is divided into groups depending on research projects, about 5-10 people apiece. Each group had its own office space.

I's own work was in the electrical acoustics office, doing work on speakers. He also taught part time at a scientific and technical university (math). He was a lecturer (jiangshi). He taught part time until the Cultural Revolution, and then stopped. There were no classes during the CR. Then afterwards the university moved to Anhui Province (around 1970), and thereafter he did research work and nothing else. At that time, many universities moved to other areas to help agriculture, geology, etc. At the institute, he was an assistant researcher (zhuli yanjiuyuan). He began at grade 12 on the technical cadre scale, and moved up to 8 during his career.

Politics and Research

During the Great Leap, he went in rotation to rural areas for manual labor, along with the rest of the institute members. This was for an average of less than one month per year, all done in one visit. He lived in a village in the Peking suburbs. But during major political campaigns, some would later stay as long as one year. During the Great Leap he worked for most of 1958 in a village outside Peking. Then he did one month a year until 1964, during the 4 cleans, when he did one year in an Anhui village. Then until he left in 1977 he did about one month of labor per year, sometimes in factories. He did not go to a May 7 cadre school after the Cultural Revolution. He argued with others that he had already done 2 one-year stints in the countryside, so why should he go again? He won that argument. When he went to do his month of manual labor in the factories, he just did odd jobs. There was no real technical work for him and he did not help solve problems, the purpose was thought reform. Usually he went to a machinery plant--no relation to his expertise.

Of course, during these periods--the Great Leap and Four Cleans--about 20% of the researchers were gone at any one time, so their research worked stopped. But people who stayed in research institute spent a great deal of time reading documents. This shortened their work time. They also tried to set up a steel furnace in their courtyard during the Great Leap, but couldn't produce any good steel, so they quit. Their technical section was in charge, but they had no knowledge of steel production.

In the cultural revolution, they stopped work completely at one time for several months. During the Cultural revolutions there were many criticisms of the technicians of the institute by the staff workers (zuoyuan). This criticism was mostly of the higher ranking people--professors, etc. I didn't

talk to people much, anyway, so he was never really attacked. These who were criticized were put on a stage, 'did the airplane', etc.

There were a small percentage of activists, and a small percentage of people criticized. Most non-Party people just weren't interested, could not go to work because it was too dangerous, but they could not oppose the movement. They just went to meetings all day. They could not read books. The party committee directed the activities within the institute. There were two factions, but both were directed and manipulated behind the scenes. The Party Committee remained in control throughout. Many of the activists wanted to become officials and that is why they were so active. This disrupted situation lasted from 1966-74. About 90% of the personnel in the institute went to May 7 Cadre schools. This practice continued until it tapered off around 1975.

Political Study

From 1955-57, they had political study on Saturday, for 8 hours. But 80% of their total time was spent on research. This was the best period for researchers. And every day there was 1 hour of work time devoted to political study. Also 2 evenings a week, 2 hours a time. From 1958-60, at least half of each day was spent in political study. From 1960-63, things were a bit better as far as meetings go, but supplies and food were difficult to get. They studied every Saturday, but not at all during the week. From 1964-65, when the 4 cleans started, they stopped work for weeks and studied all day long. During 1966-74 they had political study every day during work hours. But even if you wanted to do research, it was very difficult to get materials and approval. So most people just checked reading materials out of the institute library and studied on their own when they had the time. Generally, their research work stopped during the period, and that work which continued did so ineffectively.

During 1974-75, Deng Xiaoping and Hu Yaobang got things going again and people started to do research work, and political study was reduced somewhat. People were more willing to do research work. During 1976-77, there was nothing but campaigns and study. Work almost completely stopped again after its brief revival. First the criticism of Deng, then of the Gang of 4. During the anti-Gang of 4 criticisms, they criticized people in their unit who were their followers, but not too severely. These were mostly cadres in the personnel department and other administrative departments who were younger cadres. The older cadres had stood aside in favor of young faction leaders who were promoted to higher administrative positions during the Cultural Revolution. The old ones stood aside, usually claiming illness and staying at home. When Deng came back in 1974-5, the old ones came back and cooperated with the younger ones, but after the Gang of 4 fell, the young ones were demoted back to ordinary administrative work--their original jobs. I say that when there is a leadership change at the top, as there so often is, it means bad luck for the people.

Wages for Researchers

The technical cadre scale, which applied to researchers, went something like this: Grade 1) 330¥, 2) 289¥, ... 5) 180¥, 6) 149¥, 7) 126¥, 8) 109¥, 9) 89¥, 10) 78¥, 11) 69¥, 12) 62¥. He is not sure about the lower grades, since he was never at that level. In 1956 there was a large readjustment in wages, in 1963 there was a small one, and in 1977 a large one. No others. When he graduated he was at grade 12, and during the 1956 readjustment he was raised to 11. In 1963 he was raised to 10. In 1977 he was raised to grade 9. All of these raises depended on your length of work service.

A certain percentage was fixed for number of persons to be given raises in the institute. Those with political problems would not get raised, but most others who met the criteria as to length of service would get raises. They had the promotion of raising position, but not wages, during the Cultural Revolution era.