
PERSONAL DATA

Age: 45

Sex: Female

Education: University graduate (Czech)

Total Years Relevant Experience: 20

Last Year of Relevant Experience: 1978

Year Left China: 1978

Initial Immigration Status: Legal

Native Place/Overseas Connections: unknown

Class Background/Political Designation: unknown

OCCUPATIONAL HISTORY SUMMARY

Positions Held: 1) Translator, Petroleum Design Institute, Fushun,
1959-61, 1962-63

2) Language Teacher, Cadre School, Petroleum Ministry,
Peking, 1961-62 (six months)

3) Chemical Fibres Textile Plant, Tianjin, 1963-78
a) Translator, Experts Office, 1963-64
b) Staff, Equipment Department, 1964-66
c) Worker, Weaving Shop, 1967-72
d) Staff, Equipment Department, 1972-78

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

1) Ministry/(unknown)

3) Ministry, later Municipal/(2000)

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

worker in weaving shop, 1967-72

APPOINTMENTS: 1

TOTAL HOURS: 2.5

PAGES TEXT: 3

Occupational History (4/9/80, 2.5 hrs.)

The informant attended Peking University from 1955-59, in the Russian Department. She studied Czech. She studied at Peking U. for one year, then because of a reorganization of the educational system, the Polish and Czech courses were sent to the Peking Foreign Languages Institute. This was because they still studied Russian Literature in the University, but only studied the languages of Polish and Czech. She graduated from the Foreign Languages Institute in 1959.

She was then assigned to the Petroleum Ministry in Peking, under the state council. She worked in the Petroleum Designing Institute under the Ministry--it was located in Fushun, Liaoning Province. She worked here for over two years, until 1961. She did translation work. There were contracts with Czechoslovakia for coal oil processing plant equipment. The Czechs were handling the entire operation from planning to investment, and her job was to translate Czech materials into Chinese. There were several departments in the Institute for designing different products. There were over 20 Czech experts attached to the Institute, and she also did interpreting work when the Czech experts met and discussed things with the Chinese technicians.

When she was transferred in 1961, the Czech project still was not completed, but because they discovered Daqing oilfields, they decided not to build the synthetic oil plant. So she was transferred back to the cadre school of the Petroleum Ministry. It was here that they trained administrative cadres in business. She taught Czech classes to cadres from plants or units which had Czech experts. After 6 months she stopped teaching because the 3 lean years had begun, and they started a readjustment policy (tiaozheng, gonggu, chongshi, tigao). They ended up cancelling plans to build Czech-assisted plants, so the demand for Czech language training went down. Then she was sent back to the Fushun Designing Institute to do translation work.

In 1963, she was transferred to a chemical fibres plant in Tianjin. It was under the Ministry of the Chemical Industry, and had about 2000 employees. It was also under Tianjin Municipal leadership. It had a special status because it was built by Czechs, and was the first of its kind. She did translation work here for the 10+ Czech experts--technicians and engineers--who were there to install equipment. She was attached to the plant's 'experts office' (zhuanjia bangongshi).

In October 1964, she was transferred to the equipment department of the plant, where she continued to do translation work, only this time she did not interpret, but translated blueprints and technical drawings into Chinese. Starting in 1966, she began to do manual labor in the shops. The purpose of this was to get the intellectual class in closer contact with the workers, and to remold their ideological thought. She worked in the maintenance group (baoquan zu) after a short stint initially as a machine tender (dang che). The first required her to clean the machines, while the second required her to watch the looms in the weaving shop. This started in 1967 and she worked full-time in the shops until 1972.

In 1972, she returned to the equipment department, but was no longer a translator, since the Czechs were long gone. So she did ordinary administrative staff work. She took care of the files on the machinery and equipment, did a little work on wages. This was simple office work. She continued to do this until she emigrated to Hong Kong legally in March 1978.

Wages

She was paid according to translator's wage scale. When she first graduated she got 46¥. She was a 'practicing' (jianxi) translator for her first year, then 'turned regular' (zhuanzheng), and given 55¥. Not until November 1977 was she given a raise to 62¥, and raised a grade. They usually didn't talk about grade scale numbers, just the money. But it was a 16-grade scale, with 16 being the lowest (It sounds like the technical cadre scale, but she says it was not called by that name).

Bonuses

When she was in the factory, there were no bonuses, they had already been cancelled. But they had the equivalent, called supplementary wages (fujia gongzi). Previously, while she worked in the designing institute, they had yearly bonuses, but very limited ones, only about 20¥ or so at the end of each year. The bonuses before the CR were divided up into 3 grades--5¥, 7¥, 9¥--and were assessed within small groups each quarter. Most important was political showing (biaoxian), and unity with coworkers. During and after the CR, because of factional conflict, there was no way to appraise, so they gave all workers 4¥ per month, and staff and cadres got 3¥.

Temporary Workers

These were women from the neighborhoods, also some youth who had stayed in the cities. They were organized by the resident's committees. They also had a few temporary workers from the villages. They did work like moving and transport.. They were paid about as much as regular workers, and some were paid more, according to their skill level. They still had the system, unchanged, after the CR, and even had temporary workers in the plant during the CR. The only change came as production and demand for labor changed.

Firings, Discipline

There was never any punishments or firings of any sort for work behavior. You could be punished, however, for causing an accident. A report would be written up and put in a file. But for other problems, like political ones, you could be expelled. No one was ever expelled or punished in her plant for other than political mistakes. Political punishments included entering material onto files, which influenced your future, and you also could be struggled at a meeting. If you break the law, you can be dealt with by the legal system. For both legal and political mistakes, you can end up in labor reform in a farm, mine, or factory.

Cultural Revolution

The "power holders" (dang quan pai) were cadres at the plant director level and above. They could not join mass factions. But middle-level cadres and below could participate in mass organizations. Among the masses, there were two factions. They differed over opinions toward particular leaders and issues. The faction which tended to be more lenient toward cadres were called the conservatives. They might only pick on one or two vice-directors out of a total of one plant director and five vice-directors. The rebel faction might support other leaders, and want to get rid of 2 others. The ones they actually wanted to attack were determined by a complex web of personal relations. Who ended up being called rebels and who were conservatives depended on who got support from above. The conservatives criticized those the rebels criticized, and vice-versa.

Political viewpoints determined whether you would join one faction or another, not just age. There were youth in both factions, even though there were more among the rebels. At the beginning of the CR, you could really see that the party committee no longer had any organizational life. Mao had already said "bombard the headquarters" when he approved of wall-posters, and everyone knew this meant Liu Shaoqi and the party committees.

The plant stopped production for only brief periods at a time, for a few days. Generally they could not stop because it was a 3 shift system and required a balance of production. So they just couldn't stop. But often things slowed or stopped. Then people would just work on their own things--the women workers (over half of the workforce) would knit sweaters, etc.

Most of the cadres at the department head level and above stood aside, and they were all sent down to do manual labor. As the party cadre policy was implemented, some came back fairly early, some later. Almost all cadres at the plant director level stood aside, including the party secretary. Almost all the office workers did at least some manual labor during the period. The administrative structure shrunk.

At the time the revolutionary committee was established, they combined all the departments into a few small departments, using a fraction of the original number of people. Gradually the departments were re-established, one by one, as the cadre policy was implemented. So by 1972-73 the original structure was completely restored.

The Revolutionary Committee went through some changes. They had one from 1967-72, made up mostly of leaders from the factions and PLA cadres. After 1972 its composition changed, they restored the administrative structure, and got rid of former faction leaders. The initial head of the RC was a PLA representative who was sent in. He took over the jobs of the party secretary, who had stood aside. There were also several middle-level cadres (shop directors), a former plant director, and leaders of the factions. The PLA member never left. But in 1972 there was a movement against "May 16 elements" where a number of the former leaders from the rebel faction on the RC were removed for opposing the Party and Army leadership. They were replaced by rehabilitated cadres, and also a number of plant directors and party secretaries were transferred in and assumed leadership positions at that time.

The head and vice-head of the revolutionary committee were equivalent to the previous plant directors, and the head was simultaneously party secretary. The young people, the former factional representatives, had no experience, and knew nothing about management of a factory.

Production Group Management

They had a group leader, plus several worker 'yuan', such as one who handled wage calculations, propaganda, quality, safety, etc. She doesn't remember all the rest. But they had this system from the time she was sent down right up to the time she was sent back to the offices. They held meetings periodically, and cooperated in meeting quotas. There were about 10 workers in the group. Only workers could be 'yuan', not the cadres who had been sent down, like herself. These people were elected democratically, not by secret ballot, but by general discussion. New elections were held every year, but if people did a good job they would usually be re-elected and continue.

After 1976, the main difference was that the management system was consolidated, as before the CR. There were no elections of shop directors, they were still appointed from above.