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PERSONAL DATA

Age: 37

Sex: Male

Education: Technical college graduate

Total Years Relevant Experience: 15

Last Year of Relevant Experience: 1978

Year Left China: 1978

Initial Immigration Status: Legal

Native Place/Overseas Connections: China native/OS ties unknown

Class Background/Political Designation: unknown

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## OCCUPATIONAL HISTORY SUMMARY

Positions Held: 1) Staff technician, County Industrial Bureau, Jiangxi,  
1964-68

2) Technician, Water Pump Plant, Jiangxi, 1968-72

3) Technician, Workshop, Watch Factory, Jiangxi, 1972-78

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

1) County

2) County, collective/(100)

3) Province/(1000)

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

none

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APPOINTMENTS: 1

TOTAL HOURS: 2.5

PAGES TEXT: 4

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Occupational History (5/19/80, 2.5 hrs.)

The informant graduated from middle school in 1961, then attended a technical college (dazhuan) for 3 years, and graduated in 1964. He was assigned to work at a county level industrial bureau in Jiangxi province which handled all county-managed industries--electrical generators, tractors, agricultural tools, pumps, etc. All the industries in this county served agriculture. He spent most of his time in this job (he was a grade 14 technical cadre) going to communes or to county factories to repair pumps, tractors, to instruct people in advanced technical methods, etc. He also did some office work, mostly studying technical materials. He had studied machine building in school. In 1968, he was sent down to a collective factory under the county seat government. It made water pumps, and his job was to draw diagrams and do designing work. The plant had about 100 employees.

Formally speaking, he was still a member of his original work unit, and still got the same wages and fringe benefits as before. He was sent down not because of mistakes or bad class background but because they were "simplifying administration" at that time. In 1972 he was transferred to a state-run watch-making factory, which was run by Jiangxi province and was ultimately under the Light Industry Ministry in Peking. There were over 1000 employees in this plant. He worked here until 1978 when he came to Hong Kong legally, near the end of the year. He is a native Chinese and this was the first time he had left China. His job in this last factory was as a technician in a workshop. His shop had about 100 employees in it.

Wages

His wages were set at grade 14 after graduation, and Jiangxi is a 4th grade area for wages, so he received 36¥ during the first year, then after one year was made a regular technician (zhuanzheng) and given a raise to 44.5¥. In 1969, after being in the collective plant for a while, he was raised to grade 13, at 52.5¥. This was an individual raise because his technical level was higher than anyone in the collective plant. So his unit head wrote to the county department in charge and requested the individual raise for him, and he got it. After this he didn't get any more raises.

In his whole experience there were only 2 across-the-board wage readjustments. The first one was around 1973. This was according to one's wage level and number of years of service. If you had worked a long time, at low wages, then they would give you a raise. This was about 20% of the workers. Then the second was in 1977. They considered length of service, wage level, household economic situation, a work performance. In his experience, they had bonuses only after 1977. He had not worked in a factory until 1968.

In the collective factory, they had two types of wages. He wasn't too clear about this because he was not directly involved, but there were two types. A basic wage which was according to a fixed scale system, although not the same as the state's 8 grade system for workers. Wages were slightly less. But also they had a piece rate wage which supplemented the basic wage. Also, the collective workers could make more money because they often owned many of the tools they used. So they could take them from the plant and do extra repair work, build things in their off hours for private sale.

Temporary and Contract Workers

The state-owned factory he worked at from 1972-78 had temporary workers, but no contract workers. These temporary workers came from employees families:

children, wives. There was also a small number of youths awaiting work assignments. Temporary workers worked for short periods, and got 1.2 ¥ a day. They did odd jobs like moving things, sweeping the floors, and digging holes.

### Discipline, Firings

If a person came late or was lazy, the first step is to talk to the person. Next they criticize in a meeting. If things still do not improve, then they give him an official warning (jinggao). After that, the next step is a warning which is recorded into the file of the employee (jilu), which coincides with putting the man's name on wallposters and criticizing him throughout the plant. There were no firings in his plant from 1972-78, and he argues that there simply were no firings in China after the CR.

Worker activism and discipline was related to political atmosphere. During the Gang of 4 period workers didn't show up for work regularly, and came in late. After the Gang of 4 was knocked down, things got a lot better in this respect.

### The County Industrial Bureau

There were only about 7-8 people working in his bureau office. They basically transmitted orders from the province down to the factories, and transmitted requests from enterprises up to the province's machinery bureau. Their bureau was a machinery industry bureau. The bureau chief (juzhang) was a party member. The informant answers that of course he was a party member--any title which has the character 'head' (zhang) in it has to be a party member. There was also an accountant, a cashier, a secretary, and several technicians. They only managed a handful of agriculture related machinery factories.

During the CR, under the slogan of 'simplifying administrative structures', they combined several bureaus in the county into one, the machinery bureau, the light industry and handicraft bureaus were all combined into one. So when they combined them all into one, they had a total of only 12-13 people left in the offices and sent the rest down to other units. They said they didn't need so many technicians and secretaries.

### The Collective Factory

The collective was under the county seat government. It had around 160 employees. They produced water pumps, printing machines, and pots. It had a simple structure. They had a plant director, 3 big shops, for casting, metalworking, etc. They also had several smaller shops. Since this plant was just established in 1968, there was no real organizational structure. Just a director and shops. He was the only technician in the factory, and he had no fixed shop or office. He did whatever technical work needed doing, whether this was checking quality of the products or drawing diagrams.

The CR did not much affect the plant because it was a collective. This was unlike the state-run plants. Because of the fact that if the plant's production slowed and sales fell off, it was possible to not receive wages in the next month for lack of money, workers did not take part too actively in the organizations. The collective was responsible for its own profits and losses. Workers knew this--things were more difficult in collectives.

### State-run Watch Factory

The factory had over 1000 employees, and it was under the provincial light industrial bureau, although he adds now that it was also under the

city bureau for light industry. This was not under the county seat but under a different city, a larger one.

The plant had a revolutionary committee. The party secretary was its head. He was transferred in after the CR. There were 3 vice-heads, all of whom were vice-party secretaries and party leaders from before the CR. There was one worker who was selected by the plant leaders because they knew him well and liked him. He was in his 30s. This was the standing committee. They had about 4 other members. Half were shop directors, and half were workers with good work records.

They had several staff departments, and they called them ke before the CR but 'groups' (zu) thereafter. But they were really the same things. They had a production, technology, equipment management, finance, security, labor and wages, and general affairs group. They also had an arms department for storing weapons for the workers militia, and a plant office.

There were 8 shops in all. His shop was called the automatic machine tool shop where they used automatic lathes to machine parts for the watches. They had a shop director, and a branch secretary, along with around 100 workers. The shop director handled production, and the party secretary handled thought and education. The shop directors office had the following staff: a statistician, a 'business clerk' (yewu yuan) who handled relations with other shops, a quality inspector--they had one for the shop as a whole, but each production group also had one. This quality inspectors job was not to inspect each piece, but a selected few. He also helped the group inspectors with their quality problems and questions. They also had one or two technicians in the shop office who handled machinery, production technology, technical reform, and worked on those quality control problems that the quality inspectors could not solve.

They had 3 production groups using automatic lathes, 2 groups stamping out parts, and one group for assembly. So there were six production groups, in addition to a repair group--7 groups in all. Each group had 10 or above workers. The group leaders were not all party members, because not all the groups had party members working in them. But they were all appointed by the shop director. They also had vice-heads in the production groups. Every group had their own quality inspector (literally 'tester', jianyan yuan). This person was a worker. It was just a work assignment, not a leadership position. They also had a safety inspector, an equipment manager, and a few other 'personnel' (yuan). They did not have large responsibilities. Generally speaking, they did what the group leader said, and he was in charge.

There were no elections of any sort in the plant during this period. There were no workers' congresses. They had a union, but it did largely propaganda work. Since the plant was not built until 1968, they did not have any problems with leftover factions. They just didn't have any grudges left over--and none otherwise that were very serious.

The biggest change after the Gang of 4 fell was that workers would no longer come late, leave early. Discipline was better. Also production and quality went up. They hadn't adhered to time regulations before. There was no clear distinctions between rest and work time. Break time and quitting time gradually ate into work time.

The same was true for quality inspection. Before it simply was not handled well. It didn't matter if they really inspected or not--there was no punishment if you didn't. A waste article was just a waste article, and that was that. Things were quite relaxed then. Afterwards, they linked bonuses with quality, attendance, work, and things got better. They could no longer afford to be so lax (suibian) about things. Also, you were more likely to be criticized for doing bad work after the Gang of 4. Before, leaders didn't criticize workers

for bad work behavior because, first, they were somewhat afraid to, and second, it was of no use to do so anyway.