

PERSONAL DATA

Age: 27

Sex: Male

Education: upper middle school graduate

Total Years Relevant Experience: 6

Last Year of Relevant Experience: 1978 Year Left China: 1978

Initial Immigration Status: Legal

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

Class Background/Political Designation: unknown

OCCUPATIONAL HISTORY SUMMARY

Positions Held: 1) Shop and office worker, Chemical Products Plant,
Xiamen, 1973-78

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

1) Municipal, collective/(250)

APPOINTMENTS: 1

TOTAL HOURS: 2.5

PAGES TEXT: 3

Occupational History (4/11/80, 2.5 hrs.)

The informant worked in a collective chemical factory in Xiamen from 1973-78. The factory had about 220 employees, and was run by the light industry bureau of the city government. The plant produced candles and facial cream for export. He had been sent down to a village after graduating from middle school, but could apply to get back early because he was the only child in his family. After he returned, he was assigned to this collective enterprise by the city labor bureau. He worked in this factory until he came to Hong Kong, legally, in 1978. He worked as a staff member in various offices while he was there.

Wages

He was an apprentice when he first started, at 18¥ per month. There were a number of supplements also which increased his real income. During the second year, he got 21¥, then 24¥ the third. So he was an apprentice, even while he was working in the offices. After 3 years he was made regular (zhuanzheng). He was a grade 1 worker at 38¥. He was not given a raise thereafter. With all the other supplements it came to somewhat more. There was a readjustment in 1977. They set up year lines for length of service, and also assessed others on top of this according to their work, in small group discussions.

Bonuses

When he first started work there was no bonus system. They were just started in 1978, the year he left, so he's not too clear about them.

Temporary Workers

If they didn't have enough workers to meet their production demands, they could go to local communes or to street committees. They signed a contract with the communes for a certain period of time which specified compensation. Shorter term people came from the streets, often students on vacation. They don't always sign contracts, and can just work for 1-2 weeks. The work they did was of two types--packaging the products, light work; or things like moving and transport work. Packaging was piece work. Other workers who have worked for a long time might get 1.2¥ per day.

Punishments, Firings

If a worker's work is very bad, they can have a meeting and decide to expel him. But this is rare. This had to be decided by the party secretary. If someone is fired, it is very hard to get work again as a regular worker, because this goes into your file. Then they go into temporary labor, or go to the village.

The first step is to criticize a worker in production meetings. You can do this by anonymous criticism, or if problems are more serious, you can name the person in the criticism. You can be criticized at different levels of meetings--in small group, shop, all-plant. This can be anonymous criticism, or can name names. This is just for poor work habits or behavior. If you steal things, or commit crimes, the work unit can turn your case over to the police for investigation and punishment.

There were no workers fired in his factory, for any reason, while he was there. There was one middle-level cadre who was caught in corruption, and he was sent to another plant to be a worker.

Elections

The shop directors were selected according to masses' opinions as sounded out at meetings, but actually they were appointed by above because someone from above came to lead the mass meeting. Requirements were strict, and the person had to be a youth league or party member at least, have good work, and there were not many around who had these qualifications.

They had elections for group leaders irregularly, according to face to face group meetings, and would agree on a person. But unless one's work was very bad, they would usually reelect the group leader again, or just let him continue until he transfers or does a bad job. They could have elections for this because the group director was not all that important, was not a 'big official' (da guan). There were no changes in this election policy up until the time he left in 1978.

Work Experience in Offices

Before he came to the plant there were 2 women to handle the stores, canku yuan. But early in his time in the plant, these 2 were sent to the shops as part of 'simplifying structures', and were sent to labor. He was an apprentice worker at that time, and was promoted to handle the plant stores, the raw materials warehouse. The chief materials were wax, oils, vaseline, alcohol. They had one other warehouse, this was for finished products. The warehouse was divided into materials and oils sections.

When workers came to get materials, they brought a 'requisition form' (lingliao dan), which he had to sign. When they were short of one or two items, he would notify the purchasing agents (caigou yuan), who would try to get the items. After they got them, they would fill out another form when materials were taken into the stores (jincang dan). They gave reports to the plant office 2 times a month. This was an inventory of stocks of each type, and a report of input and output figures on each type of article for the entire month. They would turn these over to accountants in the administrative office of the plant. He was the only person working in this warehouse.

After two years, the administrative structure was being reshuffled, so he was transferred to the general affairs office (zongwu), to take the place of a resting worker whose health was not good. Another young worker took his own place in the warehouse. In general affairs, he had to manage the canteen, he handled work uniforms, labor and welfare, arrangements for sickness or deaths in workers' families, and gave out supplements to those in economic difficulties. He also managed the physical plant--buildings, roofs, etc., but not the production equipment. He would check things out and notify other departments to make repairs.

So his duties were broad. He also cooperated with hygiene campaigns, and helped turn people out for official parades and celebrations. He worked out of an administrative office with accountants, a cashier, and a couple of procuring agents. The warehousemen are also under this office's direction. This office was under the leadership of the plant director. So in all there were 5 people in his office.

Plant Leadership

The revolutionary committee was headed by the party secretary, while the vice-head was the plant director. There were also other members. The members were representatives from each of the departments, including the security department, administrative department, and labor and wages department. But these people were not always the leading cadres. Some were workers. But all had to be party members, and masses opinions had to

be favorable toward them. There were 6 members altogether. About 2 were originally workers, one of who had recently been promoted to be shop director, and another who was recently promoted to be a procuring agent.

They had a workers' congress, but this was nothing special. It was a meeting led by the party to open a movement, and consisted of activist model workers. They were all advanced workers.

They had a system of rotating manual labor for the staff, but nothing special. Each was supposed to do manual labor 1-2 times each week if their administrative responsibilities were completed. This was not a rigidly adhered to responsibility.

They had shop directors, below which were group leaders, and also workers who were appointed materials 'yuan', safety men, and attendance checkers.

At the top of the plant was the party branch, led by the party branch secretary, below which were several departments, and 2 party small groups, each with its own leader.