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24 March 1986

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AGRICULTURAL WORKERS' WAGES IN EIGHTH 5-YEAR PLAN

Prague PRACE A MZDA in Czech No 10, 1985 pp 11-17

[Article by Eng Jiri Plha, candidate for doctor of science, Central Agricultural Employee Trade Union Committee: "Compensation for Agricultural Workers in the Eighth 5-Year Plan"]

[Text] The 11th and 12th Plenary Sessions of the CPCZ Central Committee evaluated the performance of agriculture during the Seventh 5-Year Plan in some detail. This performance may be summarized by stating that socialist agriculture is meeting responsibly its obligations to society, has succeeded in eliminating the substantial differences that existed previously in the standard of living of farmers in comparison with other workers in the national economy, has vastly improved its performance in generating the resources needed to cover the justified requirements of its employees, and has developed the preconditions for the further development of the agricultural sector and the responsible fulfillment of its tasks in the Eighth 5-Year Plan.

The performance of this sector has been assisted immensely by the introduction of the improved planned management system for agriculture in 1982. This is proved by the performance of both plant and livestock production. An important factor in these improvements were better incentives for organizations and individuals not only to fulfill but to systematically increase both gross and marketable production. The implementation of the set of measures emphasized the need for a direct link between work performance and the level of compensation while at the same time assuring balanced development between increased labor productivity and the overall volume of wages paid. Also contributing to improved performance was a turnaround in the profitability of organizations in the state socialist sector of agriculture. These organizations met their targets under highly unfavorable conditions. Moreover, after years of showing not only planned losses but unplanned losses as well, since 1983 these enterprises have not only been fulfilling but overfulfilling profitability targets. This has improved not only their economic situation, but their standing in society as well.

The compensation situation in agriculture in the Seventh 5-Year Plan may be described as positive. Between 1980 and 1984 average wages and bonuses increased by almost 13 percent, 11 percent in the state socialist sector and 14 percent in the united agricultural cooperative [JZD] sector. At the same

time these increased wages were matched by gains in labor productivity. This is indicated by the fact that in recent years there has been no undesirable exceeding of targets for resources designated for wages. This trend has contributed as well to eliminating the differences in wage levels between industry and agriculture (and between agriculture and the economy as a whole). Last year average wages in the state sector were for practical purposes at the level of wages in the national economy.

Offices of the Agricultural Employees Trade Union played an active role in these developments. Their efforts have been focused on the following:

- developing individual and creative initiatives, so that enterprises and individuals can maximize their output and therefore their wages;
- the consistent application of the principle that organizational performance and employee compensation move in tandem;
- the implementation of systems and forms of compensation that effectively motivate individuals to deliver their best quantitative and qualitative performance;
- the systematic improvement and upgrading of working and living conditions.

It is clear that the implementation of these principles has had a substantial impact on our agricultural performance. They have had a direct impact on every individual by creating a personal incentive for each person to actively participate in task fulfillment and in the systematic improvement of working conditions. This is, in fact, the only way that our agricultural sector can fulfill one of the basic conditions of task fulfillment--the stabilization of a highly qualified work force. Part of this stabilization policy is the relatively rapid growth in the capital asset per worker ratio and the resultant increase in productivity.

Last year the Central Committee of our trade union evaluated very critically the approach of economic and union organizations to task fulfillment during stage I of ZEUMS. Its report stated that during 1984 these tasks were only partially fulfilled. It emphasized that preparations required above all a comprehensive analysis of work management and organizations, including techniques and the maintenance of technical discipline. It therefore put on the record its disagreement with the view that ZEUMS is a task that enterprises either should or can fulfill only at the level of work and wage divisions, or by appointing enterprise standard setters. Efficiency enhancing measures must not only reduce labor and capital consumption, but at the same time upgrade the conditions of work and the working environment. The objective is for work, as provided in section 139 of the labor code, to bring people satisfaction and contribute to their well-rounded development. Furthermore, the degree to which these measures are implemented will be evident not only in immediate labor productivity but more importantly in labor productivity over the long term.

The Central Trade Union Council Presidium further noted that significant potential for improvement still exists in the time that is spent in documenting the work of individuals. Improving this documentation will make it possible both extensively and intensively to utilize work time, make the best use of the qualifications, professional experience, and abilities of every employee. Analyses have also shown that there are significant differences both by worker and by job in the fulfillment of performance standards. The capacity for fulfilling standards for repetitious activities at about 110 percent has a direct influence on the congruence between the planning of tasks and actual work in the sense that output standards provide a precise overview mainly of the extensive use of work time. This type of approach makes it possible to resolve two further pressing problems that are at the same time conditions for the implementation of stage II of ZEUMS. Specifically, these conditions are a reduction in overtime work as a percentage of total time worked and a further increase in wages for the successful fulfillment of qualitative targets, so that incentives account for about 25 percent of wages.

Criticism was also directed at the failure to act on the need for differentiating earnings in conjunction with the across the board application of the merit principle. We can no longer tolerate little or no differences in the amount of compensation between superior, average and mediocre workers. It has been demonstrated that wage levelling has a detrimental impact not only on individual output but also on worker morale and work force stability. Much can also still be accomplished by way of utilizing appropriate forms of wages. Proper forms of wages are those that offer direct incentives to workers to achieve the best possible quantitative and, to an increasing extent, qualitative performance.

Studies by offices of our trade union have also shown that tasks linked to improving the efficiency of the wage system in many organizations have not become an integral part of the daily activities of all managerial and administrative employees. This sort of attitude for practical purposes results in inadequate fulfillment of the tasks of stage I and therefore in a postponement of stage II. Considerable inertia was also discovered on the part of organizational management at the middle management level towards setting deadlines by which the conditions for implementing stage II of ZEUMS must be in place.

Our analysis indicated convincingly that the level of readiness within organizations for the implementation of stage II of ZEUMS--in the contrast to the previous modernization of the wage system--is about the same as in other economic sectors.

It is the opinion of our trade union council that this has come about because of the following:

-- close cooperation between central union agencies and sectoral ministries of agriculture and food in defining unresolved problems in the formulation and implementation of principles of the shift to and the development of stage II of ZEUMS, and the assurance of similar cooperation at the level of central, union, and enterprise levels of management;

- the fulfillment of all tasks of stage I by those responsible;
- the development of conditions that will make it possible to monitor stage II of ZEUMS during the current year at least one state farm and one JZD for organizations managed territorially and in each kraj, and in one enterprise per specialty for those organizations managed by specialty;
- the assurance by the agencies and organizations of the trade union that a majority of organizations fulfilled the conditions for implementing the principles of stage II of ZEUMS by the beginning of the Eighth 5-Year Plan.

This position of the trade union agencies has been acknowledged by ministries and other managerial agencies. In addition, it has been the subject of joint discussions between the Trade Union Council Presidium and the ministries of agriculture and food of the CSSR, CSR and SSR.

This approach made it possible for the Government Wage Commission to agree to the implementation of stage II of ZEUMS at the first two state farms beginning on 1 July 1985. Depending on decisions of sectoral commissions, during the second half of 1985 stage II of ZEUMS may be implemented at other organizations to the extent provided for in the resolution of the Central Trade Union Council Presidium. One must caution, however, that wage systems here, in comparison with other sectors, have been updated generally with a 1-2 year delay. This then is further proof of the positive developments in agriculture and the gradual elimination of differences.

The issue of the compensation system for agricultural workers applies to more than 1 million employees. It covers mainly state farms, seed producing and livestock breeding state farms, large scale feedlot operations and other divisionally managed, specialized state organizations, machine and tractor stations, procurement organizations and other agricultural organizations. It also applies to cooperative organizations; JZD and joint agricultural enterprises. The structural makeup of these organizations (both their objectives and their locations) are very complex and varied. In their total of 1,800 organizations they are the most numerous of all the members of the trade union. When one includes the 1,700 JZD the total number of such organizations numbers around 3,500.

For this reason the fact that the actual implementation of stage I and, especially, stage II of ZEUMS is resulting in the further unification of basic principles may be considered a positive occurrence, because it ties together the generation of resources to be used in compensation, the system of compensating blue collar workers and blue collar positions, and the compensation system for technico-economic functions.

From the beginning of the Eighth 5-Year Plan this unification, in the area of regulations for forming resources used for compensation, will involve mainly the implementation of a system of single component regulation (in the state socialist sector regulation has to date been dual component). In addition, just as in other production sectors, there will be a shift from gross output to adjusted value added. The specific conditions of this sector (the impact

of natural occurrences) requires that comprehensive insurance be arranged, and funds set aside sufficient to cover these risks. For purposes of monitoring the expenditure of wage resources (resources earmarked for compensation) it will be necessary to plan for additional wage costs for unplanned spring, harvest and autumn work necessitated by unfavorable weather as well as costs for soil reclamation. The proposed measures also provide for an expansion of the possibilities for counterplanning, up to the time when the economic plan is approved, and in full conjunction with public demand and the capacities of processing industries.

Compensation systems for blue collar workers in organizations of the state socialist sector and at joint agricultural enterprises on the one hand and for members performing blue collar tasks at JZD on the other hand that will be applicable during the Eighth 5-Year Plan are for practical purposes identical in their underlying principles for utilizing wage scales, qualification catalogs for blue collar jobs and the granting of personal categories, and in their evaluation of hazardous and health threatening working conditions for the purpose of setting compensation.

This evaluation included:

-- lists of jobs to which supplements apply in hazardous and health threatening conditions, both for agricultural production and for activities adopted from other sectors;

-- a list of physically very exhausting jobs and conditions for evaluating them;

-- the conditions for the designating of payment amounts.

Similarly, for technico-economic functions at organizations in the state socialist sector of agriculture and joint agricultural enterprises on the one hand and at JZD on the other hand unified principles will be implemented for setting wage rate scales and levels for merit bonuses, for establishing the criteria and actual use of a qualification catalog for technico-economic functions, and the principles for awarding supplementary payments for specific knowledge or knowledge of foreign languages.

For practical purposes, then, these will also be compatible principles for the use of increased wage scales, nomenclature and qualifical conditions, the definitions of technico-economic functions and the principles for classifying these functions according to wage scales. Also compatible will be the guidelines for using the qualifications catalog for technico-economic functions.

In terms of actual regulations, in the Eighth 5-Year Plan it will still be necessary to respect principles related to the position and form of incorporation of these qualifications into a specific job and the individual in a specific job. In cases of JZD members, the specific conditions of work in agriculture will be taken into account.

Differences between individuals who are in an employee relationship with a JZD and those who have a membership relation are most evident in the system of applicable wage scales. This is true of both blue collar and technico-economic jobs. Because individuals who have an employee relationship come under so-called gross rates (where a portion of the wage scale is made up of wage taxes), while members come under a so-called net rate (the compensation is not subject to wage taxes), a dual scale must be used:

a) for workers (i.e., all individuals in an employee relationship in the state socialist sector of agriculture, in joint agricultural enterprises--without regard for whether they are or are not also JZD members--and, finally, for individuals in an employee relationship with a JZD),

b) for JZD members (exclusive of JZD members who are in an employee relationship with a joint agricultural enterprise to which they were assigned by their home JZD) for whom scales derived from a) are used.

Blue Collar Activities

The rates published here relate to blue collar activities and are set as an hourly rate, assuming a 42.5 hour work week. In cases where regulations provide for a 41.25 or 40 hour work week a recalculated scale will be applied based on the above basic scales. In agriculture, plans are to continue to use a monthly wage (bonus) which will be derived from the appropriate basic scale.

Group 1 -- Scale No 1

This scale applies to associated production for jobs that come under a comparable scale in a main sector.

Class	1	2	3	4	5	6	7	8	9
a)	5.30	6.00	6.70	7.60	8.50	9.60	10.80	12.10	13.60
b)	4.50	5.10	5.70	6.40	7.10	8.00	8.90	9.80	10.90

Group II -- Scale No 2

This scale applies to the following functions and activities:

-- concierge, concierge-maintenance man, watchmen, guard, doorman, messenger, repairman for work clothes and accessories, copy clerk, canteen worker, cloakroom worker, janitor (m&f), scale operators, elevator operators;

-- heat generation for central heating buildings (boilers and exchange stations);

-- operation of dining hall and dormitory facilities, administration buildings, housing and educational facilities.

Class	1	2	3	4	5	6	7	8	9
a)	5.80	6.50	7.30	8.30	9.30	10.40	11.70	13.10	14.80
b)	5.00	5.60	6.20	6.90	7.70	8.60	9.50	10.60	11.80

Group II -- Scale No 3

-- production of artificial fodders;

-- processing, treatment and modification of agricultural products in agricultural procurement and supply organizations;

-- raising of decorative plants and mushrooms and final processing and packaging of seed and seedlings for the retail network;

-- livestock production--raising of poultry, laboratory animals and animals raised for furs;

-- personal automotive transport (including bus) and truck transportation in nonproduction organizations;

-- guarding workplaces where there are people serving time for removal of rights and warehouses for storage of explosives and Category I flammables;

-- waste water purification, sewerage network and facilities;

-- generation of heat and electricity in steam power plants and heating plants with a thermal output of up to 30 megawatts;

-- factory railway operations;

-- miscellaneous agricultural activities, including production of wine and gelatins, metalworking (machine production, including spare parts, metal pallets, assemblies, exchangers, tanks, boilers, radiators, mobile storage facilities, machine forming of metal, etc.); the production of concrete and reinforced concrete items, the collection and processing of waste metal.

Class	1	2	3	4	5	6	7	8	9
a)	6.00	6.70	7.60	8.50	9.60	10.80	12.10	13.60	15.30
b)	5.10	5.70	6.40	7.10	8.00	8.90	9.80	10.90	12.10

Group IV -- Scale No 4

-- livestock production not included in group 3, scale 3

-- plant production

When either of the previous 2 activities are engaged in by a nonagricultural organization compensation is according to a group--scale that is one level lower.

-- all types of truck transportation for agricultural, food, and other organizations involved in the mass delivery of products, deliveries to construction sites or to other large consumers and the transportation of large amounts of products, goods and components (raw materials, semi-finished goods, and products) including the specialized transportation of machines, equipment, prefabricated building panels and other sophisticated transportation tasks;

-- the large scale production of organic fertilizers (enhanced humus [vitahumus], industrial composts and fertilizer substrates);

-- the mining and processing of peat;

-- water purification utilizing mechanical, chemical and biological purification techniques for waste water that employ special techniques for the neutralization and elimination of pollutants for safety and health reasons (infection, radioactivity, etc.)

-- large construction divisions of nonconstruction organizations (construction groups for extensive capital construction);

-- other activities of agricultural organizations, including outdoor repair and assembly in agricultural and other organizations (of refrigeration or milking equipment for instance); forest husbandry activities, field work, the extraction and processing of rocks into rock based building materials (wall stone, gravel, crushed stone, etc.), the extraction and processing of other useful minerals (sand, limestone, etc.), sawmill products.

Class	1	2	3	4	5	6	7	8	9
a)	6.30	7.10	8.00	9.00	10.10	11.40	12.80	14.40	16.20
b)	5.40	6.00	6.70	7.50	8.40	9.30	10.30	11.50	12.80

Group V -- Scale No 5

-- work in veterinary disposal divisions (rendering plants [kafilierie]) and other similar work at JZD;

-- reclamation of land and construction of large drainage and irrigation systems on the agricultural soil stock;

-- the outside assembly of capital equipment, machinery and their general maintenance (such as production equipment for fodder mixtures, milking stations, and silos).

Class	1	2	3	4	5	6	7	8	9
a)	6.70	7.60	8.50	9.50	10.80	12.10	13.60	15.30	17.20
b)	5.70	6.40	7.10	8.00	8.90	9.80	10.90	12.10	13.50

Group VI -- Scale No 6

-- cleaning and maintenance of surface and subsurface sewer systems;

-- timber extraction in specialized organizational units, including cuttings made with motorized saws, the mechanical gathering of slashes after timber harvesting; the collection and transport of the raw timber from the departure point in the forest.

Class	1	2	3	4	5	6	7	8	9
a)	7.10	8.00	9.00	10.10	11.40	12.80	14.40	16.20	18.30
b)	6.00	6.70	7.50	8.40	9.30	10.30	11.50	12.80	14.30

Agricultural enterprises have the same potential for applying higher wage scales for blue collar employees as other sectors.

Technico-economic Functions

Similarly it is necessary to differentiate the rates used for technico-economic functions. The following monthly wage rates will be used:

Basic wage rate scale I will apply generally, scale Ia only for employees and members directly involved in production management, and scale Ib only on the basis of a decision issued by the pertinent ministry of agriculture.

Wage Rate Scales and Merit Bonus Levels

Rate Class	Monthly wage rates in korunas						Upper limit on merit bonuses in Kcs	
	Basic Level I		Level Ia		Level Ib		Member	Employee
	Member	Employee	Member	Employee	Member	Employee		
1	900	1000					200	300
2	950	1100					250	300
3	1000	1200					300	350
4	1100	1300					350	400
5	1250	1450					350	450
6	1350	1600	1450	1750			400	500
7	1450	1750	1600	1950			450	550
8	1600	1950	1750	2150	1900	2350	450	600
9	1750	2150	1900	2350	2100	2600	500	650
10	1900	2350	2100	2600	2300	2850	550	700
11	2100	2600	2300	2850	2500	3150	600	800
12	2400	3000	2600	3300	2850	3600	700	900
13	2600	3300	2850	3600	3100	3950	800	1000
14	2850	3600	3100	3950	3400	4300	850	1100
15	3100	3950					950	1200
16	3400	4300					1000	1300
17	3700	4700					1100	1400
18	4000	5100					1200	1550
19	4400	5600					1350	1700

The conditions specific to agricultural work are incorporated directly in the implementational guidelines. These serve to specify the following:

- risk payments for work with animals including special regulations related to breeding and race horses;
- time payment amounts for the feeding and caring of horses;
- payments to employees and members of JZD employed in plant production who commit themselves to working for at least 4 weeks in livestock production when their work load slackens and to workers in livestock production who commit themselves to helping out during the peak seasons for plant production;
- payments for workers and members who, based on a contractual obligation, perform work during periods of increased work load over and above any commitments entered into for the calendar year in question,
- payments for work in livestock production operations,
- principle of incentives for work on Saturday and Sunday;
- principles of incentives for split shift work,
- principles of wages and compensation and replacements for them under unfavorable weather conditions;
- bonuses for preparedness for work in agriculture.

From the foregoing it is obvious that particularly during stage I of ZEUMS the agricultural sector generated, in close cooperation between its economic and union agencies, maximum efforts to resolve the problems which were evident in the compensation system. Another goal was to develop for the Eighth 5-Year Plan the necessary opportunity for a systematic increase in the efficiency of agricultural wage systems thereby contributing the responsible fulfillment of the tasks of the sector for our society, as well as providing for the justifiable needs of our workers, especially regarding their right to just compensation for their work.

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BETTER SHEEP BREEDS THROUGH ARTIFICIAL INSEMINATION REALIZED

Bucharest STIINTA SI TEHNICA in Romanian No 12, Dec 85 pp 9-10

[Article by Dr. Stela Zamfirescu, Dr. Engr. G. Liciu, Engr. Mihai Mazilu, Engr. Florentina Ionescu, ICPCOC Palas-Constanta]

[Text] The documents of the 13th Party Congress plan the realization by the end of the 1986-1990 Five-Year Plan of herds of 28 million sheep and goats, concomitantly with the obtaining of quantitative and qualitative rises in the outputs of these species of domestic animals, major objectives of animal husbandry that can be achieved only by bettering the existing breeds. Artificial insemination is the most efficient of the methods used for this purpose.

This method, utilized on a large scale during the 1960-1975 period, was largely instrumental in accelerating the rate of genetically improving the sheep herds, while renunciation of this method resulted in a drop in fecundity, natality and prolificity, caused by use in reproduction, by natural breeding, of inadequate rams. Artificial insemination is a long-range biotechnical method involving the only means of diffusion of genetic progress and application of latest means of selection of breeders. It assures scientific control of reproduction and monitoring of the fertility of herds, specifically of the selected populations. As a major instrument in improving sheep breeds artificial insemination must be viewed in the context of the outstanding discoveries of biological sciences and of the rapid technical progress made in the last decade.

Practical reintroduction of this method necessitates scientific restructuring and ensuring of the corresponding material and technical basis. Coupling in succession of artificial insemination with other biotechnical methods for intensifying sheep breeding, such as inducing and synchronizing the estrus, early determination of gestation, embryo transfer, maximizes its results. Practice has demonstrated that where artificial insemination is correctly organized and applied, regardless of species, it provides the guarantee of obtaining a high output. Moreover, intensive use in breeding of tested rams of a high zootechnical value or utilization of the stock of genes provided by various breeds of imported

rams brings about breeds of better quality. Utilization in breeding of improved rams with higher genetic value is the outcome of selection based on individual performance or descendance. In this context, intensified selection is obtained only by applying artificial insemination through diffusion of the sperm of improver rams in a large number of sheep (500-1000 ewes/ram).

The advantage in terms of sanitary-veterinary factors of artificial insemination in sheep consists in that it is the means of avoiding the propagation of contagious diseases (brucellosis, infectious epididymitis, chlamydiosis, vibriosis, and the like) which can cause considerable economic damages. The rams used in artificial insemination are subjected to clinical and laboratory control in accordance with the laws in force, in this way ensuring full sanitary guarantee. Further, but not lastly, this method also provides economic advantages that involve greater productions, obtained as a result of stepped-up breeding following insemination with diluted, refrigerated or frozen seminal material of a larger number of sheep. Furthermore, encouraging results have been obtained following the international exchange of genes through frozen seminal material carried on with countries that conduct advanced animal raising, that is fully accepted and eliminates the drawback of the acclimatation stress. Moreover, freezing in liquid nitrogen permits conservation of the seminal material recollected from valuable rams outside the natural breeding season and its stocking for an unlimited period. Lastly, another economic advantage involves numerical reduction of the ram herds and consequently of expenditures related to their maintenance, in favor of numerical increase in mother ewes. Further, intensive utilization of seminal material from rams of Australian Merino, Polwarth, Corriedale, Awassi, Friza breeds, for the purpose of improving our local breeds, cannot be realized without application of artificial insemination. In 1984, for instance, rams from the import nuclei, in the amount of 26,000, were not used adequately, as they naturally bred only 209,300 ewes, a situation that is not in accordance with the purpose for which they were imported. The aspects described are only a few of the ones that are designed to argue in favor of resumption of use of artificial insemination in sheep.

Organizationally the program for artificial insemination of sheep and goats is proceeding under coordination of the National Center for Animal Breeding and Selection (CRRSA), with the major operation centers being the ones for collection and diffusion of the seminal material and for artificial insemination (PIAO) proper. In order to efficiently meet the economic need it is necessary for a center for processing the seminal material to ensure the biological material for about 30,000-50,000 breeding ewes over a radius of 10-15 km, and for the artificial insemination centers to use the material on herds numbering between 1000 and 1500 ewes. The artificial insemination centers should be located on farms where the sheep herds occur on a radius of 1-2 km, that would permit the monitoring of the cycle of heats and completion of the operation at the optimal time. The socialist units with larger herds of breeding sheep may organize their own centers for collection and dilution of the seminal material.

Artificial insemination involves a complex activity that encompasses many technical and organizational facets. The program must be well conceived and prepared at least 2 months before the breeding campaign, because its duration limited to 1-2 gametogenous cycles (34 days) causes irreversible effects of any nonrealization from the stages under the improvement program. The measures that should be taken early mainly involve preparation 35-40 days before the breeding campaign of the breeding rams; determination of the herds of mother ewes for artificial insemination and of the locations where this operation will be completed; provision of these locations with the necessary equipment; organization of the sperm transport; training of personnel, and so forth. The success and results of artificial insemination depend on a number of factors and prominent among them are: the physiological condition of the breeders (male and female), correct detection of the estrus, insemination at the optimal time, the point for sperm inoculation, the quantity and quality of the doses inoculated, the skill of the operators. The success of artificial insemination can be ensured only in the context of strict following of techniques for production of the various types of seminal material (crude, diluted-refrigerated and frozen), and of the insemination techniques. A synthetic presentation of the conditions for use of the seminal material preserved in different forms and also of the results obtained are provided in table No 1. [table not included]

As a result of the special anatomical characteristics of the cervix in ewes, the seminal material is deposited at the entrance to the cervix or, depending on its opening degree, as far as at most 1.5-2.5 cm. The methods that provides the best results is profound intracervical insemination by means of the vaginal speculum with individual light (vaginoscope). Moreover, there is the semiautomatic insemination syringe which permits inoculation of the dose of 0.1 ml of seminal material, replacing the traditional suction pipette. For the purpose of obtaining good results artificial insemination should be performed directly by personnel with higher and medium-grade training, while prohibiting performing by personnel without basic zootechnical or veterinary training. Failure in artificial insemination may be due to insufficient preparation of rams and mother ewes, operation performed on still nursing ewes or immediately after weaning or to stress factors (shearing, bath against scabies, vaccination, frequent and rough handling, excessive heat, storms, noises).

In the case of artificial insemination in sheep, organization of breeding and strict following of instructions on monitoring reproduction are constant tasks that confront technical personnel on sheep farms and at the centers for production and distribution of seminal material. The sheep farms at the top of the improvement pyramid (choice females and daughter females) must primarily apply the method of artificial insemination and highly intensively use valuable rams. Intensive utilization of breeders acutely poses the problem of testing these rams based upon individual performance and descendance, specifically for estimation of descendance and removal of breeders that produce offspring with weak productive qualities.

In recent years, the sheep breeding indices have quite unjustifiably declined, resulting in a stagnation of wool productions. In addition to some known causes, related to deficiencies and shortcomings that existed in the feeding and upkeep of breeding sheep, there was much too easy renunciation of artificial insemination and almost exclusive use of natural breeding, that constituted the principal limitative factor in sheep breed improvement and implicitly in increasing production. The key motive of easy renunciation of artificial inseminations involved the consequence of inadequate expansion of the material base and of the organizational framework ensured in their development. Therefore, in order to correct this situation, as early as this year artificial insemination in sheep breeding should be reconsidered in terms of reintroducing it as an advanced biotechnical method in all agricultural sectors. In light of the importance of this program, it must be performed under the best possible conditions, in the context of competent supervision of the development of every link in the technological chain of breeding, of all operations for preparation and completion.

11710

CSO: 2700/44

FRG DAILY COMMENTS ON ECONOMIC DEVELOPMENT, PRICES

Frankfurt/Main FRANKFURTER ALLGEMEINE in German 10 Feb 86 p 12

[Article by Lothar Julitz, datelined Sofia, in February: "Bulgaria Produces Electronics Now--the Federal Republic is the Most Important Western Trade Partner"]

[Text] "Everyshop window in Sofia is a temptation. The selection is big--all you have to do is choose." With these words the Bulgarian Association for Tourism and Recreation Matters promotes a stroll in the capital of the country. These days, whoever experiences the rush of the Bulgarians to the "department store" at Lenin Square or to the kiosks of the "Tsum" set up outside (the building of the biggest department store in the capital is now being renovated), notes not only an obviously wide selection of foodstuffs and semiluxury foods and tobacco, of textiles and clothing, but he also hears the cash registers "ring" in the truest sense of the word.

There are grounds for the assumption that the range of goods for sale and the rush of customers are connected with the preparations for the 13th BCP Congress that will take place in April. The parallel to Eastern cities holding a trade fair is obvious. The snapshot of the chance observer in the Bulgarian capital shows a measure of plentiful supplies in various groups of goods.

The Bulgarians have acquired a modest prosperity in recent years in comparison with other Bloc countries by relatively high growth rates in the economy and by a partially pragmatic economic policy (more freedom of choice and more responsibility of their own for the enterprises; a little more leeway for the private sector). Then came 1985: a severe winter, a growing energy shortage, planning failures, drought, a bad harvest. At the end of the chain, finally a series of price increases: the prices of consumer goods are said to have risen by an average of 10 to 15 percent in the fall of 1985. As a consequence of the drastically reduced energy deliveries from the Soviet Union, the price of gasoline increased 35 percent, that of electric current for households, 41 percent.

"The main task of the socioeconomic development in socialist Bulgaria consists in the increasingly better satisfaction of the constantly growing material and intellectual needs of the people," it is stated in the "1985 Economic Survey" published by the Bulgarian Chamber of Commerce and Industry. This publication

shows that the Bulgarians had an annual 1984 income in wages and salaries averaging 2,488 leva (according to the official rate of exchange 100 DM correspond to roughly 110 leva with an "exchange bonus of 80 percent") or 207 leva per month. During the past year this average rate could have increased to 210 to 220 leva.

Undoubtedly it is to be taken into consideration that in Bulgaria school, training and medical care are free of charge, that the rents and the cost of travel on public transportation (in Sofia 0.07 leva regardless of the means of transportation and distance of travel) are low. On the other hand, the visitor can easily ascertain by the prices for important cost of living items in the stores that the level of prosperity is modest. Thus, e.g., a men's overcoat costs between 100 and 200 leva, a ladies dress between 30 and 135 leva, a men's suit between 70 and 150 leva, a pullover, 30 to 70 leva. A color TV set of Soviet manufacture already requires an investment of 850 leva, in other words four times an average monthly income. In a shoe store on ulitsa Positano at the corner of Tsar Kaloyan, "addidas" gym shoes had just arrived with a price tag of 48 leva. Positively prohibitive were the prices for high-grade goods: for a bottle of Scotch whiskey the citizens of Sofia have to spend 38.55 leva. In one of the Corecom (foreign exchange) stores, the price tag for "Chivas Regal" whiskey reads 15 dollars, that for 24 cans of Coca Cola (0.33 liters), 12 dollars; half a kilogram of Vienna coffee costs 4 dollars.

Nevertheless some--though not all--of the Bloc countries envy the Bulgarians for their standard of living. An agricultural country has become an industrial country since the war and the 1944 coup. Thus according to official data, the GNP on the average for the years from 1960 to 1980 has grown by more than 7 percent, industrial production by over 9 percent, foreign trade by over 11 percent. For the 1981-1985 plan period, which was burdened by the difficult development during the past year, the average increase of the national product is stated to be about 5 percent. The per capita national product has increased in real terms by nearly 3 percent a year, whatever that may mean in concrete terms. This development was based--it can be heard in conversations in Sofia not without pride--especially on the economic principle of "promoting industry without neglecting agriculture."

Prior to 1944 more than four-fifths of the gainfully employed were in agriculture. Now one fifth of the gainfully employed work in agriculture but produce several times the production of 1944. In the meantime industry employs 37 percent of the gainfully employed who produce almost 60 percent of the national product. Pronounced growth fields have been in past years especially machine building, electronics, the energy industry and chemistry. For the 1986-1990 five-year plan period, machine building and electronics are supposed to be again the two decisive branches of the economy, according to Deputy Minister for Machine Building Stamenov in Sofia. Considerable increases have again been planned for all important fields.

In the development of the electronics industry Bulgaria is regarded by some observers as a "Silicon Valley of the Bloc": More than 80 percent of the electronic memory equipment is now produced in Bulgaria; more than half of the Bulgarian exports consists of electronically controlled machines. A further consequence of the division of labor decided on by the CEMA member countries is the concentration of the production of electrically operated means of hoisting and

transportation in Bulgaria. Thus, e.g., the "Balcancar" enterprise regards itself as internationally one of the biggest manufacturers of electric forklifts: about 45,000 persons are employed in over 35 enterprises.

"The economic relations with the Federal Republic are good; but they could be even better." This is how Deputy Foreign Trade Minister Kusmov summarized the assessment by the Bulgarian government in Sofia. German industry is one of the most important suppliers of technical know-how; the Federal Republic at the same time is the most important trade partner among the Western industrial countries. Starting points of the criticism of the Bulgarians are the trade restrictions in the Federal Republic which exist in their opinion, especially in the agricultural field as well as for textile products. As regards Bulgarian imports, import prohibitions based on the COCOM list (strategically important goods) are pointed out.

Measured by the total foreign trade transactions (exports and imports) Bulgaria is the smallest trade partner of the FRG among the Bloc countries; its share in the total FRG foreign trade transactions is less than one percent. The development over the past ten years is also not very impressive--an increase from 1.3 to 2.1 billion DM. Since 1980, the German export has increased from nearly 0.9 to 1.7 billion DM (1985), the import from 0.3 to 0.4 billion DM. Exports to Bulgaria include especially machines, chemical products, electrical engineering products as well as textiles and clothing. The Bulgarians deliver especially agricultural products, foodstuffs and semiluxury foods, textiles and clothing, petroleum products as well as iron and steel.

12356

CSO: 2300/208

GROWTH OF TRADE WITH BULGARIA VIEWED

Prague SVET HOSPODARSTVI in Czech No 150, 1985 p 2

[Article by Miroslav Marek of PZO Strojexport]

[Text] The broad base of domestic manufacturing, delivery and consumer organizations is the basis for the extensive relationships with the companies of the wide variety of branches of the industrial sector of Bulgaria, and this is true of exports as well as imports. In its 32 years of commercial activity, Strojexport cooperated with a whole series of Bulgarian organizations, of which some of the most prominent are Balkancar, Balkancarpodem, Technoexport, Izotimpex, Masinoexport, Bioinvest, Transimpex, Intransmas, Technoimport and others.

In the 1960s certain profound changes took place, especially in the structure of the Bulgarian exports to the CSSR. Industrial products gained an important position in these exports, particularly the battery driven vehicles and electrically powered cable and chain hoisting equipment. On the basis of a recommendation by CEMA, specialization in the battery powered vehicles and hoisting equipment took place, much to the advantage of Bulgaria.

In the framework of the exemplary cooperation of Strojexport and Balkancar and Balkancarpodem such a growth of imports of the electric vehicles and hoisting equipment occurred, that today CSSR is one of the largest buyers of these machines.

Gradually the imports by Strojexport from Bulgaria not only grew in total revenues but also diversified. Through Masinoexport it imports hydraulic and pneumatic elements and radiators, electrical installation materials and high tension electricity technology through Elektroimpex, pumps through Technoexport and Agromasinainpex, warehousing technology through Intransmas, scales through Izoimpex etc. Imports by Strojexport from Bulgaria reached such a pace that in the last few years they exceeded its exports to the Bulgarian market.

As far as our exports are concerned, in the 1960s and 1970s Strojexport supplied locomotives, railroad cars, heavy equipment and some technological equipment for critical construction in Bulgaria. The most important of these was the equipment for the copper ore handling plant located at the copper

mines at Medet. During the next few years our exports consisted chiefly of construction and road building machinery. Through Technoexport and Transimpex our Bulgarian partners receive particularly the universal loaders UN 50 and UN 053.1, the shovel excavator E 302 and 303, front loader UNC 151 and UNC 200, loader UNK 320, the universal finishing machine UDS 110, excavators DH 101 and DH 113, pneumatic roller GRW 101, rollers type VV 100, VW 3402 and VSH 100, vane type cement mixers VD 6 and AP 174, dump vehicles, automatic cement mixers etc. Beside the construction equipment, the primary exports of Strojexport to Bulgaria are mining equipment, window climate control units, injectors etc.

In this year Strojexport will export to Bulgaria chiefly construction equipment and road building machinery with the appropriate accessory equipment and spare parts valued at R17 million. Some of these are the auto mixer AM 369, dump vehicle T 200, loaders, excavators, rollers of various types, and additional spare parts for the ore handling facility at Medet and for the heavy equipment and mining machinery, injectors, window climate control units, etc. We will import battery and motor powered vehicles, add on equipment for the AKU vehicles and trailers, hoisting equipment, switching equipment STOBET, scales, containers, etc.

Since 1981, there has been cooperation in the manufacturing of individual window climate control units of up to 4000W, in which the CSSR manufacturer supplies the heating unit, the evaporator, and the air exchange window unit and the Bulgarian side supplies the cooling condenser and compressor aggregate for air cooling, manufactured under a license from the Japanese company Sanyo. The objective cooperation shows a great promise in its development and has a realistic perspective. The volume of this mutual exchange of goods is somewhere around R one million per year for each side.

Even through the present results of the mutual exchange of goods are unquestionably positive, the domestic markets of both countries will be more demanding in the future, particularly in modernization, innovation and manufacturing of new and more effective and economical types of equipment: and the producers of both countries are reacting positively to these demands.

13067/12948
CSO: 2400/148

KUBAT VIEWS ELECTRONICS INDUSTRY BETWEEN 5-YEAR PLANS

Prague HOSPODARSKE NOVINY in Czech No 46, 1985 pp 1, 6

[Article by Prof Eng Milan Kubat, DrSc, minister of CSSR electrical engineering industry: "At the Turn of the New 5-Year Plan"]

[Text] The interest of the public and experts in electrical engineering and electronics is closely linked to their importance for the further development of all sectors of the national economy. The 16th CPCZ Congress ruled that the production volume of electrical engineering industry was to increase 40-50 percent during the Seventh 5-Year Plan. In 1981, however, the targets of the 5-year plan were revised because of the deterioration of the international situation, shrinking fuel, energy, material and raw materials resources. As a result the dynamism was reduced and pressure for intensification increased.

Growth Rates Are Higher

This affected also the plan of the electrical engineering industry. Our sector, however, did not passively accept the planned reduction of dynamism, but on the contrary, despite the reduced resources, offered higher growth rates than those considered in the revision of the 5-year plan.

On the basis of the higher targets accepted in the counterplans, the 10th plenary session of the CPCZ Central Committee set for our sector the goal to come as close as possible to the upper limit of production increase specified by the 16th CPCZ Congress. Instead of the 138-142 percent rate set for the electrical engineering industry by the law on the Seventh 5-Year Plan, we want to achieve a 149 percent growth.

In contrast to the directive for the Seventh 5-Year Plan, we plan to increase the commodity production by almost Kcs 8 billion by the end of this year. We met the 5-year plan target in the adjusted net output as of 30 October 1985, and we want to exceed this indicator Kcs 3 billion by the end of the year.

As to production, the Seventh 5-Year Plan target will be substantially surpassed--by Kcs 2.4 billion--in the deliveries for the investment projects. We will contribute to the implementation of capital investment plans and to better supplying of the national economy with the computers.

The Seventh 5-Year Plan target for the deliveries to the consumer goods inventories was surpassed by Kcs 1.5 billion both in the wholesale and retail prices. During the 5-year plan the increase in the consumer goods inventories at retail prices will represent Kcs 3 billion, the increase in wages paid in our sector Kcs 1.5 billion.

With regard to export to the socialist countries the annual plans which are in conformity with the annual protocols on commodity exchange are fulfilled. Exports to the nonsocialist countries, however, are not completely met either in terms of the 5-year plan targets or annual plans which were reduced in view of the international situation. This was affected by the lower fulfillment during the 1981-1982 period. In the subsequent year the annual plans were fulfilled.

This 5-year plan's targets will be substantially surpassed in the area of component parts, computers, measuring and control devices. The conditions were thus created for an accelerated electronization of the national economy.

The sector of microelectronic components in particular has achieved high dynamism. In comparison with the year 1980 the production of progressive integrated circuits increased more than 3.5 fold. Conditions were created for the introduction of micro-processor production, including auxiliary circuits of 8000 series, RAM, RUM and EPROM memories and other circuits indispensable for the construction of computer systems. Furthermore, manufacture started of integrated circuits of CMDS technologies noted by the low electric energy consumption which is expressed in microwatts. One-chip microcomputers are also being produced.

In the course of the Seventh 5-Year Plan we started with production of a large assortment of computers of the SMEP series which made possible the application of computers in additional areas of the national economy. Microcomputers SM 50/40 and SM 50/50 for example are used for control of robots and manipulators, while microcomputers SM 4-20 and SM 52/00 constitute the basis of specialized complexes for health care, agriculture and are employed also in control of the power sector and automated control systems for technological processes and production.

New Products

As the first among the CEMA countries we are preparing for production a 32-bit microcomputer SM 52/12. It will make it possible for us to create efficient interaction systems for computerized design and construction.

In the category of medium-size computers we began with the manufacture of EC 1025, 1026 and 1027 systems. EC 1027 became available this year. Its output is 400,000 operations per second has the 1-2 megabytes capacity of semiconductor operational memory on 16 kilobit memory elements MHB 4116 of Czechoslovak manufacture. EC 1024 computers represent a good basis for designing computerized control systems in the nonproduction area.

The new microelectronic components based on 8080 microprocessor and microcomputers 8048 constituted also a good start for the manufacture of Czechoslovak personal computers of the SMEP series--PP 01, 02, 03 and 04 as well as of other types developed on our initiative. Among the latter are personal microcomputers IQ 151 for schools, personal microcomputers PMD 85 for consumer good inventories and further self-improvement, composite microcomputers for schools PMI 80 and industrial control units SAPI 1 and SAPI 80.

In the category of peripheral equipment we started production of mosaic printers, alphabetically digital and graphic displays, efficient chain printers and recently also electrostatic impactles (bezuderovy) printers. Despite the rapidly expanding manufacture of peripheral equipment there are precisely in this area the biggest capacity problems which limit the final complementation of the computer systems.

In investment electronics we started to manufacture in the course of the Seventh 5-Year Plan fully electronic branch telephone exchanges and telephones with push button dialing. Likewise the TV and radio transmitters as well as studio and transmission equipment were modernized. A completely new area which we entered during this 5-year plan is the manufacture of sets receiving the television and radio programs directly from the satellites.

Development has started on the new generation of completely electronic telephone exchanges for municipal calls and branch telephone exchanges of big capacities. In telecommunications both these projects will be of key importance also during the priod of the Eighth 5-Year Plan, when their results will be gradually applied in production. I could mention also other sectors such as measuring and laboratory equipment where we succeeded in cooperation with CSAV [Czechoslovak Academy of Sciences] in manufacturing the first Czechoslovak electronic lithograph, in medical equipment it is a number of new instruments increasingly using electronics, including equipment for cryosurgery and the like.

The control systems for production machinery represent a separate chapter of automation application. In the course of this 5-year plan new CNC control systems have been developed and used for rectangular and continuous control of lathes, cutters, boring machines and their centers. These systems are likewise being prepared for the forming machines. The control systems operate on the basis of microprocessors and have a progressive modular composite design which makes possible their employment also in the control of integrated robots and manipulators. Programmable automatons proved themselves both in this country and abroad. The modern electronic base largely contributes also to the modernization of efficient action elements, automation of linear and jogging [krokovy] power drives [servopohony] for shifting and spindles of machine tools.

We have paid attention also to the expansion of production and innovations of consumer electronics. The biggest progress has been achieved in color TV sets. The basic model of the color TV Czechoslovak-made set with a diagonal 67 cm long has been supplemented with a model with a diagonal 58 cm long and two portable color TV sets with 42 cm and 30 cm diagonals respectively. The useful value of TV table model sets has been enhanced by remote control.

The innovation of coil tape recorders emphasizes the hi-fi quality and semiprofessional design. There appeared recently on the market a minicassette player KM 340 [walkman] as well as the first VCRs. Their assortment will increase next year by the types manufactured in production cooperation with the USSR and PHILIPS firm with which we cooperate also on the development of the digital CD recorder.

Despite the high production growth rates which have been achieved during the Seventh 5-Year Plan we were not able to meet the requirements of the national economy completely. This is particularly true of the sectors of the component parts, computer equipment, measuring and regulatory equipment and cables.

What Is Required of Us?

All this demonstrates that, in comparison with this 5-year plan, we shall have to substantially increase in the forthcoming 5-year period the annual growth rates of both production and innovation. The negotiations on supplier-customer relations for the Eighth 5-Year Plan have confirmed that the doubts about the national economy not being able to absorb the planned production volumes are absolutely unjustified. At the same time it became clear that the customers are still not able to express their needs reliably ahead of time.

In drawing up the Eighth 5-Year Plan we proceeded from the Conception of the Growth of Electrical Engineering Industry up to 1995 which was approved by the CSSR Government presidium as the documentary material for the preparation of the Eighth 5-Year Plan guidelines. The second important document was the Long-Term Comprehensive Program of Electronization of the National Economy adopted by the CSSR Government in September 1984. This document contains the tentative plans for the electronics application in the selected key sectors of the national economy and for the expansion of key sectors. Among them are the component parts basis, technological facilities, technical means for control and automation, in other words sectors securing the material-technical basis of electronization.

One of the highest production increases in the national economy ever is being planned in the electrical engineering industry for the Eighth 5-Year Plan--approximately 160-165 percent. This head start on expansion of electrical engineering industry is to create the fundamental condition for the implementation of the long-term comprehensive program of electronization. The production increase in our sector aims particularly at the production of material resources for this program and is contained in the state target program 07--The Expansion of Material--Technical Basis. Program 07 concerns especially the production of semiconductor and microelectronic elements, computer and automation systems and special purpose technological equipment for electronics production. Within the framework of our sector, we are proposing varied growth rates from 180 to 300 percent for individual branches.

In the next 5-year plan we assign priority to the investments for the increased production of component parts, special purpose machinery, robots and manipulators, while reducing at the same time the growth rate of high-voltage (silnoprudovy) electrical engineering requiring a great deal of materials. Investment funds which will be at our disposal will be twice as large as in the Seventh 5-Year Plan. Three quarters of them are designed to effect the modernization of the technological basis of our sector with the emphasis on the replacement of obsolete and worn-out machinery. The increase in the capacity of our production of special-purpose technological equipment will significantly contribute to the technological modernization of our sector.

We expect the investments in technology to contribute to a substantial increase in labor productivity which in comparison with the Seventh 5-Year Plan is almost to triple. One of the consequences of this labor productivity increase will be further price reduction primarily of electronic components and thus also of end products. In the final analysis this should contribute to the more rapid application of electronics in the national economy.

Where Cooperation Helps

The most important precondition of structural changes is the more intensive participation of our sector in the international division of labor. The Soviet Union was, is and will remain also in the future our principal partner. The problems solved in our scientific-technical cooperation with the USSR cover a large area of topics from microelectronic components to communications, computers, automation and medical instruments, consumer electronics to high-voltage electrical equipment.

As an example of successful division of labor we can mention the development of facilities for electron lithography BS 600 including comprehensively equipping the entire technological process of manufacture of VLSI (very high integration) integrated circuits with an additional complex equipment for control of surface properties of solid substances. In view of the complexity and demanding production requirements this equipment is manufactured only by a few top firms in the world.

The development of integrated circuits LSI (high integration) of the K 580 series has also been successfully concluded. Its advantage is the comprehensive approach including quality, reliability, programming and testing equipment. Together with our Soviet partner we are preparing additional projects for scientific-technical cooperation among which are:

- innovation of color picture tubes;
- computerized design of VLSI integrated circuits on the basis of a 32-bit minicomputer;
- integrated circuits for cardiostimulators;
- metal x-ray converters of large diameter;
- development of modern vacuum exchanges;

--TV transmitters;

--studio equipment.

A new perspective area of cooperation is the complex of equipment for the data transmission by light conductors [svetlovody] in regard to which a program of scientific-technical cooperation has been formulated for the 1986-1990 period.

Consumer electronics is a separate area of scientific-technical cooperation. Here a successful start was made for joint work on video tape recorder, a portable color TV set. Cooperation is expected to be expanded to include cassette automatic recorder (kazetove prehravace), advanced phonograph equipment, lithium batteries for pocket calculators and electronic wrist watches.

Cooperation of both countries in science and technology is reflected also in other areas. On the basis of consultations of CSSR and USSR planning agencies it is anticipated that in comparison with the Seventh 5-Year Plan the exports to the USSR will increase 75 percent and imports from the USSR 98 percent during the Eighth 5-Year Plan.

Our second biggest partner is the GDR where cooperation is focused on electronic components, high-voltage electrical engineering, medical appliances, measuring and regulatory equipment. A total of 25 contracts have already been signed with the GDR on production specialization in the above areas and additional contracts are being worked out. On the governmental level an agreement was signed with the GDR in 1983 on cooperation in the manufacture of color television tubes. The subject of this agreement is the specialization and cooperation in development, production and mutual deliveries of a number of materials, semi-finished products and subassemblies in glass and chemical industry, metallurgy and electrical engineering.

Likewise, thought on a smaller scale, cooperation develops with other partners among the socialist countries including Vietnam, Cuba, the Mongolian People's Republic, Korean People's Republic and Yugoslavia. A total of 36 multilateral and 55 bilateral contracts have been signed by our sector on cooperation with the socialist countries. These contracts will be extended for the period of the Eighth 5-Year Plan. By the end of the Eighth 5-Year Plan already 65 percent of the total export volume will be secured by contracts.

Electronics has become an indispensable condition of further production increase, intensification of the national economy and Czechoslovakia's successes on the foreign markets. Its share in engineering production will further increase from the present 17 percent to approximately 22 percent by 1990. We are entering the Eighth 5-Year Plan with determined resolution to work better, to achieve higher labor productivity and high technical standard. To promote the program of electronization which the Czechoslovak economy has set for itself.

10501/12828

CSO: 2400/101

INTERNATIONAL R&D ASSOCIATION 'ROBOT' DISCUSSED

Prague PODNIKOVA ORGANIZACE in Czech No 9, 1985 pp 379-382

[Article by Eng Vratislav Valek, candidate for doctor of science, Federal Ministry of Finance: "The Association 'ROBOT'; an Example of Direct Khozraschot Relations Within the CEMA"]

[Text] The senior level economic conference of the CEMA member countries emphasized the need for the broad development of direct relations among the agencies and khozraschot organizations of the interested countries, in the form of production cooperation and specialization, international R&D associations, joint ventures, etc. One of the specific examples in this area has become the establishment of the international R&D association "ROBOT" in March 1985 between participating organizations of the CSSR and the SSSR. It is significant that the area of cooperation chosen for this association is in advanced engineering--namely the research, development, engineering and production of industrial robots and manipulators the outputs of which contribute to improved productivity and efficiency in other economic sectors.

Basic Considerations

The 23d Plenum of the CEMA approved a "General Agreement on Multilateral Cooperation in the Development and Organization of Specialized and Cooperative Production of Industrial Robots," with a time frame for fulfillment that extends to the end of 1995. The areas of cooperation between the CEMA member countries will be as follows:

- Analysis of the existing designs of automated manipulators with programmed controls (industrial robots) used in various branches of the national economy of the socialist countries and in world robotization activities;
- Preparation of proposed agreements (protocols) and the upgrading of existing contracts regarding R&D cooperation in the development and production of industrial robots;
- Preparation of contract proposals to intensify and expand cooperation and production specialization of industrial robots, unified parts, and their components;

--When necessary the preparation of proposals to expand existing and build new facilities through the joint efforts by participating CEMA countries to produce automated manipulators with programmable controls, unified junctions, and their components.

The above description of program cooperation shows that this is a broadly used program that focuses on all parts of the development-production-use cycle, including potential joint investment activities. In the CSSR a state priority program for robotization was formulated for the Seventh 5-Year Plan that provided for the introduction by the end of 1985 into the production process of 3,000 industrial robots, a number that is projected to increase to 13,000 by 1990. These installations are projected to eliminate 5,000 employees in 1985, with labor savings by 1990 to run to the order of 30,000 employees. In addition, users of these robots will realize further savings and improvements including increased labor productivity, reduced energy intensiveness of production, the elimination of heavy and risky work, etc.

In our economy the largest producers of industrial robots and manipulators are Presov Industrial Automation factories [ZPA], Snina Vihorlat, Kolin Tesla, Plzen Skoda, the Bratislava Automotive Factories [BAZ], the Detva Heavy Engineering Works [ZTS], Prague ZEZ, the Kosice Heavy Engineering Works [ZTS], and others. Industrial robots have already been installed successfully at the Mlada Boleslav Automotive Plants [AZNP], national enterprise, the Dubnica Heavy Engineering Works [ZTS], the Strakonice Czechoslovak Motorcycle plant [CZM], the Nove Mesto Kysucke Ball Bearing Plant [ZVL], the Kosice East Slovak Machine Works [VSS], and others. The principal coordinator of research and development is the Research Institute for the Metals Industry [VUKOV] in Presov, a facility that has already had a number of successes in international cooperation within the context of the CEMA. The main partners in these cooperative efforts have been the USSR, GDR and Bulgaria.

The importance attached to the rapid development of robotization in the CSSR and the USSR has led both sides to formulate the Agreement Between Both Governments Concerning Cooperation in the Development of Robotics Technology Complexes and Flexible Production Systems and on the Establishment of the International Association "ROBOT." In a relatively short time we have succeeded in reaching fundamental agreement on an overall approach to the specific objectives of cooperation, the organizational forms for their resolution, and to resolve the related basic technical, economic, organizational and other issues.

Cooperation between the CSSR and the USSR in the area of industrial robots and manipulators has already developed a history. Its first products were demonstrated at the "Robot" 1982 exhibition in Brno, where a simulated worksite was constructed for the operation of equipment with the universal UML60 manipulator of joint Czechoslovak-Soviet development, an automated forming work station, etc. In this 5-year plan one objective of cooperation is the development of prototype series for machining and interoperational handling of workpieces and plates up to 160 kilograms in weight, along with a joint special purpose manipulator for pressure castings, a new type of industrial robot for flat forming at high work speeds, and an alternative control technology based on microelectronics and fluidics for explosive environments.

Joint Czechoslovak-Soviet cooperation in this field has also been implemented through joint design, engineering and technological office, "ROBOT." All experiences to date have been evaluated during the formulation of ensuing cooperative programs. These later programs involve the recruitment of specific khozaschot entities of both countries for R&D and economic cooperation through the international R&D association "ROBOT." From this viewpoint specifying the content of the activities of this association and resolving the organizational and institutional links between the participating entities is of great importance. Another important component of the management mechanism is the system for allocating and selling the products that are produced.

Objective of Activities and Organizational (Management) Structure

Cooperative activities are expressly defined within the context of the International R&D Association "ROBOT" in the Program of Research, Development, Design-Technical and Experimental Work, the Production of Prototypes and Test Series of Robotics Equipment Complexes and Flexible Production Systems for 1985-1990, which represents an inseparable component of the intergovernmental Czechoslovak-Soviet agreement. Specifically, this cooperation will be implemented in the form of agreements concluded in line with the legal codes of the CSSR and the USSR. The adopted program has three basic parts:

- R&D and engineering-development work,
- Design-engineering and technical activities,
- Production, complete deliveries of systems and the necessary service.

The first part above includes concepts for the development of robotized complexes, flexible production systems and their controls, including unification and standardization, the development of a system of R&D information and for resolving patent rights issues. A second aspect of cooperation focuses on the development of prototype designs for flexible automated systems for machining and forming applications, including some equipment for workpiece manipulation and the development of flexible production systems for welding, surface treatment and automated assembly. The production itself of prototypes and test runs of machines, equipment and production systems developed in the association constitutes the third phase of the program, and encompasses also delivery and service issues.

In the intergovernmental agreement that has been signed the CSSR and the USSR commit themselves to developing all the necessary material, financial and other conditions as specified in detail in special sections of the relevant annual and 5-year plans of both countries. The association "ROBOT" occupies an important position in this regard because its framework can be used to bring together all of the most important components of the capital replacement process in this progressive field.

The fulfillment of the program, the operative resolution of basic questions of cooperation in definite fields, and other related issues are under the authority of the Council of Delegates, which is composed of representatives of the

pertinent agencies of both contracting parties. For the CSSR the head of this agency is the representative of the State Commission for R&D and Investment Development, while the Soviet side is headed by the representative of the State Committee of the USSR for R&D. Each representative has a single vote on the Council of Delegates. The main tasks of this agency include the following:

--The discussion and resolution of economic, technical, organizational, legal and other issues related to the implementation of the agreement and the program and which require decisions by the relevant agencies in the CSSR and the USSR;

--Specifying the program in necessary instances that do not concern the basic objectives of cooperation;

--The evaluation of information from representatives of agencies and organizations responsible for program fulfillment and the commitments contained in the agreement;

--The preparation of recommendations regarding the establishment of direct relations among enterprises and organizations of the contracting parties within the context of the agreed upon program;

--The discussion of other important issues related to the fulfillment of the program.

The Council of Delegates meets as necessary, but at least once a year, with meetings alternating on the territory of each of the contracting countries. Council resolutions are binding upon ratification by the agencies of the CSSR and the USSR and take effect upon the signing of a protocol of a plenum of the Council, as long as the resolution does not specify otherwise. During the time between plenums the Council of Delegates may resolve individual problems in working sessions upon agreement of the representatives of both countries.

The individual members of the association are appointed by the proper agencies of the CSSR and the USSR. The Czech side is represented by organizations from the Federal Ministry of General Engineering [FMVS] (Presov Research Institute of the Metals Industry [VUKOV], the Prague Factories for Engineering Machinery [TST] economic production unit, the Martin Heavy Engineering Plants [ZTS] economic production unit, and the Bratislava Strojsmalt economic production unit), the Federal Ministry of Metallurgy and Heavy Engineering [FMHTS] (the Brno CHEPOS economic production unit, the Ostrava Vitkovice VHJ) and the Federal Ministry of the Electrotechnical Industry [FMEP] (the Prague Automation and Computer Technology Plants [ZAVT] VHJ, the Prague High-Voltage Electrical Engineering Plants [ZSE] VHJ, the Prague Tesla--Investment Electronics VHJ, and the Nove Mesto nad Vahom Research Institute of Mechanization and Automation). These members of the "ROBOT" association contribute to its activities in agreed upon facilities. The participation is also assumed of facilities of the Czechoslovak Academy of Sciences [CSAV] and the Slovak Academy of Sciences [SAV] and of the Ministries of Education of the CSR and SSR in the R&D work for specific systems. The State Commission for R&D and

Investment Development oversees the running of the committee of the association, and the link between the association and the Czechoslovak national economic plan is handled by the State Planning Commission.

This year 120 employees will be active in the international R&D association "ROBOT" approximately one-third of which will be from the USSR. The association can set up branch offices and staffs in the CSSR and the USSR after agreements with the appropriate agencies in each country. The possibility also exists of setting up such branches on the territory of third countries in accordance with the legal requirements of the host countries, with association branches being legal entities of the countries where they are located, with the exception of the CSSR, where representative offices are not accorded such legal status. "ROBOT" has offices in Moscow and in Prague. Details of the organizational structure and chain of command are provided in Figure 1.

Management System

Khozraschot is the basic principle of management of the international R&D association "ROBOT." When it was founded this association was granted a statutory fund in the amount of 10 million convertible rubles. If necessary this fund may be increased by 50 percent of this amount by a decision of the Council of Delegates. The CSSR and USSR contribute equally to this fund. If the revenues from the economic activities of "ROBOT" do not cover its expenditures the members of the association will replace the resources that are lacking in the form of supplementary contributions in accordance with the principles for the formation of the statutory fund. The amount of these contributions will be fixed by the appropriate financial plans.

The output of "ROBOT" is determined in accordance with the annual plans for its major tasks. At the beginning administrative, R&D and design activities should predominate, which means that production will gather speed only in later years. In the area of R&D the contributions of cooperation will be evident mainly in savings on engineering work on the basis of greater unification and an overlap of about 30 percent in the stages of R&D. Another important contribution is the concentration of problem solving expertise for the jointly developed modules of industrial robots and manipulators, which allows a shortening of the research-development cycle by 18-24 months. Also important are the planned savings once production gets under way. These should be very evident in the pertinent financial indicators (output, profits). Another potentially positive factor in this regard is a higher differential indicator achieved on the basis of comprehensive deliveries of robotized equipment complexes. According to plan projections by the end of the Eighth 5-Year Plan the association should be generating about Kcs 400 million of revenues.

The unification and standardization of parts, components and modules at the same time makes possible the aggregation of production along with the utilization of advanced production technologies, increased labor productivity, cost reductions on the order of 20-40 percent, and an increase in technico-economic sophistication, all of which will be evident in higher quality and reliability of the pertinent systems. In terms of users, costs on engineering and design preparations should be reduced by about 75 percent, which in the near future will amount to savings of about Kcs 150 million.

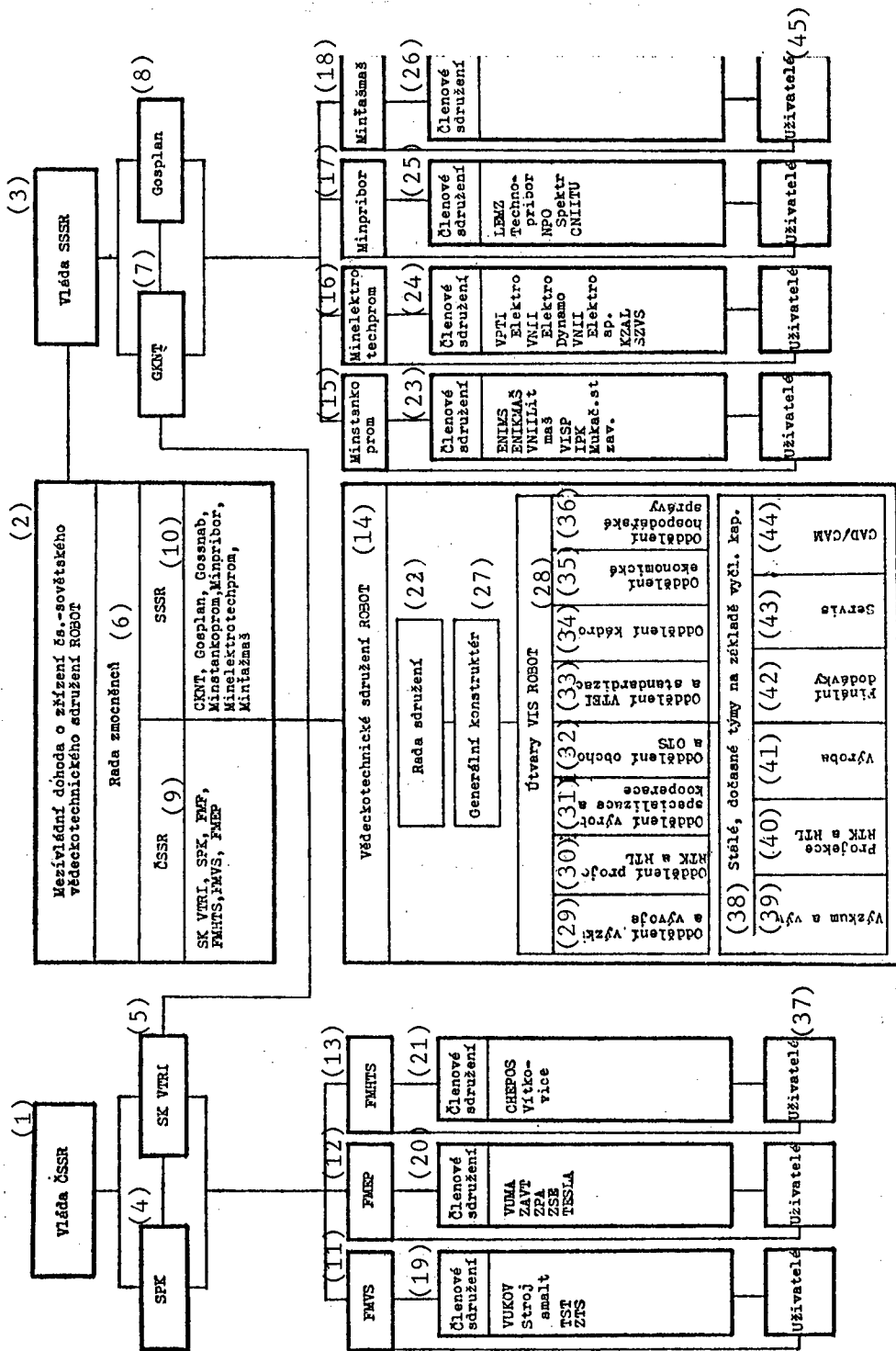


Figure 1. Organization Chart for Association "ROBOT"

[Key on following page]

Key:

1. CSSR Government
2. Intergovernmental Agreement on Establishment of Czechoslovak-Soviet R&D Association "ROBOT"
3. USSR Government
4. State Planning Commission
5. State Commission on R&D and Investment Development
6. Council of Delegates
7. State R&D Commission
8. Gosplan
9. CSSR: State Commission on R&D and Investment Development; State Planning Commission; Federal Ministry of Finance; Federal Ministry of Metallurgy and Heavy Engineering; Federal Ministry of General Engineering; Federal Ministry of Electrotechnical Industry
10. USSR: State R&D Commission; Gosplan; State Commission for Material-Technical Supply; State Commission on the Machine-Tool and Instrumentation Industries; Ministry of Instrument Engineering, Automation Equipment and Control Systems; Ministry of the Electrotechnical Industry; Ministry of Heavy Engineering
11. Federal Ministry of General Engineering
12. Federal Ministry of Electrotechnical Industry
13. Federal Ministry of Metallurgy and Heavy Engineering
14. R&D Association "ROBOT"
15. Ministry of the Machine Tool and Instrumentation Industries
16. Ministry of the Electrotechnical Industry
17. Ministry of Instrument Engineering, Automation Equipment and Control Systems
18. Ministry of Heavy Engineering
19. Association members: Research Institute of the Metals Industry; Strojsmalt; Factories for Engineering Machinery; Heavy Engineering Works
20. Association members: Research Institute on Mechanization and Automation; Automation and Computer Technology Plants; Industrial Automation Factories; High Voltage Engineering Plants; Tesla
21. Association members: CHEPOS; Vitkovice
22. Association council
23. Association members: Metal Cutting Machine Research Institute; Research Institute on Forge Pressing Machine Tools; All-Union Research Institute for Casting Machinery, Casting Technology and the Automated Casting Industry; All-Union Institute of the Welding Industry; Qualifications Upgrading Institute [IPK]; Mukach. st. zav. [not further identified]
24. Association members: All-Union Design Engineering Institute for Electrotechnical Industry Technology; All-Union Electrical Engineering Research Institute; Dynamo; All-Union Research and Design Engineering Institute for Automated Electric Drives in Industry, Agriculture and Transportation; KZAL [not further identified]; SZVS [not further identified]

25. Association members: Leningrad Electromechanical Plant; Technical Instrumentation; Spektr Scientific-Production Association; Central Research Institute and Design-Technical Institute for the Organization and Technology of Control
26. Association members
27. General Engineer
28. Divisions of "ROBOT" R&D Association
29. R&D Division
30. Design Division for Robotized Equipment Complexes and RTL [not further identified]
31. Production Specialization and Cooperation Division
32. Trade and Commercial-Technical Relations Division
33. Division for Scientific, Technical and Economic Information and Standardization
34. Personnel Division
35. Economic Division
36. Management Division
37. Users
38. Permanent and temporary teams based on allocated facilities
39. R&D
40. Design of robotized equipment complexes and RTL
41. Production
42. Delivery
43. Service
44. CAD/CAM
45. User

An optimized and more efficient structure for robotics complexes is being achieved by standardizing the equipment used for operational manipulation and its modules. This should result in a reduction of one-time costs at the design stage that will carry over to implementation as well. The standardization of designs and equipment for operational manipulation should allow a reduction of one-time costs of 10-30 percent, and thereby to a corresponding increase in efficiency and increased sales to end users. The installation of robotized equipment results in relative savings of 1.5 to 3 employees per installation of industrial robot and manipulator and in other cost savings. It is anticipated that total savings from the work of "ROBOT" should amount to more than Kcs 800 million between 1985-1990.

It must also be expected that the direct activities of the association will have a positive impact on the development of cooperative production and specialization in related sectors and thereby contribute to an increase in the volume of foreign trade. The specific consequences in this area will become evident after clarifying pricing issues and the levels of the pertinent deliveries. "ROBOT" has been empowered to engage in foreign trade related to the work specified in the program. Foreign trade relationships with Soviet organizations are implemented through the foreign trade organization "Vneshtekhnika," and those with other countries in accordance with the legal codes of those countries.

Accounting for materials, raw materials, other items and services performed for the actual production-managerial functioning of the association and its branches by organizations in the CSSR or in other countries where the branches are located is made in korunas or in the national currency of the location of the branch in question. Accounting for deliveries of goods from the USSR is made in convertible rubles and in prices established in accordance with the principles of price formation applicable to trade among CEMA member countries.

Amounts in convertible rubles and hard currencies obtained by the association from the sale of the output from its R&D, design-engineering and other activities are fully attributable to the foreign currency accounts of "ROBOT" and its branches. A portion of these revenues, in an amount set by the council of the association, may be used to purchase equipment, materials, technical documentation, licenses, know-how, and to cover other expenditures. These foreign currency accounts are to be opened in the country where the branch is located.

Material property imported by members of the association as contributory shipments to the territory of any of the partner countries are free of duty payments, taxes, and transfers. In the CSSR and the USSR the association and its branches are:

--Exempt from duty payments and other limitations on importing or exporting goods designated for "ROBOT" operations;

--Authorized to take advantage of all discounts and advantages offered by pertinent state economic organizations and enterprises.

Until such time as "ROBOT" and its branches in the CSSR and the USSR become profitable, such branches are exempt in the countries of their location from all direct taxes and transfers from profits and payments to both national and local entities, with the exception of payments for public and other services. After it has become profitable, payment of taxes, including taxes on profits of the association, will be clarified by supplementary agreements between the pertinent agencies of the CSSR and the USSR.

Participation in the distribution of profits among the member organizations in "ROBOT" will be proportional to shares in the formation of the initial statutory fund. Profits distributed among the member agencies in the association may be used to procure goods in the CSSR or may be transferred to the USSR. Hard currency revenues remaining in bank accounts at the end of the year will be distributed among "ROBOT" members in equal shares against comparable compensation in transferrable rubles. Profits will be used to subsidize association funds, including in particular the fund for social and cultural requirements, the bonus fund, and the contingency fund.

All conversions related to the administration and economic activities of "ROBOT," its branches and representative offices, from the respective national currencies to convertible rubles and the other way around, will be made on the basis of individual negotiations between the authorized agencies of the

countries concerned. The conversion of hard currencies to convertible rubles will be according to exchange rates as regularly set by the International Bank for Economic Cooperation in Moscow.

Conclusion

The establishment of the international R&D association "ROBOT" is one of the first specific cases of the implementation of the resolutions of the executive level economic conference of the CEMA member countries in June 1984. Its experience has shown that the development of direct relationships between interested agencies and organizations of the member countries requires the creation of the necessary preconditions in the national systems of planning and management. In the same vein the task of resolving gradually the complex questions of the merging of all these systems, especially in the area of cooperation in foreign trade, has become correspondingly more important.

In developing the preconditions for the establishment of this association considerable use was made of the experiences already gained in the establishment of previous international economic organizations. Current findings related to recent R&D work in the field of robotics were also analyzed very closely, including the activities of the joint Czechoslovak-Soviet design, engineering and technical office Robot, which is being merged into the newly created association. The example of "ROBOT" confirms that given substantial mutual interest and a concentration of the efforts of all participating countries and entities, it is possible gradually to develop specific forms of direct relations within the framework of the CEMA, with the objective of contributing to the introduction of intensive factors in the economic growth of the participating socialist economies.

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PROBLEMS OF DEVELOPING PERSONNEL FOR ROBOTIZATION PROGRAM VIEWED

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[Article by Docent Eng Zdenek Drab, candidate for doctor of science, Eng Vladimir Pernica, and Docent Eng Zbynek Pitra, candidate for doctor of science: "Training Personnel for Development of Robotization"]

[Text] 1. Introduction

The robotization program for our national economy is an exceptionally complex, extensive, materially and organizationally time-consuming and, above all, politically demanding task in that it gradually--directly and indirectly--has an impact on the lives of all of our citizens. Moreover, it is without precedent in the entire history of automation in this country. So far the actual introduction of robots in specific sectors of the economy (mainly in our key sector--engineering) has been haphazard and unsystematic; this has resulted in slower than projected progress in robotization, low efficiency of those installations that have been made, and in low levels of employee acceptance for this equipment. Experiences from the introduction of robots in other industrially advanced countries show clearly that professional training plays a critical role in the successful introduction of robots.

As part of the long-term program for robotizing our economy the Ministry of Education has been developing, in conjunction with other sectors, a model for the training of skilled blue collar workers, middle rank professional, and field engineering personnel. The objective of this article is to help to clarify this complex issue because of its highly systemic character. One of the main criteria for establishing the numbers and qualifications of personnel (as well as the scope and nature of retraining programs) is the classifications of worksites outfitted with industrial robots and manipulators [PRaM]. These classifications must be systematic. The engineering sector, which is the focal point of the application potential for PRaM, is treated in detail in another part of this article.

A third section is devoted to the design of a model for personnel training to meet the requirements of the robotization of our economy. One of the considerations in the development of this model is to evaluate the current means of training experts for robotization in specific school-based and in-service training programs, as well as evaluating existing conceptions for courses of

study and programs that will provide a framework for training in the future. Also important is the question of coordinating personnel preparation in the CSR and SSR among different training institutions (ministries, VHJ and enterprises, the Czechoslovak Science and Technological Society [CSVTS], as well as other public organizations).

Mainly thanks to the mass media robotization is viewed in this country in various contexts and ways. The greatest lack is of an emphasis on close cooperation between robotics and so-called flexible automation, which makes it possible to automate both piece and small run production. That is why a special article has been devoted to this topic.

2. Classification of Worksites Outfitted With PRaM

Current utilization of industrial robots and manipulators [PRaM] is still largely on an experimental basis in the CSSR, despite some successes and a relatively large number of automated equipment workstations [ATP]. When developing the classification of robotized workstations it was necessary to make use of existing information concerning the robotization process that was available in both foreign and domestic literature. There is also the issue of reaching a unified concept of an ATP. For instance, data of the former Federal Ministry of Technical and Investment Development showed that certain sectors reported far more PRaM than ATP, while other sectors reported the same numbers of PRaM and ATP.

The foundation for classifying robotized workstations is the technical classification of PRaM in conjunction with the classification of the given production operation. Technically, it is possible to classify PRaM according to characteristics that differentiate their construction and, therefore, the number of potential uses. The basic modification in the potential uses of a given robot depend mainly on the characteristics of its control system--in this area we have available both relatively rigid, mechanically programmed equipment and relatively flexible, software programmable equipment. When one speaks of robot generations, the main differentiating feature is the sophistication of the control system. The first generation was controlled mainly by mechanical programs, the second generation by digitally programmable equipment or a computer program, while third and higher generation machines are controlled by computer programs as well as being outfitted with sensors for detecting environmental conditions and possessing the ability to adapt to external conditions (and the ability to teach itself).

By their designated use, PRaM represent a higher degree of automation of the capital replacement process leading to further replacement of the more complex and logical functions of humans. Robotization links automated information processing with automated material processing procedures. The link between a production technology and the jobs filled by people are the work operations. The characteristics of these production operations are, in turn, reflected in requirements for specific types of PRaM with specific control systems. The production process consists of material transformations implemented by production operations of the following types:

- Machining and forming which include chip machining, forging, stamping and casting;
- Surface treatments and heat processing, including painting, plating, coating, and heat treatment;
- Assembly, which includes welding, riveting, gluing, press-fitting, hooking up electrical conductors, winding, mechanical assembly;
- Packaging, which includes picking, packing, storing, and crating.

Robotized worksites utilize PRaM to 1) perform production operations automatically and 2) to automate service activities, most frequently the automation of the flow of materials and subassemblies.

2.1. ATP Classification

The classification of ATP types is based on a link between the classification of production activities and the most commonly utilized types of machines at industrial plants. These include chip machine tools (traditional, numerically controlled, computer numerically controlled and direct numerically controlled), presses of all types and designations, forges and casting machinery, atmospheric, pressure, and centrifugal equipment, both point and arc welders, riveting equipment, etc. Also to be included here were the known results of current trends in the development of automated production. Finally, it is necessary to take into consideration socially desirable changes in the content and nature of work that would support the development of the personalities of individual workers. In conjunction with this it is possible to divide ATP into the six basic types described in Table 1.

Table 1. Classification of Robotized Work Stations

- | | |
|--------|---|
| ATP-1 | A work station with a single machine tool (forming and other types of tools as well) functionally linked with 1-2 PRaM, with the unit controlled by digitally programmed equipment (CPZ) or a computer (program); |
| ATP-1a | A work station with a single piece of equipment for assembling (welding, wiring, etc.), surface treatment (coating, hardening, etc.), or for packing, with automated material or component handling by 1-2 PRaM. The unit is controlled by a CPZ or computer; |
| ATP-2 | A work station with 2-3 machine (forming) tools and 3-6 servicing robots in a consolidated and flexible production division with automated delivery and movement of material, automated delivery and exchange of tools, and automated control of the resultant product. The unit is controlled by a computer, and possibly by other, local CPZ; |
| ATP-2a | An automated assembly line (or line for surface treatments, wiring, hardening, packing, etc.) with 3 or more PRaM in either universal or special purpose configuration; |

ATP-3 A flexible production division comprised of a set of differing operations performed on materials (machining, forming, welding, riveting, surface treatments, etc.), and in some cases multiple transformations with more than 3 machines for basic functions and five PRaM, with automated delivery and internal movement of materials, tools and the automated control of the final product. The unit is controlled by one or more computers;

ATP-4 An automated production division for operating on materials with more basic function machines and PRaM, with automated material placement, semifinished goods, and component placement, automated assembly of final products, product inspection and testing, and automated packing. The unit is controlled by one or more computers.

2.2. The Work and the Workers at ATP

Automated production demands, in contrast to traditional production operations, the expenditure of labor in a modified form and in different amounts. Studies to date make it possible to state that the following tasks must be performed at robotized work stations equipped with ATP:

- 1) The setting up, feeding and monitoring of machine operation (machine activities);
- 2) Tool preparation and preparations for machine operations;
- 3) Delivery and removal of material (in addition to machine movements);
- 4) Setting up and monitoring the operations of PRaM and transporting equipment;
- 5) Writing programs for the machine and PRaM control systems (including program media);
- 6) Maintenance and debugging of programs;
- 7) Monitoring electronic control and computing equipment;
- 8) Monitoring the results of the production process (measuring and testing) and the setting up and programming of automated control equipment;
- 9) Maintenance and repair of basic machinery (e.g., machine tools);
- 10) Maintenance and repair of PRaM;
- 11) Field maintenance and repair of control systems.

Of this set of work activities the final three are only indirectly connected with ATP operation and may be designated as relatively independent; the first eight activities represent servicing work on ATP and are therefore the basis for their specialization. In terms of job qualifications the following suggest themselves:

a) A specialization for each of the above eight activities. This solution is not effective because it would require an unacceptably high number of service workers, complicated professional training, and is in conflict with the objective trends and the long-range social objective of developing the personalities of the workers;

b) A universal employee who would be responsible for all eight activities. This solution, to be sure, appears quite forward looking, but is as a practical matter not implementable on a wide scale within the production base; it should be feasible, on the other hand, in exceptional laboratory or experimental conditions;

c) A broadly trained professional capable of performing a certain number of related tasks (both professional and auxiliary) at ATP. This would require selecting a number of appropriate combinations of tasks from the above set of eight. For example: an operator of NC machines and PRaM could be trained to perform tasks 1, 2, 4, and 8, and a programmer for NC machines and PRaM could be trained to perform tasks 5, 6, and 7.

In the entire set of work activities there remains the auxiliary activity No 3, which may be performed as a supplementary activity by an operator.

2.3. A Model for Classifying Workers for Robotized Work Stations

Experiences to date with the introduction and utilization of PRaM indicate that the setting up of individual work stations with PRaM does not as a rule lead to a substantial increase in the quality of the production process or to more favorable economic results. For the same reason, ATP with a single PRaM and a single machine tool (ATP-1 in our classification) do not represent a typical work site, but rather an exceptional work site, more frequently an experimental or testing station. For this type of work site it is necessary to set up organizational and qualificational guidelines as well as wage scales on a case by case basis, with a tendency toward approximating the conditions of research facilities.

We will instead consider ATP-2 type facilities to be typical and have set up a list of job descriptions for one, shown in Table 2. This job list assumes that there are two basic (e.g., machine) tools. In Table 3 the list for ATP-3 has an additional operator for each additional basic machine; as an example of a more complex ATP, take 6 basic machines and 10 PRaM. This will require a minimum of $7 + 4 + 12 = 27$ employees, 8 of whom will need a college and 19 of whom will need a secondary professional education, as in Table 4.

This proposed model is based on existing mechanisms for an economic evaluation of work. Such an approach is essential at the current level of robotization, which may be characterized as a traditional phase. The model for the staffing of ATP and the economic relationships expressed in the job descriptions and wage scales take into account both the statistically determined average blue collar wage in Czechoslovakia as well as the current economic situation.

Table 2. Job Categories for ATP-2 and ATP-2a

<u>Job No.</u>	<u>Description and No.</u>	<u>Education</u>	<u>Experience</u>	<u>Wage category/ Wage scale</u>
1	Machine operator 2	Secondary profes- sional with diploma	2 years or more	D 5-9/.-8
1	Tool operator 1	Same	Same	Same
3	Control operator 1	Same	Same	Same
4	Transport operator 1	Same	Same	Same
5	Operator of inser- tion/extraction equipment 1	Same	Same	Same
6	Programmer 1	Same	Same	Same
7	Assistant foreman 1	College	Entry	T 10/IIa
8	Foreman 1	College	4 years or more	T 12/IIIc
Total		9 employees, 2 with college degrees, 7 with secondary professional school training and diplomas		

Table 3. Job Categories for ATP-3

<u>Job No.</u>	<u>Description and No.</u>	<u>Education</u>	<u>Experience</u>	<u>Wage category/ Wage scale</u>
1	Controller 1	Secondary profes- sional with diploma	4 or more years	D 5-9/6-8
2	Basic machine and PRaM technician 1	5-year diploma	4 years	Same
3	Computer system technician 1	Same	Same	Same
4	Systems programmer 1	College	4 or more years	T 12/IIIc
5	Assistant foreman 1	College	None	T 10/IIa
6	Foreman 1	College	5 or more years	T 13/IIIc
Total for 4 basic machines:		15 employees, 3 with college, 12 with secondary professional with diploma		

Table 4. Job Categories for ATP-4

<u>Job No.</u>	<u>Description and No.</u>	<u>Education</u>	<u>Experience</u>	<u>Wage category/ Wage scale</u>
1	Technology manager 1	College	4 or more years	T 12/IV
2	Technologist (as needed and based on number of technologies) 1 or more	Secondary professional	4 or more years	D 6-9/7-9
3	Assembly foreman 1	College	Same	T 12/IV
4	Assembly technologist 1 or more	Secondary professional	Same	D -9/7-9
5	Chief controller 1	College	Same	T 12/IV
6	Machine technician 1	Secondary professional	Same	D 6-9/7-9
7	PRaM technician 1	Same	Same	D 6-9/7-9
8	Computer technician 1	College	Same	T 12/IV
9	Planner 1	Secondary professional	Same	T 10/IV
10	System programmer 1	College	Same	T 14/IV
11	Assistant foreman 1	Same	None	T 10/IIa
12	Co-foreman 1 or more	Same	4 or more years	T 13/IV
13	Foreman 1	Same	6 or more years	T 15/IV

In the immediate future we will not have available enough individuals with a secondary professional or college education to fill the positions of foremen. For this reason considerable latitude exists for the choice of wage scales. We can get through this transitional phase with the resources available at each workplace while at the same time creating the opportunity for fairly evaluating the experiences and abilities of those blue collar workers who have been working for a long time at these facilities and who will in the future be staffing ATP.

The model is currently plagued by a number of shortcomings in the current wage system. It may be expected that the automation of consolidated production divisions needed to facilitate robotization will bring with it some new problems. These problems will be evident in worker relations and it is almost impossible to reflect them in wage regulations. Furthermore the impact on the system of individual workers is immediate and has a more profound effect on the performance and duties of a given production division. The economic relationships between the workers in a given ATP as expressed by their wage rates is a very approximate model, the adjustment of which is most feasible within each given ATP.

The ATP is charged with developing an appropriate technical base for implementing team forms of work organization and compensation. The ATP staff, particularly the foremen grouped as a team, can resolve many of the problems involved in the uninterrupted operation of ATP and assist in the correct evaluation of the contribution of each and every worker to overall performance. The relatively high educational level for ATP staff that is presupposed in this model holds the promise for further democratizing management, for facilitating work-related and other worker initiatives, and for the participation of everyone in management. We consider the model to be appropriate for our current situation at the level of the production base. After we have achieved the level of robotization projected by the Eighth 5-Year Plan and our long-range program, and when we will also have available more graduates from training schools with diplomas, it will be necessary to rethink the model for the period after 1995.

3. Staff Training Model for Robotization

In developing a program for the training of staff for the robotization of our national economy we have followed these principles:

--Staff training for robotization will be conceived of in the broader context of staff training for the automation of our entire economy;

--This training strategy must be directly derived from the strategy for the installation of PRaM and the quantitative and qualitative needs of the completion of comprehensive automation;

--The training program will not be confined strictly to technical subjects but will also incorporate necessary economic and social aspects of automation related to the installation of robots and the presentation of this program to the general public;

--This model will be formed on the basis of the existing structure for school-based and in-service training, meaning that the balance of the training for automation will consist of modifying the content of existing courses at colleges and secondary schools;

--A part of the model will define the peripheral conditions for its realization, especially staffing and material needs (i.e., teacher qualifications for specific aspects of the training, the necessary equipment for laboratories and workshops, coordinating the printing of textbooks, etc.), as well as the clarification of the reasons for introducing robots in specific instances in given sectors of the economy.

3.1. Approach to Model Development

To assure that the necessary staff will be produced to carry out the robotization program we must put the finishing touches to and make fully operational a training system for blue collar, technical, and engineering professions--the objective of this program is to prepare a model for training staff for robotization and propose measures that will facilitate its gradual

implementation. This is a complicated set of issues of a systemic character, the resolution of which requires the work of teams. It was therefore necessary to set up a problem solving team composed of the pertinent specialists, establish work methods and set up a schedule for the completion of this work. Attention was devoted mainly to gaining a consensus of views on an outline of the model which, based on the documentary evidence to be obtained from cooperating institutes, will have to be gradually filled out and made more precise.

3.2. Main Considerations for Establishing Training Model

The main considerations for establishing this model were:

--Time: Stage 1, a transitional period from 1984-1986; stage 2, model implementation between 1986-1990; stage 3, projection for the year 1990;

--Quality: 1) The classification of ATP and automated production systems [AVS] outfitted with PRaM based on their technological objective, their sophistication, size and complexity and the requisite job descriptions for their operation and maintenance. The study, Classification of Worksites Outfitted with PRaM, cited in section 2 was made for this purpose; 2) the means for the selection, training and placement of workers for a) the maintenance and operation of robotized worksites; b) for the organizations involved in the design of robotized workplaces; c) for the research, development, design, pre-production preparations, production, assembly and installation of PRaM and their components; and d) for other workplaces that are involved in robotization (managerial offices, consulting firms, training centers, etc.), including the economic and social aspects of robotization;

--Quantity: This is mainly a matter of the data gained both from the program of installing PRaM in specific sectors and branches of the national economy and from the qualificational requirements set for employees in robotization, as these are set forth in the preceding section (in three areas: ASV and ATP operations; the design of robotized workplaces; the research, development and production of PRaM and their components). Based on these needs for skilled blue collar, technical and engineering employees it is possible, based on an appropriate program of training and education, to establish the requirements for their training based on the time requirements for implementing the PRaM program in our economy. An important part of these requirements is the support and retraining of workers displaced under this program;

--Resources: 1) Qualitative: Lists of graduates of existing or anticipated training programs at secondary professional training centers, secondary professional schools, post-diploma programs, colleges, postgraduate study and scientific training courses given by specific sectoral and enterprise institutes, Czechoslovak Society for Science and Technology courses, and other forms of study (study trips abroad, etc.). 2) Quantitative: This mainly involves counting the trainable professionals by specialization, required level of sophistication and years in existing or projected training facilities, both school and non-school related;

--Comparison of Data and Requirements: A comparison of the quantitative and qualitative aspects of requirements and their attainability makes it possible to propose the necessary measures for implementing the model of a training program for personnel to meet the needs of our economy;

--Economic: This involves the obtaining of at least an approximation of the costs to be incurred in implementing the model and the expected economic and social efficiency of its operation.

3.3. Proposed Model for Training Skilled Blue Collar Workers, Middle Professional and Engineering-Technical Staff To Assure the Robotization Program

The proposed model is based on current conceptions of the incorporation of the CSSR, as an industrially advanced country, in the process of robotization of production techniques. In this regard, the training of specialists for robotization will call upon the expertise of various organizations:

--The training of researchers is best performed at selected CSAV facilities and colleges;

--The training of engineers specializing in robot development, the design of robotized worksites and integrated, computer controlled production (CAD, CAP, CAM, CAT) is best undertaken by the faculties of engineering colleges, and especially by those involved in the training of mechanical and electro-technical engineers both at the undergraduate and the postgraduate level;

--Employees involved in the design and especially the operation of automated workstations equipped with PRaM are best trained by the end users;

--General training for the introduction of PRaM is the responsibility of the Czechoslovak Scientific and Technical Society, the courses of which offer rapid and effective information for the managerial and engineering-technical employees of those organizations where the building of robotized workstations is planned for the near future;

--For employees involved in service and operations it is expected that most of the training will take place as part of comprehensive deliveries (as is the case with computers) by the suppliers of the PRaM.

3.4. Model for Training Professionals at Professional and Secondary Schools

Current analyses of the system of study programs for the training of youth for blue collar jobs indicates that in the future it will not be necessary to make any basic changes in the nomenclature of these programs. It will be necessary, however, to update the subject matter taught in these programs. It is becoming increasingly important to improve training in the area of automation, robotization, electronics, and computer technology. It has been shown that it is essential that students, especially those from fields in engineering, the electrotechnical, chemical and petrochemical industries, as well as those from most areas of processing industries, master the basic

information and findings, as well as obtain practical experience in the application of PRaM, to production processes.

A listing of the measures intended to facilitate the introduction of training in microelectronics, computer technology, and robotics for the training of young people for blue collar occupations is not possible given the constraints on this article. Changes necessitated by R&D in education have all for the most part already been included in curriculums. Background requirements and required courses have been arrived at in close cooperation with those sectors for whom the students are receiving training. In conjunction with the introduction of the subject of robotics into secondary school curricula teachers must be trained as well. Such training can be best provided within the context of the professional-innovational part of the training, the focus of which should be the use of PRaM in production processes.

3.5. Model of Training at Colleges

The pressure to increase productivity and the quality of production is the motivation for the growing attention being paid to the use of automated production equipment, a classification within which industrial manipulators and robots are an increasingly important part. Automation is making continual inroads where there is monotonous work or where work takes place in a hazardous environment. The process of training experts in this newly developing field known as robotics has been undertaken mainly by the engineering department of the Czechoslovak Technical Institute [CVUT] in Prague within the context of the multidisciplinary study, Industrial Manipulators and Robots. This program has already become a part of the curriculum for years 4 and 5--this curriculum is listed in Table 5. The objective of the program is to train engineer-specialists in the area of PRaM with the emphasis on design and operation. The study emphasizes primarily the comprehensiveness of automation, links between individual automated resources, and an optimizing approach to the whole issue. Graduates find jobs in all areas of engineering and non-engineering production, where they work as designers, design engineers and developmental employees for automated production units outfitted with PRaM. At the electrotechnical department of the CVUT in Prague a concentration called Robotics has been introduced within the curriculum Technical Cybernetics. There is a similar major at the electrotechnical department of the VUT in Brno. At the engineering department of the Technical College in Kosice there is an interdisciplinary program called Robotics Technology that concentrates mainly on the design of automated production systems with PRaM.

A further step is providing for training in automation in the remaining and related fields. Automating production in turn has an impact on the pre-production phase, which must also have at its disposal properly qualified personnel. The structure and workings of produced parts and entire systems must also be subordinated to production automation. With this in mind it is necessary to augment curricula in basic programs, and in some specialized ones as well, with the following courses: 1) the automation and robotization of technical procedures; 2) design techniques related to automated production; 3) engineering techniques related to automated production; 4) techniques for automated production; 5) organization and economics of automated production.

Table 5. Interdisciplinary College Curriculum for PRaM

	<u>Winter semester</u>	<u>Summer semester</u>
Year 4		
Scientific communism	1+2 z	1+2 z, zk
Construction of production machines	4+1 z, zk	4+0 zk
Mechanizing and automating production machines	4+0 zk	2+0 zk
Pneumatic and hydraulic mechanisms	3+1 z, zk	--
Electric measurement of nonelectric magnitudes	1+2 zk	--
Construction techniques and hands-on construction training	2+6 kz	0+6 kz
Special techniques	2+1 z, zk	--
Mechanical manipulating equipment	--	3+2 z, zk
Theory of automated machines	--	3+1 z, zk
Laboratory work with mechanisms	--	0+4 z
Fundamentals of computer technology	--	1+1 z
Field trip	--	1 week
Total number of hours weekly	17+13	14+16
Number of exams	4	5
Military training	6 hours	6 hours
Year 5		
Servomechanisms	2+1 z, zk	--
Automated management systems	3+0 z, zk	--
Production systems for large-scale production and assembly	4+1 z, zk	--
Electrotechnical production equipment	3+2 z, zk	--
Design training	0+4 kz	--
Lab work with control systems	0+4 z	--
Industrial handlers and robots	4+0 zk	2+0 zk
Computer managed engineering output	2+0 z	2+5 z, zk
Mathematical-logical modelling	--	2+1 z, zk
Electronics	--	3+2 z, zk
Design and installation of automated system with robot	--	2+1 z, zk
Final design	--	0+10 kz
Total hours per week	18+12	11+19
Number of examinations	5	5
Subjects of final state examinations:		
1. Marxism-Leninism		
2. Mechanics		
3. Mechanization and automation of production machinery		
4. Fundamentals of construction of production machinery		

No less important is the role of the colleges in increasing the qualifications of current employees or retraining people from other fields. To further this objective a postgraduate curriculum has been introduced entitled "Industrial Manipulators and Robots," the courses for which are listed in Table 6. At the same time it is essential to pay increased attention to the coordination of individual offerings of postgraduate courses with the latest findings of R&D and practical experience. In conjunction with this hands-on approach to postgraduate training it is essential to provide all necessary preconditions so that enough such courses may be organized to fill planned requirements for experts in these areas. The program is completed with an independent project related both to problem solving for PRaM, but also entire robotized worksites.

Table 6. Curriculum for Postgraduate Course in PRaM

	<u>Lecture</u>	<u>Concentration</u>
Social science subject	10	
Mechanization and automation of production processes	16	
Engineering fundamentals of production machines at automated worksites (production and assembly lines, etc.)	16	
Automated production techniques	16	
Engineering of manipulators and industrial robots	24	
Operation of manipulators and industrial robots	16	
Hydraulic and pneumatic mechanisms	12	
Servomechanisms	12	4
Electrotechnical fundamentals for handling equipment	12	
Theory of automated machinery	10	4
Mathematical-logical modelling	10	4
Fundamentals of automated control	16	
Design methodology for automated production equipment using manipulators and robots	8	5
Laboratory work and concentration	60	5
Final project		160
Total classroom hours:	275	
Final project:	160	

3.6. Other Forms of Personnel Training

In addition to both types of college programs--undergraduate and postgraduate--it is also necessary to support those college teachers who handle the training of groups of workers within the context of the Czechoslovak Scientific and Technical Society and at enterprise or sectoral institutions. This is normally a matter of specialized courses and seminars designed for technical employees with a secondary level or college education and who are dealing with the issues of production automation within their own enterprises. The objective of these programs is the upgrading of knowledge in the field of robotics, primarily from the viewpoint of the operation of handling equipment and the engineering of single purpose manipulators and auxiliary manipulating

equipment adapted to a given application. Such courses are usually organized to cover two semesters with a required final project. Training in Slovakia for engineers and technicians and the upgrading of their skills proceeds in the same manner as in the Czech lands. Basic information about robotics, its objectives, potential and limitations is provided in varying, usually 5-day courses offered at training centers of the Technology Houses of the Czechoslovak Scientific and Technical Society.

3.7. Potential for Applying "Module Approach" to Training of Experts for the Robotization of Our Economy

The application of a "module principle" is based on the utilization of a systemic approach and takes account both of the comprehensive nature of robotization and its rapid pace of innovation. It also takes account of the actual conditions and potential for staffing and material preparedness of our colleges to train personnel in the field of robotics (the author of this module approach is Prof Eng J. Buda, doctor of science, dean of the engineering department at the Kosice Technical College). The field of robotization, under this approach, is divided into about 80 study modules, with each module taking about 10-20 hours to complete (lectures, exercises, laboratory exercises, and semester projects). In addition these modules are classified as 1) basic (general definitions, classifications, origins, developmental trends, etc.), 2) universal (possibility for use in curricula for teaching innovation), and 3) special (designated for specific specialities depending on the position of the graduate). An overview of the proposed organization of the modules is presented in Table 7. Based on this module approach it is possible to develop a highly flexible and efficient system for training experts in robotization at different levels, as shown in Table 8.

Table 7. Proposed Grouping of Thematic Units for Module Teaching of Robotics (Z--basic; U--universal; S--special)

1. Theoretical Basis

1. Discrete mathematics	Z
2. Mathematical programming	U
3. Algorithm and resolution theory	U
4. Heuristic methods	U
5. Systemology	Z
6. Theory of hierarchic systems	U
7. Information theory	U
8. Information structures	U
9. Modelling theory	U
10. Character models and formal languages	U
11. Regulation theory	U
12. Automated control theory	U
13. Theory of final automated machines	U
14. Computer graphics	U
15. Bionics and cybernetics	Z
16. Fundamentals of artificial intelligence	Z
17. Pattern recognition	U

18. Activity planning	U
19. Expert systems	S
20. Communication in normal speech	S
2. Elements for Building Robotic Equipment	
1. Component basis for robotics	Z
2. Basic electronic components	U
3. Converters	U
4. Optoelectronic components	U
5. Memories	U
6. Microprocessors and complementors for microcomputers	U
7. Power supplies, cross-connecting leads, intakes	S
8. Visual and tactile sensors	U
9. Technical sensors	U
10. Electric motors	U
11. Pneumatic motors and components	U
12. Hydraulic motors and components	U
13. Servomechanism components (metering, transducers and control circuits)	U
14. Servomechanisms	U
15. Mechanical converters, wiring, bearings	U
16. Dynamic and kinematic mechanism synthesis	S
17. Kinetic joints and robotic equipment modules	U
18. Control circuit design	S
19. Servomechanism design	S
20. Kinetic joint design	S
3. Components for Robotic Systems	
1. Control technology for robotization	Z
2. Microcomputers	Z
3. Control computers	Z
4. Computer systems and networks	U
5. Internal memories	U
6. Communications and imaging equipment	U
7. Control systems for robots	U
8. Control systems for production machines	U
9. Sensor subsystems	U
10. Autonomous control complexes	U
11. Multiprocessor control complexes	S
12. Hierarchic control complexes	S
13. Robotics technology	Z
14. Manipulators	U
15. Industrial robots	U
16. Intelligent robots	U
17. Mobile and special robots	S
18. Robot effectors and related equipment	U
19. Peripheral equipment for robotic systems	U
20. Transportation and warehousing equipment	U
21. NC production machines for robotics	Z

22. Control and measurement systems	U
23. Design equipment for robotic systems	S
24. Robot and manipulator design	S
25. Peripheral equipment design	S
 4. Programming	
1. Program typology for robotics	Z
2. Machine languages, assemblers and macroassemblers	U
3. Universal programming languages	U
4. Languages for production machines and measurement equipment	U
5. Simulation languages and systems	U
6. CAD system programming	S
7. Languages for industrial robots	U
8. Artificial intelligence languages	U
9. Databases	U
10. Control unit operating systems and processors	S
11. Operating systems for robotics complexes	S
12. Diagnostic programs	S
13. Designing programs for engineering activities	S
14. Designing programs for control	S
15. Program testing	S
 5. Design and Operation of Robotics Systems	
1. Typology of robotics technology	Z
2. Design methodology	S
3. Design documentation	S
4. Analysis of workpieces and production conditions	U, S
5. Technology for robotics systems	U, S
6. Selecting production resources for robotics systems	U, S
7. Robotics modules	U, S
8. Robotics cells	U, S
9. Robotics systems and lines	U, S
10. Integrated production and fully automated plants	U
11. CAD, CAM, CAE synthesis	U
12. Human factor in robotics	U
13. Work safety	U
14. Reliability of robotics systems	U
15. Electronics for robotics systems	U
16. Testing robotics systems	S
17. Operations management and organization	S
18. Maintenance and upgrading	U
19. Automated engineering	S
20. Automated design	S

Table 8. Model of Modular Structure for Training Experts in Robotization
 Z = basic modules; U = universal modules; S = special modules

<u>Level</u>	<u>Fields of study</u>	<u>Subject classification</u>	<u>Innovative subjects</u>	<u>Robotics modules</u>
1.	For all engineering fields	Basics of robotics - 5 modules (Z)	1-5 modules (Z, U)	5-10
2.	Fields of study in main applications of robotics (such as nonspecialized engineering techniques), Economics and management	Basics of robotics 5 modules (Z)	5-15 modules (U)	10-20
3.	Developing new disciplines, such as: operating robotics systems-automated management systems in robotics	Approx. 4 new subjects from basic, universal and special modules 15-25 (Z, U, S)	5-15 modules (U)	20-40
4.	Development of new fields of study 1. Robotics technology and integrated production 2. Robotics equipment 3. Control of robotics systems	Selection and grouping of about 80 modules: 60 of type Z and U, 20 of type S		about 80

4. Conclusion

The Eighth CPCZ Central Committee Plenum, held on 15 and 16 June 1983, set forth the main objectives of R&D for our national economy and, among other things, provided for a concentration of effort as well on the "development and utilization of industrial robots and manipulators and their broad application in the interest of reducing work, especially physically exhausting work and work in unhealthy environments." The fulfillment of these tasks is closely connected with the further development of comprehensive automation in all branches of the national economy. The necessary material and technical preconditions for this development are gradually being put in place, not only within the context of our economy, but also in terms of coordinated efforts by all the CEMA countries. In this regard it is appropriate to point out that the leaders of the CEMA in this regard are the USSR and GDR, with the development of comprehensive automation in the CSSR lagging somewhat behind. Among other reasons this state of affairs has resulted from a lack of trained personnel, who are essential for the successful implementation of this process.

Development trends of comprehensive automation and robotization of production processes involve demands on people that take the specific forms of the tasks of designer of an automated production system with PRaM, as well as in the task of the operators and users of this system. The fulfillment of both above-mentioned tasks requires from these individuals completely new knowledge and skills, different from those involved in the design and operation of other systems.

For this reason personnel must be specially trained to fulfill these objectives in a targeted, newly created system of personnel training which must include not only the training of new experts within the school system, but also a system for upgrading qualifications (and retraining) workers already in the field.

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BANKERS, ENTERPRISE OFFICIALS DISCUSS CREDIT POLICY

Warsaw ZYCIE GOSPODARCZE in Polish No 1, 5 Jan 86 p 5

[Article by Marzena Kowalska: "Policy of Available Credit"]

[Text] The invitation to a discussion on the draft plans of documents that regulate the functioning of banks; i.e., on the main directions of credit policy and instructions for 1986, organized by Prof W. Baka, the recently appointed president of NBP, may be interpreted as having a specific relevance to the tradition of meetings between the government plenipotentiary for economic reform and consulting enterprise representatives. The group of enterprises is, to be sure, not as large since it is made up of 50 units and not 100. A part of these 50 enterprises are making their debut in the consultative meetings held by Prof Baka. However, "the discussion," stated its initiator in his conclusion, "turned out to be productive."

The bank-enterprise relationship is not, as we all know, the best. We hear talk about the excessive interference of banks in the internal affairs of the financial management of enterprises. Opinions on the functioning of the principle of "difficult money" are also varied.

On quite a few occasions, someone from among the consultants engaged in discussion in the columned hall of the URM [Office of the Council of Ministers] would complain about the shortcomings in the functioning of the bank apparatus and gaps in the substantive preparation. Similar, although somewhat weaker reservations were also voiced at the inaugural session of consultative enterprise representatives at which the NBP president presided. The bankers did not remain silent. In their opinion, excessive paternalism and the meanders associated with this in the financial management of enterprises relieve their clients of the burden of concern for self-financing which often expresses itself in an indifferent attitude toward bank recommendations. However, the discussion was not dominated by mutual complaints but attention was concentrated on seeking out the kinds of solutions that would facilitate the shaping of a partnership-like model of bank-enterprise relations.

The bank, which up to now has willingly and most frequently been treated as a savings institution, must finally become "the executor of efficiency," stated Prof Baka who opened the discussion. According to the NBP

president this motto should entail the following principles: support for efficient enterprises, assistance in overcoming difficulties offered to active enterprises and the consistent elimination of inefficient units. The team for financially threatened enterprises, which has been active for only a short period of time and which controls the current state of candidates for bankruptcy, is to further this end.

However, such an institutional solution cannot replace a smoothly running bank apparatus, the coordination of sources of enterprise funding or properly formed relations between banks and state administration agencies. Particularly, this latter sphere, which has been ensnared in a web of informal relationships strengthened over the years, hinders, in the opinion of bankers, the establishment of partnership-like cooperation between operational departments and enterprises whereas the relationships which come into play here preclude the efficiency of the entire bank system.

The basic assumptions of both documents were presented by the NBP vice-president, L. Urbanowicz, who stressed that the most important direction of credit policy of the upcoming period will be the principle "credit--yes; tax relief--no", which in his opinion is the road to improved efficiency. The translation of this principle into a language of practice is supposed to signify easier access to developmental credit, credit for investments, interim and payment credit, and greater freedom in the enterprise management of funds. Among other things, a more flexible attitude toward the matter of so-called financial loose spots, whose appearance until recently automatically meant the reduction of credit allotted to an enterprise, is being envisaged. The new regulations are to eliminate this volatile point from bank-enterprise relations.

The requirements presented by banks with regard to an enterprise's own participation in financing operations are also proposed to be lower or rather more flexible. However, it was stressed frequently and emphatically that this does not signify the liberalization of credit policy. The credit plan does not foresee an abundance of funds--quite the contrary. A deficit of approximately 140 billion zlotys is assumed, "which," declared Prof Baka, "will not mean running away from crediting totally but should compel the channeling of funds there where their use may bring the greatest economic and efficiency results."

In general, the presented draft plans were met with a favorable assessment by both the enterprises and the bankers from regional departments. Praise was given to those solutions which would give preferential treatment to efficient enterprises. In the "Guidelines" draft plan, the promotion of developmental undertakings, which would enable production growth, especially export production growth, and the ushering in of technical progress and economizing measures is advocated. Increased credit amounts for enterprise investments, above all, for renewal and modernizing investments were also projected. More developmental credit and the extension of its repayment to 5 years is envisaged. These types of

credit are to play a larger role than had been the case until now in promoting efficient undertakings. The credit amount will be connected to the growth of reserve funds arising from the expansion of enterprise activity and from price increases, and also to an enterprise's own funds.

A great deal of emphasis was placed on the prompt repayment of converted credit with the greater involvement of an enterprise's own funds. It is also assumed that credit for continuing needs should be systematically reduced depending on an enterprise's wealth in the developmental fund. Greater flexibility in approving credit for debts was projected. The possibility of granting this credit for periods longer than has been the case until now--even for as long as 1 year--is not being ruled out. This received the approval of both bankers and bank clients. It was not concealed that, in effect, this is the most sensitive instrument of exerting influence on an enterprise.

The "Guidelines" also envisage the granting of temporary credit assistance to efficiently run enterprises for the financing of needs arising from the necessity of accumulating short-term and economically substantiated reserves which cannot be financed with the already granted credit.

In sum, eight types of credit are to be accorded for operational activity. This number was accepted without any particular approval but rather as a necessary evil, rightly fearing greater work intensiveness both in NBP departments and in the enterprises themselves.

The formula, that bank credit in the field of investments should be used as an instrument of actively exerting influence on the structure and modernity of production and services while upholding as the main principle that credit can be granted up to 80 percent of the cost estimate value of an investment while the crediting period should not exceed 10 years, did not raise reservations. The credit amount, credit periods and also--according to some--the credit cost in the form of the interest rate should be differentiated depending on an enterprise's specific situation, the nature of the investment and its purpose.

Vice-president Urbanowicz stressed emphatically and frequently that in granting long-range credit assistance to enterprises that have credit ability and work to improve efficiency, operational departments should tighten the criteria for granting credit to inefficient enterprises. Units that have poor credit ability may receive credit on condition, and this should be reflected in the credit agreement, that they assume concrete activity that would bring about improved efficiency.

Approval was expressed for the entry which stated that a condition for the granting by banks of credit assistance to an enterprise threatened with bankruptcy should be, among other things, the maintaining by that enterprise of wage increases within limits which would not produce additional burdens in the form of a tax on above average wage payments as well as forgoing the paying out of rewards and bonuses from profits during the period of implementing the program of placing the enterprise on its feet again.

The comments and doubts that arose on the basis of the presented draft plans were varied in nature. Bank clients looked at things differently than those who will review credit recommendations, although, neither the former nor the latter voiced any substantial reservations.

The consultants, among whom were representatives of industry, small manufacturing businesses, and agricultural trade and services, praised both the greater clarity of the instructions and the guidelines as well as the simplifications in credit availability and, particularly, the possibility of obtaining credit for urgent payments. However, things did not go off without any "buts". This pertains to the reliability and accuracy of the assessment of the financial situation of an enterprise.

It was argued that the lame system of prices causes certain objectively justified undertakings presented in figures to appear inefficient. Profitability, treated by bankers as a symptom of current and prospective credit ability, takes on a deceptive appearance, especially there where rigid prices are binding. It was also not held back that despite simplifications in the availability of credit, the necessity of repayment from the developmental fund will continue to deter prospective clients. The state of the developmental fund under conditions of the instability of economic and financial solutions and the huge greediness of the budget is a big unknown. It was frankly stated that the taking on of credit to be repaid from profits is an act of courage. It is no wonder, therefore, that there are and will not be many of those willing to take such a risk--at least not until fiscal policy will be coordinated with credit policy into a single financial policy.

The term "prospective credit ability" gives rise to a lot of uncertainty. The question remains, "How does one measure it?" This was not the only question of a methodological nature. Many concepts and methods require more precise elaboration and improvement. Prof W. Baka called attention to this in summing up the discussion. This is particularly important at the threshold of the new year which the NBP president called the year of "strengthening the banking system."

The mode and procedure of conduct of banks toward the existing and arising organizational giants was referred as if to a blank spot in bank instructions. There are a lot of conflicts and misunderstandings in this sphere. It could be seen during the discussion that the banker's soul is rebelling in the face of a situation where the credit ability of a unit which is part of a partnership, business concern or some other giant is precluded by the fact that an enterprise as a whole possesses this credit capacity, although, if we take a closer look at the finances of subordinate units, this entire matter is not so unequivocal. These comments convinced the president who in his summation of the discussion announced that this vital issue would be included in the bank instructions. This would clear up the situation of bank departments which currently, in fact, fulfill an ornamental function.

The bankers also came out with the proposal, which was backed by the consultants, that investment credit within the framework of a pool controlled by an overseeing unit be granted to operational departments. In any case, this was one of many postulates of shifting a part of authority from higher rungs to a lower level; i.e., there where cooperation between the bank and the enterprise takes on a realistic shape and the awareness of needs is most complete.

Besides quite specific comments that cannot be considered secondary and which, for example, concern the manner and methods of the clearing of accounts, interest rates and repayment dead-lines, a proposal was voiced most frequently by bankers that greater significance be accorded to the cost of credit (variable interest rate) and to the conditions of repayment. Credit should become a parameter which as a result would better fulfill the motivational function. Credit cost and not its flow should influence the allocation of funds. The NBP president agreed with this viewpoint stating at the same time that under the current financial situation of many enterprises, this is more a proposal for the future than for implementation today.

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'POLONIA' FIRMS EXPLAIN HARD CURRENCY EXPORT DROP

Warsaw ZYCIE GOSPODARCZE in Polish No 2, 12 Jan 86 p 14

[Article by E.M.: "'Polonia' Firms Want to Export"]

[Text] On 14 December of last year, a meeting was held at the Polonia Society headquarters in Warsaw between a group of businessmen of Polish descent, who run enterprises in Poland, and journalists interested in the economic problem. Obviously, the topic of discussion was the activity and growth of "Polonia" firms. In the first phase of the discussion, it would appear that the owners of these firms have no other concerns than what is being written about them in the press. And in their opinion, they are negatively and unfairly presented to the point that it would appear that there is an outright campaign being waged against them. The journalists argued that the criticism was not unsubstantiated and pointed out the generally high prices on goods from "Polonia" firms which do not always reflect equally high quality, the not very ambitious production program, etc. The "Polonia" businessmen did not deny that such cases do exist. However, they would not allow themselves to be convinced of the objectivity of the criticism, citing classic examples of the mistaking of the victim of an offense for the perpetrator or thief whereby in this case, the "Polonia" firm was to be of course, the presumed thief. In this atmosphere, a formula presented by the meeting chairman in accordance with the saying, "What was and is not is best forgot" ["co bylo, a nie jest--nie pisze sie w rejestr"], turned out to be successful in ending the controversy. This made it possible to move on to discussing more important problems involved in the activity of foreign small business enterprises. Unfortunately, not a very comforting image was formed from the remarks made by the owners of these enterprises.

The export business of 'Polonia' firms, which grew until 1984, began to fall rather drastically. According to information given by Stanislaw Szumski, the assistant secretary general of the Polonia Society, this drop may turn out to be over 50 percent smaller than last year, at which time it amounted to \$23 million rising in comparison with 1983 by \$7.2 million; i.e., more than 45 percent. The owners of the "Polonia" firms gave as the reason for the decline in their interest in free foreign exchange exports (at the same time, they are implementing

increasingly larger deliveries to CEMA countries), the unfavorable changes in the financial conditions of their operations and, in particular, the introduction on 28 July 1983 of the obligation to sell half of their foreign exchange revenues to the state at the official rate of exchange for the zloty. "We do not want a return to the state when exports would balance out imports," they assured. "We want to export and we understand that the state must benefit from this also." However, at the same time they also declared in no uncertain terms that they, too, must make a profit from exports and in no case can they lose on them. Meanwhile, Stanislaw Lewandowski from Sweden, the owner of a furniture manufacturing enterprise and the most eloquent spokesman for the interests of the "Polonia" firms, explained demonstratively that with the currently overly high official rate of exchange for the Zloty, the sale of half of the export revenues at that rate, radically raises the cost of obtaining one dollar. This requires that exports be implemented at \$2. If in this case, the cost of one dollar amounts to, for example, 300 zlotys (and that of \$2--600 zlotys), then during the sale of one dollar at the official rate, the other dollar costs the exporting firm approximately 450 zlotys. Business becomes all the more problematic if, in addition to this, the firm pays a high commission (10 to 12 percent) to the foreign trade enterprise whereas production requires an import "input" also in free foreign exchange. Therefore, the calculation is fundamentally simple.

Thus, both exporters and potential exporters feel that, first of all, a half is too much (at the most 30 to 35 percent, although, it seems that not everyone would be willing to agree even to this). Secondly, they cannot lose on the exchange rate. The best thing, explained Mr Lewandowski, would be for the rate to be realistic and binding for everyone. However, since this is not the case and since the "Polonia" exporter cannot take advantage of the countervailing account as is the case with socialized enterprises, the exchange rate losses should be somehow compensated, for example, with tax breaks.

The drop in free foreign exchange exports of private enterprises should not come as a shock to anyone, stated their owners. They had already anticipated this at the time of the introduction of the amended rules and regulations and they gave signals of this to the authorities. During the meeting, they also made it very clear that keeping these regulations in force in their current form will lead to the further decline of exports and, consequently, to the decline of incoming foreign exchange into the state treasury by virtue of the compulsory sale. According to the discussion participants, it is possible to find solutions that would generate appropriately large, systematic export growth and an absolute increase in the foreign exchange income of the state with a reduced rate of compulsory sales. In any case, the "Polonia" businessmen feel--as is only fitting for true business people--that only mutually advantageous rules and regulations can be the foundation for any kind of sensible economic activity.

It was also pointed out in the discussion that the legislator did not look into creating any kind of investment incentives without which there can be no talk of expanding production and the export of products of the highest technical caliber. The "Polonia" businessmen are not allowed to finance the purchase of equipment from current export yields; there are no foreign exchange depreciation allowances whatsoever whereas the 10 percent zloty rate is too small. This means that the depreciation of equipment occurs during a period of 10 years whereas modern production requires that this period be reduced to 2 to 3 years. Furthermore, investment incentive rates have also not been incorporated into the tax rules and regulations, treating the profits of an enterprise owner on an equal basis with the part that is set aside for the development of an enterprise. The tax policy of the Ministry of Finance has been accused of excessive fiscal stringency with no room for the creation of conditions for the stable growth of "Polonia" firms. At times, there was an outright tone of a kind of suspicion whether there is not a hidden intent to restrict this growth. In any case, in the eyes of the interested enterprises the situation matured to a serious discussion about state policy toward foreign small business enterprises.

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MISUSE OF ENTERPRISE MOTOR POOL VEHICLES DEPLORED

Bucharest REVISTA ECONOMICA in Romanian No 48, 29 Nov 85 pp 7-8

[Article by Dr Nicolae Antoniu]

[Text] Transportation is a vitally important branch for the national economy, comparable to the "circulatory system" of a living organ, with any defect and imbalance in this mechanism producing shortcomings in all areas of production and consumption and in the development of public life. Taking into account their special importance in society, our party and state have given and are giving great importance to the development and modernization of transportation and to the growth in the economic efficiency of activity in this basic sector of the national economy.

The current stage of intensive development of Romania's entire national economy urgently requires as an objective need the growth in economic efficiency in the branch of transportation, also. At the RCP CC Political Executive Committee meeting in October 1985 it was felt that, although the share of transportation expenses in total material production expenses and in social product has fallen year after year, the Ministry of Transportation and Telecommunications as well as other ministries and economic units with means of transportation have not taken all the measures necessary for this purpose and, for that reason, transportation expenses continue to be high. Proceeding from this fact and from the requirements for firm application of the economic-financial mechanism, the motor vehicle transportation sector also has special tasks with great responsibility, where decisive measures have been established to have substantial reduction in transportation expenses, also taking into account that costs in this subbranch of transportation are much higher than in the other transportation sectors.

The current system for organization and operation of the motor pool was set up years ago (1960), when concentration of the motor pool took place in the big specialized transportation units, marking the limits of the area of action of the general-purpose pool (public) under the Ministry of Transportation and Telecommunications from the internal one, under the administration of ministries and other central institutions, enterprises and so forth, which have at their disposal a limited number of motor vehicles and the purpose of which is to provide their own transportation in the sphere of production. At the present time, besides the pools belonging to the Automotive Transportation Enterprise, which holds the greatest share, and the Enterprise for Specialized Agricultural Transportation), a large number of motor vehicles are concentrated at other holders

of motor pools, either for general transportation or for specialized transportation by areas--oil, chemistry, mining, geology and so forth.

It is clear and statistical data express that year after year the technical-economic indicators for operation of means of transportation (coefficient of use of the pool and coefficient of use of the capacity, daily average route) have recorded considerable improvements and that, due to permanent concern, the public motor vehicle pool enterprises have fulfilled and even overfulfilled the plan tasks and have recorded savings in the production costs and have fulfilled the profits plan and so forth. At the same time, one should not lose sight of the fact that, analyzing the indicators of efficiency--productivity, production costs and so forth--one may determine the high output of the general purpose pool over the level achieved by the internal pool. In some ministries and central organizations, the indicators of usage of motor vehicles in the supply generally represent 60-70 percent compared with the enterprises of the Ministry of Transportation and Telecommunications, although the results obtained here cannot be considered maximum, either.

Analyzing the indicators which caused the growth in productivity in the current five-year plan, one thus may note, along with the fact that the quality indicators of the enterprises with a public pool still have large reserves for improvements, that those achieved by the internal pool are at a much lower level. As pointed out at the meeting of the Political Executive Committee, the unjustifiably high cost recorded by the units with their own pools negatively affects the level of production expenses, seriously burdens the enterprises' budgets and conflicts with the requirements for economic-financial self-management.

Currently, some ministries and central institutes have formed their own pool of oversized motor vehicles. The major interests of the national economy require that the means of transportation in the supply of all holders of motor pools should be used with maximum efficiency and that the leadership factors in each economic unit should consider in certain situations whether it would not be more economical and advantageous to use means of transportation from the general-purpose pool or, even better, to resort to railway transportation. And this is because many times a lot of standing time is recorded by the motor vehicles in their own pool or they are being used way below their capacity for uneconomical distances and they are not maintained and operated appropriately, which causes high gas consumption, repairs and other transportation expenses.

Under conditions where the indicators of efficiency, particularly the level of transportation costs with their own motor vehicles, are not at a level lower than the general level of costs established for transportation with vehicles from the general-purpose pool, from an economic viewpoint it is justifiable for the holders of the pool in question not to be entitled to have their own motor vehicles in use. For that reason, in our opinion, the main direction for rationalization and rise in efficiency is to continue the process of concentrating the pool in large, specialized units, which would allow fulfillment and even overfulfillment of the current indicators of operation achieved by the units of the Ministry of Transportation and Telecommunications.

At the same time, we think it is reasonable for some ministries and central units to be able to have at their disposal their own pool, of a reasonable size, one

which would be used exclusively for carrying out specialized transports and at the level of efficiency reached by the enterprises with a public pool for general service. We think it timely and efficient to establish and improve the activity of some single transport organizations by centrals, groups of enterprises and by cities, for the units situated within a city or certain zone, by concentrating the vehicles belonging to the particular units and using them reasonably.

The requirements for more efficient use of the motor vehicle pool require a stricter definition of the area of activity, both within the current organization of the country's motor vehicle pool as well as between the various subbranches of transportation--motor vehicle, railroad, river and sea. So we feel that the following should fall within the task of the pool of the Ministry of Transportation and Telecommunications: transportation of goods within the counties, the transportation of bricks and cement, sand and other mass products from factories and pits, except for internal transportation of the construction sites; transportation and expediting of goods by a combination of motor vehicle-railroad, motor vehicle-ship and motor vehicle-airplane; intercity transportation of people by bus. In this case the internal pool would have the following categories of transportation: the job site and plant transportation, transportation of intervention needed to eliminate defects occurring on the railroad lines, in the pipes for transporting of oil and gas products, in the water supply and distribution lines, roads and bridges as well as electric, telegraph and telephone lines.

By branches of the economy we feel that the motor vehicle pool for internal transportation should have the task of carrying out most transportation from industry and construction, occasional transportation from the branch of goods circulation, as well as transportation from agriculture (except for the harvest campaigns for fruits and vegetables, starchy crops and corn, when a portion of the volume transported should also be carried out with the public motor vehicle pool of the Ministry of Transportation and Telecommunications).

The demand for reasonable and highly efficient use also is required with regard to motor transportation made by the units of the Ministry of Transportation and Telecommunications, where rather high costs are being recorded. It is significant for us to specify that motor vehicle transportation is the most expensive kind (10 times greater than railroad transportation). Under these conditions it is necessary that, by analyzing the way in which the requirements for transportation of the national economy are provided, there be a reduction in the volume of goods transported with motor vehicles which involve the highest gas consumption and the highest costs. For this purpose it has been forecast that by the end of this year a 30-percent reduction is to be obtained in transportation of goods among the counties and more than 80 percent in transportation of passengers --which leads to the savings of appreciable quantities of fuel. What is more, studies made by specialists show the possibility for passing on to the railroads around 20 percent of the current volume of goods and passengers transported by motor vehicle.

Greater attention should be given in each transportation unit to rational use of the motor vehicles, on economical routes and at maximum capacity, extending the actions taken to increase the capacities of transportation by making the bodies much higher and by increasing the number of trucks to 3-5, compared with

the 1-2 currently pulling the big-capacity motor vehicles. Although there are some achievements from this viewpoint, goods transportation in containers and by palletization does not hold a percentage which corresponds to existing conditions and the clear advantages they offer. Extending this efficient form of organizing the expediting of goods can contribute to reducing standing time for loading and unloading by 20 percent, reducing the labor force involved in handling the goods by 50 percent, the direct effect of which would be to have available around 3,000 motor vehicles, together with significantly reducing transportation costs.

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ECONOMIST SAVIN ON IMPACT OF DECLINING OIL PRICES

Belgrade PRIVREDNI PREGLED in Serbo-Croatian 14 Feb 86 p 8

[Article by "zrn": "Lower Interest Rates the Greatest Gain"]

[Text]

Yugoslavia has long-term contracts for the purchase of petroleum, which places it in a position of not taking advantage of the impact of falling petroleum prices. We should not expect the prices of petroleum and petroleum products to fall in Yugoslavia, says Dr. Davor Savin, economic adviser to the president of the SFRY Assembly. We pay for petroleum with the dollar, which is mostly rising, while the dinar is falling. On that basis, then, it is certain that the drop in the price of petroleum will not have an impact on the Yugoslav economy.

"Yet it ought to be emphasized," Dr. Savin said, "that if the negotiations with the countries from which we purchase petroleum turn out successfully, these purchases may be less expensive in the future. Even in that case, however, Yugoslavia ought not to lower the price of petroleum. There are two strong reasons for this: the real price of petroleum and gasoline is at the 1977 level, and the gasoline tax is also one of the important sources of revenues for the federal budget. The additional income might be used in the budget to reduce the turnover tax on indispensable articles such as food. The government might also use that surplus to stimulate the economy and development programs."

Although logic argues that the drop in prices of petroleum on the world market ought to work towards a drop of prices in our country, Dr. Savin feels that it should on the contrary be burdened with additional taxes. But they should at the same time be accompanied by an opening up of other channels for conversion from petroleum and gasoline to other sources of energy.

Lower petroleum prices, accompanied by a drop in the dollar, will bring about a certain restructuring of currencies in the European monetary system. Dr. Savin estimates in this connection that there will be a pressure for revaluation of the German mark and devaluation of the Italian lira. If the mark is revalued, in practical terms this means that Yugoslav exporters will obtain a greater value for the same quantity of goods, but they will also lose

if the Italian lira is devalued. In that case of course everything depends on the composition of our economy's exports.

"A drop of about 10 percent in the price of petroleum reduces world inflation by about 0.5 percent. The larger the drop in petroleum prices, and such assessments have been made by authoritative international institutions, this would reduce world inflation still more. But, and this is very important, it would lower interest rates on the international market for capital by the same percentage. This at least is very favorable for us. The reason is that every percentage point the interest rate drops on the world market means a benefit of one-third of a billion dollars for us."

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2800/173

SAVIN ON INFLATION, POSSIBILITIES FOR INCREASED OUTPUT

Belgrade PRIVREDNI PREGLED in Serbo-Croatian 15-17 Feb 86 pp 1,5

[Interview with Dr. Davor Savin, economic advisor to the president of the SFRY Assembly, by Zoran Nikodijevic, date and place not specified]

[Text]

The beginning of the year does not promise any very essential change in the economic situation. Wishes, and indeed even announcements of possible changes, were quite different, but even in the first month inflation reached a fantastic 7.5 percent. The explosion of price rises is still not dropping off, and one gets the impression more and more that the economy is simply unable to prevent it. Why? Where are the mistakes, and who made them? Is it possible that there are no instruments that would have an effect on the worst sources of inflation, or are we unable to precisely determine the true causes, from which appropriate measures would follow with great certainty.

We attempted to obtain answers to these dilemmas from Dr. Davor Savin, professor and economic advisor to the president of the SFRY Assembly and a well known expert in monetary theory and international economics.

"The most unpleasant economic phenomenon at the beginning of the year is certainly the higher rate of inflation. The 7.5 percent rate of inflation in January is a warning signal that the annual rate might be somewhat less than eighty percent. Judging by the trends which have taken shape and the strength of the factors that have a bearing on the setting of prices, it is not very likely that economic policy will be able to reduce inflation very appreciably below the present level during this year. I even feel that it will be a success if it keeps it from rising higher. Above all because all the factors of inflation are still operating with full force, Dr. Savin said.

"Yugoslavia confronts a steady rise in the costs of business operation, since costs are increasing. That is why we cannot expect any particular change on the cost side, however many new things there might be in the area of demand. That is, over the last several months demand has been growing more rapidly, appreciably greater than anything that was anticipated. Personal incomes have even increased in real terms, which from the standpoint of the standard of living of the employed labor force is of course a good thing, but their rise

has come at a time when production is virtually stagnant and when we confront all the problems that bring about disequilibrium in the economy. So, demand has now been added as a special pressure to this factor of costs as a consequence of the rise in real personal incomes. It will be difficult in economic policy to keep this under control in coming months.

[Question]: Does this mean that the programmed inflation, and the drop in interest rates on that basis, is not in economic terms the basic thing during this year?

[Answer]: Not just this year, but in any year! The very concept of programmed inflation makes no sense in economic terms. I feel that this will be yet another experiment that will join the ranks of the other failures of economic policy. There is no programmed inflation nor programmed aggregates that can solve the problem of Yugoslav inflation! The essence of bringing down inflation is that we have to have productive and efficient production, that is, we have to create productive and efficient jobs. We need a rise in the productivity of labor, efficient conduct of economic activity, and at the same time a growth of output, which reduces business costs and creates room for reducing inflation.

[Question]: Is that also the answer to how to reduce inflation?

[Answer]: It is the briefest and simplest answer to all the questions which economic reality is posing today: What is to be done, and how? Yugoslavia has to increase production. Increase production no matter where. That is better than for our productive potential to go unused. We have factors available to us, including skilled manpower, but we are not increasing production. The number of unemployed is holding at a figure of about one million.

The attempt which economic policy might make in an effort to reduce prices on the basis of programmed inflation, a programmed rise of the exchange rate and interest rates, which is one of the models which has been talked about more and more recently - is condemned to failure in advance. And I mean absolute failure. In psychological terms the message offered by that model is attractive, since it argues that one of the most painful problems of the Yugoslav economy can be solved in a single stroke, a relatively painless stroke. If that were really possible, then every country would solve all its problems without difficulty, since it would simply program something, which by nature it is unable to do. We have to speed up production, but in those sectors where we have all the comparative advantages and capabilities, which are agriculture, housing construction, the tourist industry and small business.

The Worst Alternative

[Question]: Why do you insist on precisely those sectors?

[Answer]: I insist on them precisely because it is in these sectors that we possess all the necessary potential: productive potential and labor, skilled manpower. In agriculture we also have specific advantages - available land,

genetic engineering. The worst alternative is to try to freeze prices with various financial manipulations and moves of the "salto mortale" type; the programming of inflation is no solution. We may resort to what I have called an experiment. No matter, it is not the first, nor will it be the last, but the outcome is known in advance.

[Question]: Does this mean that this year will also pass by while we are trying to find our way?

[Answer]: Yes, that is exactly what it means unless we solve fundamental problems in a fundamental way. Whose mistake is it? We cannot look for it in the orientation of economic policy, since every economic policy promises something. If someone is told that programmed inflation will lower interest rates, slow down the slide of the dinar, that is so attractive that few people can tear themselves away from the idea of pursuing such a policy. But economic science does exist, and we have both our own lessons and experiences and those of other countries, and taking them into account we can know what the result of a particular measure will be.

[Question]: Who, then, is shaping such a policy, the politicians or economists?

[Answer]: We should not pose such a dilemma, since that will not get us far. Every politician wants the best for his country. However, in our economic and political development science has been much less present than it ought to have been. That incidentally is nothing new. Or, the answer I would give would be comical: With more knowledge we would have solved the rise of inflation. I repeat, it is really funny. At the same time I do not deny that a greater presence of knowledge and economic thought would have helped to find more optimum solutions. But what I am trying to say is this: the basic orientation which economic policy must follow is an aggressive orientation not towards bringing down inflation, but towards increasing production.

A "Miserable" Three Percent Growth

Consequently, for me inflation is not the priority goal of economic policy in 1986, but rather the organization of economic life that will lead toward a growth of production wherever possible. And my thesis is that it is possible to augment production. We are highly dependent upon imports. At the present moment we cannot increase industrial output by one hundred dinars without imports rising by approximately some twenty dinars. Yet there is nothing with which to pay for those imports in view of the financial restrictions: new credits cannot be obtained, and there is the obligation of repaying the old ones. Accordingly, the growth of industrial output is impossible without additional imports, but then again we face those restrictions.

Why is it that the growth rate of industrial output in Yugoslavia sticks at about three percent? Because in the financial environment as it now stands, given the strength of Yugoslav exports, with the present restrictions imposed by the balance of payments, the maximum growth of industrial output is precisely those "miserable" three percent. And there are no combinations whatsoever with which it would be possible to increase industrial production

more than three percent, and that in turn is insufficient.

[Question]: Are there solutions to this?

[Answer]: With an orientation towards economic activities whose dependence on imports is low or nonexistent (agriculture's dependence upon imports is five percent, housing construction between six and seven, and it is negligible in small business and the tourist industry), we could bring that growth of production up to a much higher percentage with a relatively low content of imports, and then with that production we could pull everything else forward by the value of the multiplier (it is somewhere around 1.5, which means that for every 100 dinars of primary production, there is an increase of 150 in secondary production). A well-thought-out orientation towards that production could make it possible for a sizable portion of it to be exported.

An orientation which advocates a drop of prices instead of encouraging production is condemned to failure in the short run, precisely because of the restrictions imposed by the balance of payments. The primary goal must be to increase production, and that must be done precisely in agriculture, the tourist industry, construction and small business because of all the comparative advantages, and there also is the key to solving inflation.

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SLOVAK JUSTICE MINISTER VIEWS ROLE OF JUDICIARY

Bratislava PRAVDA in Slovak 5 Feb 86 p 1

[Article by Jan Pjescak, Slovak minister of justice: "Revolutionary Role of the Judiciary"]

[Excerpts] Full participation of the working people in state administration and management is the most important feature of socialist democracy and the most effective instrument of strengthening and perfecting our socialist society. It embodies the fundamental principle of socialism which states that the people are the sole source of power in our society, as it is anchored in our May 1948 Constitution which was ratified following the February 1948 victory. The legislative enactment of the revolutionary Leninist principle of the broad participation of the masses in the judiciary resulted in our country in the practical application of one of the most important revolutionary tenets, namely, that in a society which is building socialism the people not only formulate but also execute laws through the intermediary of their representatives.

Popular participation in judicial proceedings has profound political significance. It mirrors the process of intensified socialist democracy in the life of our society, and acts as prerequisite for higher quality and effectiveness in the work of our courts, with strict observance of socialist legality and in the development of citizens' socialist legal awareness. The fact that the court system today represents an important element in the building of a socialist society is largely due to the participation of people's judges, workers, cooperative farmers and members of the intelligentsia, who greatly enrich this system through their experiences, revolutionary thought and activist dedication to a consistent application of the juridical policy of the party and the socialist state.

In addition, the people's judges in their places of residence and employment provided valuable educational activity by sharing their court experiences with their neighbors and coworkers, thus promoting the benefits of socialist legality.

The basic and most important task of the people's judges is their active participation in judicial debates and decisions in both criminal and civil proceedings. Their performance is, naturally, predicated on proper preparation

for participation in these decisions. It is an important substantive and political task of the professional judges to thoroughly familiarize the people's judges with the matters they are dealing with. For in our judicial system the people's judges are guarantors of the close linkage of the courts with the life of our society.

It is, therefore, essential that all presiding judges make sure that their people's colleagues are fully conversant with the substantive and legal aspects of each individual case. As early as in the selection process, the presiding judges must carefully consider the people's judges experience, education and professional specialty, as well as other requirements for this important task. For example, in cases dealing with juvenile delinquency or breaches of child-support laws, presiding judges should select people's judges with extensive theoretical and practical experience in the upbringing of the young generation. In cases of economic crime, the selection should include economists, engineers and other experienced specialists. Such criteria-motivated selection ensures direct and professional participation in each individual case by the people's judges. Through their own experiences and political maturity they can help the court to delve into the very essence of each case, the real causes of labor disputes, divorces, traffic accidents, economic crimes and other punishable acts. Moreover, through such activist participation the people's judges can help to make sure not only that the guilty be punished but also that the causes of illegal activity be eliminated.

The tenure of people's judges elected in 1982 expires this year and new ones will be elected for a 4-year term under Law No. 36/1964 on court administration in the selection of people's judges. While the tenure of professional judges is 10 years to enhance responsibility and continuity, the term for people's judges is shorter, since they hold public office in addition to their normal employment.

Broad experience of the courts clearly confirms that about 10,000 people's judges in the Slovak judiciary play an important role in our system of jurisprudence. They have become truly a revolutionary factor, notably in the judiciary's cooperation with the National Committees, social organizations and labor collectives in the handling and resolution of criminal and civil cases, while enhancing socialist legality in our country. The Slovak Ministry of Justice has issued new directives which clearly delineate the role of the people's judges in both judicial decisions and in preventive education in their places of residence and employment. These directives also regulate the people's judges' collectives. Based on their experiences, the people's judges will alert state and other organs, especially the National Committees, economic and social organizations, to concrete cases of infractions and shortcomings in the conditions and causes of criminal activity in state-protected civil, family and labor relations, in order that criminality and other negative manifestations might be prevented.

The people's judges will also assist the National Committee and Trade Union commissions in out-of-court disputes in civil, family and labor relations, and in the protection of children and juveniles from harmful influences.

In places of their residence and employment they will promote voluntary compliance with court decisions and agreements on educational measures for minors.

As part of their judicial and educational duties, the people's judges will help organize and actively participate at their places of residence in lectures and seminars on current problems in the maintenance of socialist legality.

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PUBLIC TRANSPORTATION IN NEED OF IMPROVEMENT

Prague RUDE PRAVO in Czech 17 Dec 85 p 3

[Article by Zdena Stepankova: "Can Public Transportation be Improved"?]

[Text] I have travelled recently by an express bus from Prague to Brno; upon arrival at the Brno bus terminal, the passenger sitting next to me looked at his watch, then turned to me and said appreciatively: "Some transportation, isn't it? Fast and precise!"

He was right. Travellers can have full confidence in express buses. It does not even occur to anybody that, due to delayed arrival, a connection could be missed. Unfortunately, such confidence does not apply everywhere.

What are the characteristics of civilized and quality conscious public transportation? Primarily, speed and precision, but also easily accessible stops, frequent connection, comfortable and clean means of transportation, friendly behaviour of personnel; other services connected with travelling such as seat reservation or timely and good information.

As a matter of fact, passengers have many comments on the quality of transportation which are certainly legitimate. Let us talk about precision for instance. There are hardly any complaints about bus transportation; buses leave on time, delays are rather an exception, justified maybe by bad weather or bus brake-down. Railroad traffic delays, however, have to be taken into account already beforehand. Allegedly, an average delay is not more than 10 minutes, but such an average can be deceptive. Sometimes 10 minutes are sufficient to make the traveller miss his connecting train and make him wait maybe 3 hours for the next one.

The Ministry of Transportation has already made some provisions for improvement, but, so far, with only negligible results. The traveller realizes that a train cannot arrive on time in Olomouc, when it left Prague already with a delay. The railways have many problems with smooth running and through passage of trains; it can refer to certain objective difficulties, but as long as conclusions other than traffic reports will not be drawn from delays, the keeping up of schedules will not become a matter of honor to everybody who participates, in whatever way, in the passage of that particular train.

The passenger requires comfort. Buses and trains with seat reservations assure him such comfort. We could cite the already mentioned fast trains from Prague and Bratislava, as well as other long distance lines. The railroads introduced obligatory seat reservations on the trains Kosican, Tatran and Ostravan and on night sleeping cars and sleepers Devin and Hornad. People appreciate them; it must not happen though, that the car attendant forgets to wake up the passenger before the earlier designated station and does so 100 kilometers farther.

Bus transportation is cleaner than railroads. It is understandable. The distances covered are usually shorter and should it be longer, refreshment and rest room facilities are offered outside of the bus. The railways have to furnish such services and they hardly could be called satisfactory. The report prepared for the People's Chamber in October dealt with transportation problems; it informs us that for sanitary facilities in trains, about 95 tons of toilet paper, 103 tons of paper towels and 10 tons of soap are used per year. The expenses amount to almost 3.5 million crowns. Without wanting to be suspicious, one asks what happens to all these items? Are they really serving the passengers? Or, more precisely, only the passengers?

The damages caused every year by travellers in trains amount to approximately 15 million crowns. It is almost unbelievable, how people can ruin things around them. And it is not only vandals who cut up the seat upholstery for their pleasure; the real cause of all the damages is mostly alcohol. As most of the train attendants are women, they do not even dare to enter a wagon with alcoholics. Drunks can be aggressive and dangerous and it happened already that they threw the attendant out of the train. At the upper-mentioned session of the Chamber of People, an example related to a train attendants refuse to step into. It runs from Galanta to Ostrava carrying employees of the Ground Construction Kosice; after each trip it is regularly so devastated that the damage costs reach 30 thousand crowns. Complaints to the employer lead nowhere, the enterprise rather pays for it. Another special case are trains with new conscripts. Here again, the main cause is alcohol.

One of our readers shared with us her experience. She was going from car to car looking for a seat. She did not find any due to the fact that some passengers simply used the seats as beds and did not let anybody enter the compartments. When she asked the attendant for help, he only shrugged his shoulders which meant to say that nothing can be done.

Many appeals, admonitions and exhortations have already been made. Drunks or vandals should be sometimes expelled from the train. But women attendants should not be asked to do it, it should be the duty of the Armed Railroad Patrol which should intervene more often.

The cleanliness in the trains is a chronic disease of our railroads. It is alleged that mechanized services are inadequate and that there are not enough people with buckets and brooms to clean the wagons. But certain railroad stations are not much better. While some of them are clean and inviting, touching anything elsewhere has to be avoided in order not to get

dirty. Approaches to larger cities are, as a rule, littered with soft drink containers and paper lunch bags, as many passengers have a strange habit of disposing of their refuse by throwing it out of the window prior to arrival at their destination. When the surroundings of the stations become unbearably littered, railroad employees organize from time to time cleaning brigades. Nobody intends to excuse the undisciplined travellers, but aren't they often induced to it by the generally unkempt environs? Nobody would throw anything out of the window at a well kept railroad station.

The public bus, railroad and city transportation is and always will remain under a strict control of the passengers. People going to and from work or for recreation want to arrive on time and if possible also comfortably. Everybody wishes to get a seat for a longer journey and this is provided for by a seat reservation; on shorter distances, especially in city transportation, people do not mind to remain standing; but even this has its limits. When indicated in the bus that the standing passengers must hold on to a strap, the straps should be provided.

Drawbacks may occur everywhere, even in transportation. Particularly on principal railroad lines, little is needed to disrupt the traffic and to cause delay. However, the passenger deserves to be told why the train was late and is owed an apology.

Let us return to the question how and if the passenger service can be improved. Objective difficulties, such as obsolete rolling stock, unfinished railroad stations, lack of personnel in some branches will not be solved from one day to another. But improved conditions are being created. The average daily number of bus connections on working days reach approximately 170,000. Over 91 percent of the population have a CSAD (Czech Bus Transportation) stop not farther than 2 kilometers from home. Based on inquiry and comments of travellers, new train connections were introduced from Bratislava and Kosice to Liberec, from Kosice to Ceske Budejovice and Decin, from Prague to Luhacovice, Zvolen and Kosice via Bratislava; others are under preparation. In Prague, an additional section of Metro was put into operation. But to increase a civilized standard of travelling and to improve passenger traffic requires not only considerable investments and changes, but daily attention as well. That applies to all bus and railroad traffic. For example in Prague, with newly rebuilt city traffic and new bus and street car lines introduced, it should become a general practice to announce the names of the stops. This, too, belongs to the quality of passenger transportation.

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TRADE UNION COUNCIL REPORT TO 25TH TU CONGRESS

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[Report of the National Council of Trade Unions submitted by Chairman Sandor Gaspar to the 25th Congress of the Hungarian Trade Unions on 14 February 1986: "Oral Report of the National Council of Trade Unions-- To Be Submitted by Sandor Gaspar"]

[Text] The rich traditions of the Hungarian trade unions, their 4 decades of hard and successful activity for the construction of socialism, and their devotion to the cause of the working people, and a response to the demands of their members, obliges the 25th Congress to:

--Report, on the basis of the members' opinions, on the implementation of the decisions of the 24th Congress held in 1980, on the movement's development, and to outline the most important tasks of the coming years;

--Carefully analyze the situation of the trade union movement;

--To find the way in which the movement, adjusting to the current circumstances and tasks, can fulfill even better its mission, which is to help construct socialism.

The report of the National Council of Trade Unions SZOT to the congress wishes to fulfill these requirements in its written report, in the oral report, and in the draft resolution.

The membership as a whole thoroughly evaluated the movement's achievements since the last congress. Through lively exchanges of views in trade union groups and basic organizations, at county delegate meetings and branch congresses, the members debated and adopted the reports on the activity carried out, on the problems and tasks. Reviewing the economic and social situation of narrow and broader surroundings, the work place and the country as a whole, the members evaluated the trade unions' activity as positive. The members pointed out, however, shortcomings and mistakes everywhere. They expressed their desire for more courageous stands of initiative and made numerous proposals for the improvement of our activity.

Recognition of the fact that the vital source of the Hungarian Trade Unions' strength and activity is their identification with the cause of socialism and committed representation of the interests of organized workers--a representation based on the rich experience of several decades--is reflected in the value judgement of the membership. The members expect of the trade unions that they display greater sensitivity and attention to living and working conditions and to personal problems, that they strengthen their relations with the masses and strata which they represent, and further increase and assert their influence in public life more precisely and more efficiently.

There Can Be No Construction of a Socialist Society Without a Strong Trade Union Movement

Under radically new conditions and amidst increasing tasks and different conditions, the trade union movement has considerably advanced ever since the liberation. However, the path of development and the practical implementation of the trade unions' social and political role is a long process, a road full of bumps and twists in some sections, also under socialist conditions. The people's democratic revolution between 1945-48, the period of the struggle for power, represented also for the trade union movement a "change in course," fresh ideals, and new methods of approach compared to the period prior to the liberation. The workshop committees took a firm and successful position of initiatives in representing general local interests. They often had to take upon themselves tasks that exceeded their original functions: They started production, organized the supply of workers with goods, and distributed the scanty goods. It was primarily this activity that increased or recreated the tradition-rooted prestige of the trade union movement in the eyes of the workers, and at the same time, this had a perceptible effect also on other strata living on wages and salaries, among whom several new trade unions also emerged. The working class became a partner in power and the capital could operate only under the strict supervision of the state and the workers. The old and new elements of trade union activity developed and took shape accordingly. The trade union movement was also able to have a considerable say in all the important issues affecting the workers. The movement's organizational activity embarked on a dynamic development; the movement increased its influence in the so-called "blank spots," among women, youth, and employees, and supported the cause of education, culture, and sports.

In working out the political system of socialism, the party, which was gradually abandoning the path of Marxism-Leninism, did not apply the Leninist principles in dealing with the trade unions, either, and did not make use of the advantages deriving from the change in power. It curbed the activity of the trade union movement, thus causing great damage. The enterprise committees were eliminated, the stewards' role was reduced, and so was the influence of the trade union movement. The system of directions carried out by the party guidance threatened the independence

of the trade union movement. The decision of the Political Committee of the Hungarian Workers' Party of 1950 accused the trade unions of "syndicalism," of being the enemy's hiding place.

The TUNC-decisions following the party decision of June 1953 promised changes in the interpretation and practice of trade union functions. But the changes, the attempts to correct the mistakes, and the vacillating and often precipitate and inconsistent steps proved to be insufficient. They were not accompanied by a comprehensive analysis of the mistakes and practice of previous years and by the drawing of necessary conclusions. It is unfortunately true that, although the trade unions occasionally expressed their dissatisfaction with these mistakes, they were unable to take a stand against these mistakes.

In spite of these distortions, the post-1945 period brought fundamental changes in the trade unions' activity compared to the capitalist period. The increased membership of the trade unions, their weight in public life, and the development of industrial branch trade unions represented indisputable advantage, influence, and power. Following the liberation, the Hungarian trade union movement started on a new road.

Taking into consideration the lessons of the past, the trade union policy of the MSZMP developed on the basis of Leninist ideas. The leaders of the reorganized party and the communists working in the SZOT set out immediately--already at the 10th SZOT Plenum in January 1957--to search for methods aimed at developing the trade union movement under socialist conditions. Following on this path, we regard it necessary to point out now too the importance of certain experiences.

The MSZMP recognized and asserted the truth in practice that a socialist society cannot be constructed without a strong trade union movement. We made repeated efforts to increase the trade unions' independence, political weight, and social prestige. We must create guarantees to avoid past mistakes from being repeated. The sphere of authority of the trade unions increased steadily, from step to step. We have strengthened the movement's influence on society in two ways: on the one hand, by increasing the possibilities provided by the law and rights as well as the forums of enterprise democracy and, on the other, by improving the content of the existing forms of activity. The MSZMP is also aware of the fact that politics is a human activity and therefore, it must be institutionally guaranteed that the danger of mistakes in the course of decision-making should be as minimal as possible. This, however, can be achieved only if the decisions are made and are implemented with the collaboration of the people affected by them.

Independently and Committed to the Cause of Socialism

We attribute great importance to the fact that the MSZMP Central Committee summed up the essence and experiences of its trade union policy in its position of 12 October 1983. Following Lenin's principles, this document characterizes and determines the trade unions "as the most comprehensive

organization of the working class in power, of the workers living on wages and salaries." The document declares that the trade unions act independently; contribute to the acceptance of the goals of socialism and mobilize their members for the implementation of these goals; based on their extensive rights guaranteed by law, they represent and protect the workers' collective and individual, daily and long-term interests; take part in working out the regulations connected with living and working conditions and in supervising the implementation of these regulations; in representing collectives, they can make use of their right of objection and can veto possible violations of law and mistaken measures.

The position of the Central Committee confirms that "...the trade unions' role in our society continues to increase." Our system of economic management--continues the position--creates the independence of the local bodies, increases their responsibility, and this also provides the trade unions with greater possibilities and presents them with new tasks. The trade unions received an outstanding role in institutionalizing socialist democracy, including the work-place democracy: "in practicing work-place democracy, the trade unions must continue to represent the working collectives."

The trade unions gather together the workers living on wages and salaries. They contribute with their own irreplaceable means to the assertion of the leading role of the working class in our society, not only in a historical perspective but also in our everyday life and in the series of daily decisions.

The trade unions are present in every political, state, and economic forum where decisions are made concerning the workers' future and possibilities, and they unequivocally represent the interests of the employees.

In the spirit of the policy of alliance, the trade union movement itself connects the workers, intellectuals working as employees, and the different strata of employees. One of the characteristics of the development of the trade union movement is that, at the same time as its unity was strengthened and cemented its activity became more differentiated and open. Today's working class policy is therefore not a narrow-minded class policy but a wider policy adjusting to the realities, and this way it can really assert itself. Common interest and goals are the basis of solidarity and unity. Today we must know how to implement this under new conditions, a new interpretation, and in a new way. We endeavor to achieve a national consensus in the main goals of socialist construction. The essence of this consensus is that the other working strata of society take upon themselves to support the goals of the working class and the working class takes it upon itself to support the efforts of the other working strata in all questions that do not interfere with the fundamental goals.

On the basis of principles expressed also by the position of the MSZMP Central Committee, the trade unions carry out their activity independently while at the same time being committed to the cause of socialism. They recognize the party's guiding role in asserting the leading role of the working class. The trade unions participate in the shaping and implementation of the party's policy. They cooperate with the state bodies, public organizations and movements in implementing the great goals facing country and in solving everyday problems. The trade unions strive for the assertion of their own trade union and employee viewpoint in the above-mentioned relations.

It is today almost natural for the overwhelming majority of the present generation to enter the trade union movement at the same time as they start working. They almost take it for granted that their interests are protected, the forums of enterprise democracy are operating, they can join the trade union's cultural life, they can spend their vacations in holiday resorts, and they can get assistance if they need it. It is a great achievement of our life that the extensive activity of the trade unions is now taken so much for granted.

The position of the MSZMP Central Committee outlines the main trend of the society's development--including the trade union activity. Of course, it does not wish to provide a formula for solving the specific everyday tasks of trade union activity. It is the trade unions' job to consistently implement the tasks deriving from the position and this is a process that requires longer time. There are no readymade solutions for the development of trade union activity.

The trade unions have an active share of the power in Hungary. Therefore, they cannot restrict themselves to only representing the demands of the workers but they must also participate in the creation of conditions aimed at fulfilling these demands. The trade unions can fulfill their role in society well if they accept all the tasks meant for them: they are taking an increasingly independent part in guiding society, and they are endeavoring to develop the economy and to maintain and constantly strengthen social security, stability, and general consensus. The decisive element of all these is their participation in shaping policy. The trade unions, however, can genuinely fulfill their tasks if they strengthen their functions of representing and protecting interests. There has been a change in the content and possibilities in the way trade unions have represented and protected interests in past years: this activity has become more comprehensive and more flexible but conflict situations have at times brought the movement into a difficult situation. The trade union members agree to a socialist society--but they demand from the trade unions that they deal with their interests, the acceptable assertion of social justice, and with the affairs of individuals more efficiently, more quickly, and with greater consistency also in everyday work.

The requirements of efficiency and quality must be asserted in all areas of life, and thus in trade union activity too. Almost everyone demands the introduction of a more open working style, a more courageous attitude

on the part of the trade unions, and their discernable and perceptible presence in the everyday life of millions of workers.

It is, however, difficult to change the accustomed rhythm of our work. Sometimes bureaucracy hinders the movement from getting close to the people, at other times--in the case of numerous new tasks--today we are still helpless and timid in action. There has been an increase, of course, in the number of critical and often cynical remarks in proportion to the number of unsolved tasks. It is obvious that we are not making use of all the possibilities and that we possess unused resources. However, it is also a fact that the trade unions' sphere of action is always determined by the development needs and possibilities of the entire society. The working-style of the trade unions--although undoubtedly in need of further essential improvement--cannot disregard the guiding system of society as a whole, its character, level, and consequences. It is only in the development of society that the new elements in the life and work of the trade unions will be asserted.

The assertion of rights, the development of work, and the strengthening of prestige have not been carried out without speculations, debates, and searching for the right way, because the role of the trade unions is only seemingly simple. Their mission, on the one hand, is to help the construction of the society and the consolidation of power and, on the other, to represent and protect the interests of the workers. It is difficult and contradictory to fulfill this dual responsibility. We must therefore be careful not to allow the "balance" of our thinking and activity to be upset in any direction, and to make sure that it stands in balance.

The general goals of the trade unions do not change. The conditions, circumstances, and possibilities, however, under which these goals can be organized in a program are constantly changing. This means a determined activity and struggle as a social-political force and requires independence. The achievement of these goals demands endowments and skills that the trade unions basically possess. We must give a positive answer to the question whether we are able to create the conditions for a more dynamic trade union activity which has a greater influence on the common cause. It is also true that this task demands a considerable improvement and further development of our entire activity.

The principle of the party's leading role is of universal validity but the mechanism of implementation of this role always depends on a concrete historical-political situation and on its changes. An important determining factor of the development of trade union activity and of the development of the entire society, too--on the basis of the principles of scientific socialism, a realistic and good policy--is the type of division of labor the party creates and the type of methods with which the party asserts its leading role in its cooperation with the trade unions.

On the Basis of Reality and Aware of the Workers' Views

One of the MSZMP's basic guiding principles is that, under its leadership, the fundamental interests of the working class--which include the interests of the entire working people--are represented, expressed, and asserted not by a single organization but by a system of institutions made up of several organizations and which reflects different interests. The party expresses the interests of the working class connected with the political struggle, power, the social-political system, and with the historical goals. The trade union, which identifies with all these and helps all these, represents in its particular area on activity and among its multifaceted tasks the economic and social interests primarily--but not exclusively--of the people living on wages and salaries in the system of production and distribution. Just as the party is doing, the trade union also places in the center of its activity the tasks which--deriving from their different but complementing role--they must represent and also solve.

The party can carry out the guidance, supervision, and orientation of society more efficiently if it can also rely on the trade unions' comprehensive activity in revealing and harmonizing interests. The principles must be asserted in practice. This, however, is not easy here, either. The 13th MSZMP Congress reaffirmed that, in asserting its leading role, the party is constantly searching for more developed methods to ensure the principled guidance and the necessary political influence and at the same time to avoid giving instructions, patronizing, and over-particular interference. The party is striving to make sure that the trade union bodies have even more opportunities for initiatives deriving from consultation with their members. The party facilitates the creative debates held with the economic and state bodies which are intended to bring about better implementation of tasks because only in this way can the trade unions' particular activity, their responsibility as a movement, and their high-level readiness for initiatives develop.

The assertion of independence and responsibility is an important condition for improving trade union activity. This is, at the same time, one of the important parts and complex problems of the efficient operation of our political system. It is important for the trade unions to have a clear-cut opinion and independent position on the major issues of the society's life, the economy and politics. With this, the trade unions can fulfill a responsible and creative role not only in working out and implementing the policy of socialist construction, but also in creating and maintaining national consent, which is indispensable for socialism. It is clear to us that it would lead to serious mistakes if the trade unions, by holding back their initiative and interest-asserting activity, were automatically to adopt the positions of their partners.

The trade unions should have their own position at all levels and on all issues, a position reflecting their particular role and mission. This, however, does not exclude--on the contrary, it explicitly requires--previous harmonization of positions which are important not only from the viewpoint of the creation of the coordination and harmony necessary in the socialist

society but also in order to increase the trade unions' prestige and to support their activity. Implementing the political practice and carrying out instructions can be hindered equally by objective difficulties and subjective human errors. Of course, the trade unions cannot agree with mistakes and shortcomings, or with measures that adversely affect the values of socialism, the implementation of the policy of the working class, the interest of the workers, and their living conditions. In this respect, we must be "in the opposition," namely in opposition to mistakes and shortcomings.

The trade unions are committed to the cause of socialism. While they express this in their position and activities they do not identify with all the details of the implementation. When they think the latter needs corrections and changes and when they take a stand in some issues or details for a better solution, they do so precisely for the cause of socialism and as proof of their responsible attitude.

While we can report a general consensus as regards goals, there might be different opinions in judging certain tasks and in choosing the methods of implementing them. It is in the nature of things that, in these cases, we should honestly tell each other what we consider right and what we propose. The most natural right and responsibility for us is to express our opinion on the basis of reality and in the awareness of the workers' views. The interest of socialism requires the widest possible surfacing of views and interests, their formulation and assertion. The trade unions provide an important framework for this.

If we do not precisely understand our independence and responsibility, disturbances can emerge as a result. This can derive from the fact that we wish to assert our independence irrespective of space and time and do not take into consideration the realities, for instance, the tasks facing the country and the country's possibilities. We must always evaluate the real situation. We must express the trade unions' endeavors by judging the possibilities of the social and political organs with which we are thoroughly familiar and we must never disregard these possibilities. It can also be a source of danger if we do not genuinely deal with a justified demand because we consider that there is no chance of solving it in the given period of time. The trade union members do not accept this without explanation or justification--and they are right in doing so.

Trade union independence is still not sufficiently asserted. It is often not asserted to the extent the possibilities permit. Its social roots are still not strong and deep enough and thus this independence is asserted at very different levels and consistencies in different organizations and bodies. The trade union members, however, naturally judge the trade unions primarily on what these can do to improve their situation.

Interest Protection and Representation Adequate to Today's Requirements

The majority of the problems burdening the trade unions do not arise from their own internal life. Their activity develops together with the

development of our society; the tasks facing the country, the changes in the economic and social situation and the subsequent possibilities and limitations are reflected in this activity. The situation of the trade unions is at present more difficult all over the world: circumstances have become more complex, the emotions surrounding their activity have increased, and without the necessary economic conditions, it is not easy to fulfill the justified requirements of the workers and of the trade union members. This is the situation in Hungary, too.

The goal is to create and operate relations and mechanism in which interests can openly appear, "can size up" their own sphere of influence, can connect with other interests to have a joint influence in the most varied forms of agreement and conflicts. This can present short-term difficulties; it requires greater attention and more work as well as an increased understanding of society's interests; in the long run, however, this is the only correct method. Although we accept diversity of interests in principle, many quarters still have difficulty in tolerating the concrete appearance of this diversity. It is thus understandable that the question of to what extent one should take into consideration the differences of interests in socialist construction becomes increasingly important. Interests are always searching for a way of expressing themselves. If mechanism exist, then this happens at the institutional forums of social-political publicity. If there is no such mechanism, then this easily slips through the possibilities of supervision and direct influence.

The trade unions play a part in many points in shaping and developing the final goal and the strategy. Their role is particularly great in everyday life, and in the details of implementation. Here, there is a direct need for them to have freedom of decision and action but this can only be interpreted under the circumstances and conditions of commitment and identification with the strategy and the historical goal. The trade unions' independence in shaping long-term goals and in the details of their implementation, as well as in everyday issues, is important because this is an essential means of maintaining and strengthening contacts with the masses and acquiring feedback that is useful in politics. It is not by means of declarations but only by fulfilling their functions at the most efficient and complete level that the trade unions can fulfill their vocation. There is also another thing involved here. This independence in daily matters and matters of detail is able to create firm trade unions whose contact with the masses is adequate and which possess social influence. The trade unions play a particular role in strengthening relations between the party and the masses. This outstandingly important role of the trade unions derives from the fact that they convey the interests that must be definitely taken into consideration in preparing decisions.

Cooperation between the trade unions and the state economic bodies is a natural phenomenon of our socialist society. Most workers support the fact that the trade unions share the views of the state and economic leaderships on fundamental issues when the trade unions have participated in the activity by having their members included and their interests expressed and represented. It is true that this cooperation, which is not easy,

requires a sense of vocation, responsibility, and the consistent representation of views and opinions on both sides. It requires the formulation and discussion of proposals, remarks, and criticism in a way that allows the expression of mutual respect toward one's negotiating partners. This cooperation must be constantly developed on the basis of social and economic development, particularly in working out the tasks and measures, and later the details.

Another important condition for a higher level of trade union activity is the requirement for greater emphasis on interest representation and protection than hitherto. We can and must expect that the activity of representing interests will become more complex and far-reaching because interest relations are now more complex. More attention will be paid to harmonizing interests and uncovering and solving conflicts. The circle of possible partners will expand and become more differentiated. We must, however, fight by means of work and management first of all to strengthen the protection and representation of interests.

We must look for the cause and the reason for the creation of the trade unions above all in the sphere of the protection of interests. The working class created the trade unions in order to protect and represent its interests. This has been, and still is, one of the central tasks of the trade union movement. The trade unions will be able to acquire an adequate mobilization, organization, and education influence only if they fulfill this particular task. This can also lay the foundations for their influence on the masses, their social prestige, and their international weight. Based on this and in the possession of this, they can endeavor, with chances of success, to win their members over and mobilize them for the implementation of social-political goals and economic tasks. Our lessons are unequivocal: there is no substantial trade union activity without solid work in representing interests.

Today, not only the experts but also public opinion is involved in shaping the fundamental issues of economic policy. The trade unions must bear this in mind in dealing with economic policy issues. It is clear to almost everyone that only the development of economic efficiency provides a chance for closing the gap and solving the contradictions of socialist construction. Accepting the main goal does not necessarily mean agreement in details. In carrying out their activity of information among the workers, the trade unions do not support views and goals that maintain antiquated relations and concepts. If they did that, they would harm precisely the fundamental interests of the workers and of society. The trade unions do not give a helping hand to factors that block movements that advance society. They cannot be indifferent to the interests and demands of the workers either. Thus, we can expect the activity of the masses to become the driving force behind socialist management and development. This, however, requires interests to be represented and protected in a way that is adequate to current needs. There are people who openly claim that only in helping economic activity can the trade unions be useful and not in the above way. This position is fundamentally false because interests emerge on the surface in society anyway. One

who does not take note of this is deceiving himself because "there are some who exaggerate and others who hide the problems." It is possible that this is not an adequate scientific argument but it is good enough to render the political essence perceptible.

The fact that the system of management will provide the production collectives with more rights in enterprise management than previously and that they will have a greater interest in the enterprise assets leads to considerable new tasks in many respects in the coming years. The increase in the rights of workplace communities will raise anew the question of relations between the roles of owners and employees and at another level. It is possible and necessary to strengthen the ownership and employee positions only one along with the other and not one against the other. The enterprises' economic leaders and bodies do not represent the employee rights of the workers as a whole or of a determined group of workers; they are not meant to. Therefore, the development of enterprise independence must go hand in hand with the increase in the trade unions' political and social weight. Any concept or measure that does not take into account a realistic employee attitude and the workers' reactions expressed in their work and political position can hardly be effective. Therefore, while we strengthen the transformation into a driving force of the binding element and activity of ownership, we must also strengthen the position of employees, too.

The existence of employee status justifies the maintenance of the particular role of the trade unions. The trade union continues to maintain its right to be the representative of workers living on wages and salaries. Its role and the area and form of its operation accords with the stipulations of the Central Committee Position of 12 October 1983, and the trade union exercises all those rights it possesses today too.

The increasingly emphasized direct method of central state guidance also provides the trade unions with greater possibilities. It represents new tasks and calls for an improvement in the trade unions' activity, particularly in the enterprises, at the workplaces. Because of the importance of the subject, it is worth mentioning separately the relations and cooperation between the enterprise management made up of elected members and the trade unions. Today it is too early yet to see precisely what new features and methods can be assumed by the activity of an enterprise management made up of elected members compared to the traditional one. The elected leaderships make employer-manager decisions and so the employer decisions of the enterprises they manage cannot do without trade union assistance and social supervision, either. Today, we still have little practical experience of the new elements in the cooperation between individual leaders and the bodies made up partially or completely of elected members. The system of cooperation between these bodies and the trade union bodies is now in the process of development. For this, we must provide a direction for the necessary activity in the near future.

The Improvement of the Economic Situation Is a Nationwide Task

As a result of the state of development, structure, and openness of the Hungarian economy and the weaknesses of our own work, Hungary is among the countries hard hit by the more difficult external economic conditions. Most of our products are of medium technological level and have become devalued on the world market while there has been a sudden increase in the price of raw materials and energy products. The deterioration of international political relations also affected Hungary and we must continue to take into account the discriminatory measures that are directed also against us. The burdens facing us as a result of the country's debts have brought tensions to the surface.

In the past years we have succeeded in developing and implementing an economic policy by means of which we were able to maintain full employment and avoid the drastic limitations that would have made the workers' life more difficult. The general consensus of society did not break, either, although the necessary economic measures severely taxed the population's tolerance. Like every achievement, this has also had a high cost. We had to allocate a considerable part of our national income to strengthening the foreign economic balance and as a result--as it is well-known--the investment possibilities were limited and the real value of wages and pensions decreased. Discipline slackened and the activity expressed in deeds became weaker in many places.

In the economic emergency situation of the past few years real wages decreased and the increase in consumer prices caused social tensions. The gap between justified demands and the ability to fulfill these demands widened. The problems increased and became more serious among the people living on small pensions and low incomes, families with many children, young couples, some strata of the intelligentsia, and people starting on their careers. The trade unions accepted the inevitable measures that had an unfavorable impact on the standard of living because this was the only way to maintain the balance of the people's economy. Economic changes have a profound impact on the people's attitude, on the activity in production and public life, and on the development of the system of values. The workers are striving to maintain the standard of living they have achieved in spite of the more difficult conditions. Many people feel that they are unable to create the income they need at their main working place and in their regular working hours. Therefore, they supplement the income they earn during 8 hours of work with extra working hours and often with activities that are far removed from their profession and training. This hinders both the better utilization of the human factor and the intensive economic development.

Thoroughly aware of the situation and the problems, the 13th MSZP Congress designated the acceleration of economic development in the coming years and then a gradual increase in the standard of living as being among the most important tasks. Since we cannot continue to reduce domestic consumption or prevent it from increasing, the material base for the further stabilization of the country's international and domestic financial

balance must be created through the improvement of production efficiency and the acceleration of economic growth. Therefore, the main task to be implemented in the Seventh 5-Year Plan is to lay the foundations--while maintaining and strengthening the economic balance--for the increase in national income, technological advance, a tangible increase in the population's standard of living, and for the improvement of living conditions. In the coming years we must achieve a turn as regards quality and efficiency in the areas of industry and the building industry, transportation, and agriculture. According to the decision of the party congress, a program is being prepared for slowing down the rate of price increases; this is a very timely and necessary step. We must be careful, however, that these measures are not guided by the interests of distribution. Inflation causes materialized disturbances in production, construction, the supply of the population, in the lack of organization of procurement, and in shortcomings in services. An increasing number of people attain higher than average incomes only because society has failed to organize certain basic activities at all, or it organizes them very badly.

In the view of the Hungarian trade unions the decision of the 13th MSZMP Congress is right because it urges the development of a strategy for economic development that can ensure progress in the current situation. It follows from this that we represent and support with good conviction the goals formulated in the documents of the party congress.

We have well-thought out plans for changing the economic situation. A slower rate of increase in consumer prices can be achieved and so can continuation of a certain degree of price subsidization. By increasing the rate of economic growth, it is possible to increase the number of apartments under construction, mainly of state-owned apartments. We regard it as important to make sure that there is the necessary flow of manpower by maintaining full employment and that better efficiency leads to an increase in the security of existence.

To extricate ourselves from the current complex and difficult economic situation is a nationwide task and the most important cause of the working class. The trade unions also judge their own role on the basis of this task: they help and support the implementation of the tasks ahead. We must be clearly aware of the fact that we can attain the goals we have set out only if we succeed in creating order and discipline and increasing the level of our work in the way planned.

To Equally Accept the Rights and the Obligations

In the socialist society protecting interests and a siting production are indivisible functions, which are conditional upon each other and mutually strengthen each other. Jointly they express the trade unions' commitment to the construction of the socialist society and, through their joint implementation, they can fulfill their mission. Assisting production and promoting economic development is at the same time a protection of interest of decisive importance, just as the protection of

interests is an essential driving force of production and economic development. This interaction does not reduce but rather increases the trade unions' role of protecting interests.

A trade union activity independent of our economic possibilities cannot lead to real success and cannot lead to an improvement in the standard of living. The framework of wages can be basically increased only by expanding economic possibilities. Forced increases lacking the above mentioned possibilities can lead to inflationary price increases or to increasing shortages. There is no point in fighting for agreements that do not have the necessary economic cover. Our honest aim should be to get more actively involved in the shaping and implementation of economic policy than hitherto.

An outstandingly important requirement for the trade unions is to help create the firm and constantly strengthening basis for the development of the security of existence, and in order to achieve this, to carry out their production-assisting activity in a renewed form and at a higher level. In urging the implementation of the current economic tasks, much attention must be paid to the new elements that are appearing along with the traditional helping activities. Such new elements are assisting in the changes of the product structure and the flow of manpower, urging the increase in professionalism, and making better use of competence. This means a necessary transfer of the main point; the trade unions have to support the inevitable changes in the economic activity and the successful utilization of new elements.

It is in the interest of every worker to help to improve the country's economic performance capacity, the technical-technological renewal, the structural transformations necessary in the economy, and the development of economic management. So far the enterprises have been unable to reveal thoroughly enough the resources inherent in the workers' activity. There are considerable unused resources as regards the modernization of the product structure, manpower management, and retraining and further training manpower. Our most important tasks are in work organization, work discipline, technology, the accelerated development of technological levels, its improvement, the use of three shifts, and in the uninterrupted operation of the machines. There are things to be done in every workplace. If we encourage and appreciate work well done and creative work and if we can attain the workers' collaboration in improving quality and organization, then we can place considerable development resources at the disposal of the economy.

As a result of distortions in the price system, relations of the "wage competition" among the state enterprises with efficiency are not close enough. There have always been and will always be wage competition. But they should not be extreme, that is, it should not simulate inflation. The development of manpower and income policy and the regulation of incomes and sources of income deriving from outside the basic workplace have become urgent tasks.

The trade unions attribute a considerable role to economic regulators in increasing the efficiency of the economy. A more readily calculable system of regulators that is valid longer is needed, a system of regulators that creates, through the central influence on enterprise investments, conditions for steady economic growth that does not threaten the domestic and foreign economic balance and which thus facilitates a better assertion of the requirements of planned development. Today, the enterprises' "eyes" are still often directed at financial management instead of the market. It is in our elementary interest to develop an enterprise activity in which enterprises can increase exports, imports, and last but not least, also the workers' income from the deserved surplus. The budget methods of economic management must promote this adequately.

The increase in the forms of operation listed in the category of supplementary and ancillary economy fulfills the demands of society; we must accept that the halt in the increase of the standard of living brought similar endeavors to the surface all over the world. We must learn to live together with these economic forms, we must make use of the advantages inherent in them, but we must also take into account the conflicts deriving from their operation. We regard it, of course, as our attainable goal to make sure that workers earn adequate incomes that ensure a good living in their main workplace. This, however, can be the result of a longer process--one that can be accelerated, though--and can be based only on a considerable improvement in work efficiency.

The majority of the enterprise workers' business partnerships carry out useful activity although one can also find among them phenomena violating our socialist concepts and system of values and our society reacts sensitively to these phenomena. Continuation of the enterprise workers' business partnerships is practical in every place where they fulfill real needs economically and at an adequate level; the distortions, however, must be trimmed. Their work must be made more visible for the workers and their activity must be analyzed, and the good experiences must be introduced everywhere. In solving tasks that are useful work for the enterprise, we must rely more on the socialist brigades.

We continue to need the socialist work competition as a particular form of the workers' activity, and we must not give it up for anything. Neither should we give up the concrete form of organizational activity represented by the socialist brigades. We have the opportunity of eliminating weaknesses, correcting mistakes, and reviving the movement. There is really a demand for this. It continues to be the main task of the work and competition movements to be the internal driving force of construction work, of the shaping of the socialist man, and of the higher-level activity of the workers living on wages and salaries. The participants in these movements should provide an example of how one can and must work according to today's demands and be concerned about each other and the interests of the community. For this, they must have independence and responsibility, both in the evaluation of performances, material and moral appreciation, and in choosing the forms and methods of the work competition. The small groups organized for independent manual and intellectual work have become

a considerable factor of production all over the world, and collectives urging an improvement in quality are being organized at a more accelerated rate too. One must be aware of and use their experiences everywhere in production organization and in shaping a really encouraging local wage policy. We cannot forget for a moment that we can expect future services from the majority of people only if they feel steadily and tangibly that the value of their work is recognized.

Only a direct interest in the efficient utilization of the means of production can develop the sense of responsibility that society expects from the workers or finds lacking among them. The correct interpretation of enterprise democracy and the equal acceptance of rights and obligations are based on this responsible attitude. We must achieve a situation in which workers find "it is worth it" to accept responsibility and intellectual effort. This requires more independence, adequate scope for maneuvering, and opportunities for action. These things can mainly be assured by a well-functioning workplace democracy.

We must also create conditions for eliminating and limiting contradictions between the available possibilities and the inadequate practice. It is possible to achieve a faster development of these conditions but the results are closely related to the improvement in material and moral encouragement, the honor of work well-done, rational and at the same time demanding work organization, the competence and responsibility of the economic leaders, and to a firm stand against negative phenomena like indiscipline, poor quality, and complacent management which disregards the opinion of the community. The properly operating forums of enterprise democracy can play a great role in shaping the public mood and in arousing and maintaining interest in public affairs. The trade unions must find a way of ensuring that workplace democracy gets even closer to the workers, eliminates indifference, and attracts and promotes public activity. It should make it worthwhile to identify, participate in, and join the decisions and accept the risks inherent in every decision.

We introduced the system of collective labor contracts after the liberation. We thought at that time, and we continue to claim today that the mutual acceptance of the obligation of collective labor contract is not only a legal form but also a moral issue; both sides must carry out the stipulations of the contract. It is true that, due to the irregularities deriving from centralized management, there is considerable formality in signing and implementing the collective labor contracts, too. In spite of this, the collective labor contract is an achievement and has always been a weapon of the workers movement. Especially now, when the enterprises have more opportunities of determining their tasks and conditions themselves on the basis of their work, new possibilities have emerged for collective labor contracts; they can reflect reality more closely and can encourage both enterprise management and workers more effectively.

It is the firm endeavor of the trade unions to achieve--based on enterprise results and in awareness of the goals of society--as favorable collective labor contracts as possible for the workers and to renew them regularly;

to take initiatives in matters of living and working conditions and at the same time to supervise the implementation of measures concerning these conditions; to urge the formation of the enterprise welfare, social, and cultural funds and participate in supervising how they are applied. Negotiations on harmonizing interests must be made obligatory in all important matters affecting the workers. The economic management must be persuaded more so than previously that social security and care is an enterprise interest and an important means of strengthening identification with the enterprise, and lack of it can become a risk factor in our economic activity.

The collective labor contracts must reflect the principles and goals which we want to follow in the entire people's economy. As a result of the differences in local possibilities, the matter of collective labor courageously represent the workers interests without forgetting about the goals and possibilities of society.

The situation of the enterprises today is already multifaceted and it will be even more different in the future. Therefore, the possibility of signing industrial branch general contracts is worth considering. It has not yet been decided whether this should be a collective labor contract or a guideline, but it is absolutely necessary to help the enterprises in different financial situations and to guide them in the determination of their tasks.

The Seventh 5-Year Plan Is a Program of Well-Founded Development

The adopted Seventh 5-Year Plan is more than just one among the mid-term plans. Its outstanding importance lies partly in the fact that it must lay the foundations and ensure the long-term development projects in the current difficult times, and partly in the fact that it must be suitable for the elimination of social tensions. The Seventh 5-Year Plan is a program of well-founded economic development of increasing pace. An important condition for its implementation is that the government bodies draw the conclusion of the internal and independent causes for the lagging behind in the Sixth 5-Year Plan in their practical activity. The trade unions are glad to help in this endeavor.

The trade unions regard the following main features as important:

--Based on the balance requirements, the economic development will gradually increase compared to the average of 1981-85, and the standard of living will tangibly increase;

--Domestic consumption will not decrease further but will increase at a rate that is first close to the national income and later reaches it, and at the same time, the proportion of the consumption in production will also increase;

--The foreign and domestic balance of the people's economy will continue to improve;

--The economy will develop on the basis of intensive adjustment to the changes in the world economy, a thorough improvement in export capacity, and an increase in efficiency. In order to achieve this, however, there must be gradual progress in increasing the economy, including production, technological development, and income producing capacity, and in the proportional modernization of the infrastructure.

--A more efficient employment than hitherto will be implemented. The trade unions regard the assertion of efficiency as important. We must create the necessary conditions for the release of manpower. Full employment cannot be impaired and we must find ways of linking the two factors. The implementation of the plan for the people's economy basically depends on the enterprise plans, the enterprises' work and their performance capacity.

--The most important thing is that the enterprise plans must become the useful internal compass of enterprise activity and part of the concepts in harmony with the goals of the people's economy.

The preparation of enterprise plans is not a new task and the trade unions have become very experienced in how they should participate in this project. Today, however, the importance of this task has considerably increased. An essential factor is the extent to which the independent enterprise plan contains requirements accepted by society as a whole, and whether, at the same time, it attributes adequate importance to the necessary changes in product structure, has enough initiative, stresses enough the increase in efficiency, the expansion of exports, and whether it fulfills the requirements of the workers in the areas of living conditions and social and cultural development. The entire collective follows these elements closely, and therefore, the trade unions must mobilize their intellectual capacity and experience, and assert their sober value judgement to make sure that the enterprise plans can live up to all these elements. The workers must feel that it is important to have a say in shaping the enterprise and their own destiny already during the preparation of the plans.

The country needs the development concepts that present the future as soon as possible. We must decide on how much to rely on our own development and how much on imported licenses, how to select technologies that can be adopted in our country, what are the hopeful goals, on what we should allocate our scarce financial means and what should be the extent of the scope for maneuvering with these means.

Ventures worth billions of forints of the state programs would mean much more to the millions of workers if these ventures were presented to the entire society as individual big programs. The people's way of thinking, the economic management, and training could be adjusted to such programs. We think of programs that are capable of penetrating the heart and spirit of the masses and which provide prospects that encourage actions for the development of their lives and individual goals.

Stressing these things, we must not forget for a moment that socialist society provides much more than material or technical goods. This system revealed the deepest human values ever of the moral content of society, and set as its goal the constant development of these values.

The current economic conditions hamper the accomplishment and clear-cut assertion of the moral norms of the socialist life. The signs of selfishness, of the rapid spread of acquisitiveness, and of distortions of the human attitude increasingly irritate honest workers. To make matters worse, there is often a lack of appreciation for well-done manual and intellectual work, of honor for the man who learns, and of positive atmosphere for people willing to act for the good of the community, things that are in harmony with the policy and principles of our society.

Each Should Prosper According to His Work

That is precisely why we must do our utmost to win public opinion over in protecting socialist moral values, in shaping new values, in defeating disturbances of values, in appreciating work and income from work, in creating respect for learning and the man who learns, in strengthening humanity, solidarity, and family relations, and in safeguarding love for one's workplace and the values of the community and of the individual. We must make public opinion our ally in the struggle against negative phenomena too, because it is unacceptable for people to be indifferent to phenomena alien to our society and honesty and which damage all of us, such as hoarding, acquiring income without work, and attitudes that are an affront to public taste, or the destruction of public property. It is our firm intention to preserve the rank of work, learning, human attitude, and responsibility for each other and society. At the same time we take a stand against unfavorable phenomena and for the prevailing positive practice. There is hardly a well-intentioned, community-feeling, and prevailing man who does not support the trade unions in this endeavor. Our society basically agrees with the fact that we must defend and increase our socialist moral achievements and general human values in the same way as our economic goods or cultural heritage.

Everyday life openly discloses the most disturbing problems awaiting solutions. The tensions in the system of distribution and incentives and in the wage policy, the problems related to working conditions, the housing shortages, the relative backwardness of services, as well as the low level of health care are a source of several and increasing tensions.

The trade unions must simultaneously press for the solution of tasks that have opposing effects. They must defend the consumer interests of the workers and employees. The individual interests are related to the highest possible wages and the consumer interests are related to the greatest possible amount of goods purchasable with the wages earned. Full employment must be preserved, and at the same time, we must urge the efficient employment of manpower, outstanding incentives for best performances, and improvement of the living conditions of social groups living in the most difficult circumstances. At the same time, economic processes--understandably--make it possible only to increase wages and improve

living and working conditions in proportion with work efficiency. The creation of the necessary amount of goods, preserving the country's solvency--and in connection with this--the regulation of the domestic consumption concerning the amount of wages that can be distributed urge the trade unions towards restraint.

The attention of the trade unions is now focused on making sure that work honestly carried out ensures honest living conditions; that the real income of constantly good workers and of people who fulfill the requirements increases. Turning the economy towards intensive development and increasing society's performance capacity must be connected for the benefit of differentiation and income according to work carried out. We must not be afraid of dissatisfied people who--because they are comfortable and professionally unprepared or unambitious--are interested in egalitarianism, hidden unemployment, and an apparent manpower shortage. We must listen to and ponder the voice of the people who demand better conditions for work, for the benefit of progress, and who are calling for the rationalization and better organization of production. We should be ready to support those people who do not regard wages according to performances as merely a slogan but are ready to give more of their skill and knowledge. These people represent the real voice of a workplace and its best effort, so we must pay attention to them and rely on them first of all. With intelligent, well-prepared management and lively activity in our movement, we must help to solve the difficulties and local problems with initiative, increased activity, with a demand for and maintenance of order and discipline. It is unacceptable to allow people who are animated by healthy impatience and readiness for action for the good cause to lose in debates and conflicts.

One of the finest tasks of our moment is the correct and consistent representation of the ideal of equality. This is an attractive goal, and for many people one of the brightest elements of the commitment to socialism. Nothing should be given up or withdrawn from it but, at the same time, we must make it clear that this is a long-term task and that equality implemented in the course of socialist construction cannot be limited to the distribution of existing material values and goods.

The requirements and tasks of creating equality and material goods cannot be separated in our views and our propaganda. The assertion of performance is indivisible from distribution according to work and from social policy. Social justice demands from everyone to work and be able to prosper and advance according to the work carried out. Our society should in no way provide shelter to anyone who could work but is not willing to. We must make a difference between people who are in a disadvantageous situation because of their own indolence and people who are in a disadvantageous situation as a result of circumstances beyond their control. We should provide possibilities for work also for the people who are capable of work in spite of their old age.

For the benefit of these efforts, the income proportions and the possibilities of wage increases should considerably depend on the realization of performance requirements. We must strive more in the future for justice in wages

according to performance. Surplus income should derive from activity that is useful for the enterprise and society.

We must pay more attention to the situation of employee groups and enterprises which are in an unjustified disadvantageous situation from the viewpoint of wages through no fault of their own. We must develop an optimal difference between the lowest and the highest wages because unjustifiably large differences can hinder incentive in the same way that the egalitarianism that develops in cases of real differences in performance can.

We must promote the increase in real wages in the future in a way that makes sure that, in case of increasing performance, the real wages of certain employees do not decrease, either. According to the trade unions, an increase in income that exceeds the consumer price increases must be achieved in a way that assures the lowest possible level of the dynamics of consumer price increase. We must halt the decrease in real wages both on group and individual levels and we must force the inflation rate down.

In the current and future phase of socialist construction, wages and incomes develop differently not only according to professional training, probation time and work conditions, but also according to enterprises. The principled basis of the differences is the different activity, and different market value judgement of efficiency in various enterprises. A selective increase in wages and incomes is successful only if there are measurable and real considerable differences in performance recognized also by the workers behind the differences in wages in various enterprises. If other factors, like unjustified price increases or dishonest economic activity, have a part in this, it is the responsibility of the trade unions too to take a stand against these factors.

The trade unions regard it as particularly important that certain strata of people living on wages and salaries and certain professions and sectors receive increased material appreciation if they have a key role in making enterprises, sectors, and the entire people's economy catch up with international standards. We must also encourage higher wages for the best of the technological-economic intelligentsia, foremen, and workers. More attention must be paid to providing better material appreciation for young people at the start of their careers, workers employed under difficult and unhealthy working conditions, and workers employed in sectors with unfavorable working time and schedules different from the usual ones.

We must promote also by means of our wage policy the retraining for and directing to appropriate jobs of workers who cannot be efficiently employed.

The system of instruments of wage policy--primarily income regulation, the system of tariffs, and the central wage increases--must promote a more dynamic wage system for efficient enterprises than hitherto. With these measures the wage policy must succeed in achieving a situation in which there is a chance for every enterprise or employee to obtain an adequate wage increase if there is need for its work or his.

The key industrial sectors that will help the people's economy to catch up with international standards, and the decisive areas in the system of the division of labor should be given priority. Their importance and the increasing amount to risk should also be reflected in the incomes. In addition to the improvement of wages and incomes, there is also need for a more concrete and more efficient system of responsibility--primarily among intellectuals, production organizers, and foremen.

We must not give up efforts for the improvement of income and wage relations in other areas, either, but we should achieve this--with a few exceptions--not by preferences but by differentiating incomes according to performance and by eliminating unnecessary posts, and by distributing the wages released according to performance.

In wage policy, a greater role and more weight must be given to target projects. Although at present it is not possible to do away with automatically allocated benefits, more importance should be attached to already approved requirements, and financially it must be made more attractive to learn several trades both in theory and in practice. Within certain industries priority should be given to work requiring higher quality training, as against the unqualified jobs in mass production.

In the view of the trade unions, it is necessary that state agencies begin drafting a wage policy that is more complex in analyzing requirements and demands, and more detailed in outlining the principles to be followed. The unions intend to participate actively in this.

Let Our Social Policy Be More Demanding and Just

The housing shortage continues to be a cause for tension in the policy concerned with the standard of living. This is so, despite the fact that many new and modern homes were built in the years after the liberation, and especially during the past decades. However self-evident it may be, it must again be reconfirmed that the allocation of homes continues to be a task which receives prominent attention in the national policy; this is because a dwelling is a necessity; a home is required for human dignity and for a full life for all segments of the population, regardless of age and profession.

It is our opinion that more homes should be built than at present, and through this it is necessary to improve the conditions of housing provision. Where possible, more council-owned apartments should be built. An opportunity must be created for enterprises to use the incomes they derive from voluntary work and communist shifts to ease the housing problems of their employees. One-time and continuous charges must be set in such a way that young working people and their families do not have to limit their realistic demands and their recognized necessities for the sake of obtaining a dwelling; that they do not have to take on extra work endangering their health, give up self-education, further education, and cultural activities if they want to solve their accommodation problems. According to the joint decision of the MSZMP Central Committee and the Council of

Ministers, further improvements have to be made to the regulations of accommodation and housing policy to make it more in accord with our economic and living standard policy targets and at the same time meet human considerations.

Another serious problem in our lives is price development. We urge and are helping the elaboration of a price system that is more suitable to our price policy principles and therefore, again and again, we must consider how we can influence the price movement. The fact that wages do not increase in line with price increases is a great burden. Another source of impatience is that the cost of living can be covered less and less by incomes and social benefits. Experience shows that price increases impose great burdens on or reduce the consumption of certain groups of society, and could also create significant problems in running enterprises.

Working out an economic policy to reduce the increase in the price index affects the basis of consumer protection and confronts the trade unions with new tasks. Price increases implemented by firms--in many cases unjustifiably--made consumer prices rise sharply. In order to stop trends that force up prices, SZOT also has a wide range of tasks in sociopolitical supervising activity. It has to play a more effective part in working out the instruments of economic policy and constantly checking their operation in curbing price increases. In the view of the trade unions, it is necessary to reach a point where measures introduced to stop price increases will not create a growing number of goods in short supply. There seems to be a justified demand for trade unions to be more concerned with the pricing policy of enterprises, to be more firm with regard to errors in judgement that rely exclusively on spontaneous economic trends to curb price increases, and to set prices that meet the interests of consumers and that are based on real investment costs and on the relation between supply and demand.

In a more difficult economic situation, when incomes are increasing less and consumer prices more than desired, social policy merits special consideration and assumes greater importance, because it plays an important role both in determining the conditions of employees and in shaping public opinion. Trade unions agree with the political effort which requires social policy to adjust better in the future to our economic potentials and to be more just with respect to society. Therefore, based on the 13th MSZMP Congress resolution, the trade unions consider it important that we:

--restore the real value of pensions,

--reduce the family burdens of raising children by way of social benefits,

--create employment everywhere for people of redefined working capacity, [megvaltozott munkakepessegu] and in relation to this, increase the enterprises' minimum social benefit for employees.

It must be clear that disadvantageous social conditions cannot be eliminated in the present stage of socialist construction, but their occurrence can be made infrequent and their burdens reduced. A grasp of the situation will not leave us helpless. On the contrary, it will accelerate the process of solving these problems, they had a right to prepurchase goods at sales, or if shopping schemes were organized for them, or if they were allowed to have a temporal advantage regarding weekly or daily special offers. Doubtless it would be more just if these opportunities--not just those relating to food products--could be legalized and differentiated on a case by case basis. This would mean a lot of work, but it would serve a purpose worth the energy dedicated to it. The trade unions are on the own increasing care for pensioners in financial and other ways, such as taking more care of dealing with everyday matters, safeguarding their health, and preparing many opportunities for employment.

Vacations have been an important part of trade union activities for decades. Working people consider vacation as one of the most significant socialist achievements. Accordingly, vacationing--in proportion to our financial capability--has developed in many ways, become more varied, and shifted toward convalescence holidays and family vacations according to the members' demands. At present, trade union vacation schemes are the most inexpensive mode of recreation for employees. Thus, the trade union movement is fostering a solicitous concern for maintaining these schemes and further improving them, including improvements regarding the distribution of holiday tickets. However, we have to face many problems; above all, costs are increasing rapidly due to price increases, and at the same time--due to financial reasons--the government is gradually reducing its contribution.

We would not only like to maintain the present number of vacations, but would like to improve it in such a way that prices will possibly remain the same. Our intentions are clear. We are trying to mobilize our internal resources, because this has already proved to have been helpful in the past. The main guarantee would be to maintain the level of the state contribution, stop its reduction, and increase it at a later stage, but in addition, we would also like to resort gradually to enterprise funds. At the same time, we cannot refuse to slightly increase the fees for vacations and to introduce some differentiation based on the quality of holiday resorts and the income of people applying for vacations.

Our socialist state has obligations that cannot be ignored, and the fulfillment of which cannot be disregarded in spite of the economic situation, however difficult it may be. The government reduced the contribution it appropriates for cultural assistance and only slightly increased its support for vacationing while--due to inflation--maintenance costs of our holiday resorts and cultural establishments increased substantially. Funds intended for holiday homes do not cover the cost of maintenance. During the past 4 years, maintenance costs of cultural establishments increased by some 30 percent and fees for performers, books, and technical equipment increased. In view of the present building costs, there is no hope for maintaining the conditions of educational establishments.

There has been a debate every year at conferences with competent government agencies over the extent of the state's contribution. We will suggest that the government ensure the stable value of cultural grants and stimulate the amount for vacationing for several years in advance. Unfortunately, for a long time to come neither the trade unions nor enterprises and the government will be able to provide a sufficient amount of money for vacationing. It also has to be considered that--precisely at this time--members' demands have increased substantially. Thus, as soon as the country's economic situation permits, we have to take more efficient steps to further develop the construction of holiday resorts and to improve the organized vacationing scheme.

It is impossible to avoid the task of improving the quality of health care. We support every public action that contributes to protecting health and improving patient care and health services. It is a natural and traditional task of the movement to nurse sick people at home, provide for the elderly, take care of them at home, and ease their financial, physical, and emotional burdens. In many fields of health care it is necessary to better utilize finances and existing possibilities, to provide human assistance, and to assert the acceptance of responsibility toward others.

Public collaboration can help us to advance in the prevention of diseases and reduction of dangerous phenomena and dangers to human health and the environment. It has been an integral part of trade union educational activity to develop and maintain a healthy way of life. The trade unions can do a lot through their regular and purposeful advisory activity for improving people's state of health, and for reducing such addictions as excessive smoking, alcoholism, and the spreading abuse of drugs. It is not only the interest of the individual, but of the immediate and wider community as well, to show determination against such dangerous addictions, because many people are ruined or unable to work due to physical and psychological deterioration, which is also the cause of innumerable wasted talents and broken families. Alcoholism and drug abuse are at the same time hotbeds of crime.

The basic interests and demands of working people remain unchanged: to improve working conditions, safeguard health and physical education, further develop working and living conditions, and increase their social security.

For the sake of their health and the prevention of diseases, employees should use the opportunities and equipment at their disposal for physical education and sport.

Through their activity in leading and shaping consciousness, trade unions are to take initiatives for helping and improving physical education, sport, and tourism. It will be the most important task of the coming years to consolidate achievements attained so far and to continually improve them according to national goals. The sport and touristic programs organized by trade unions are to suit the interest of the membership. It is desirable that these activities involve the mobilization of young people, families, socialist brigades, and the adult population.

We Increase the Movement Character of Our Activity

It is our duty to increase significantly our relationship with the masses and further improve the movement character of our activity. At the same time, relying on significant achievements, we must improve trade union activities. We have to attain strong progress in the work among social strata [retegmunka] and provide conditions for a manifold, independent, and initiatory activity at the level of basic organizations. It would be good if the 25th Union Congress made a decision to increase the movement character of our organization and internal operations and to strengthen our relationship with the membership and the millions of working people.

We have to seek--and together we shall find--a way to reduce the formal characteristics of our work and to diminish bureaucratic ties and the official aspects of our appearance.

We must achieve a situation in which the stewards, trade union committees, agencies at the intermediate level, and the branch trade unions in each case adopt, together with the members, a standpoint and a decision as regards the most important issues. It is necessary always to know the opinion and ideas of employees as regards possible solutions. It must become the norm to issue correct and constructive reports on matters discussed. These are all central elements of our work ethic. The members' knowledge of trade union activity is influenced to no small degree by our relying on and working together with the masses in shaping our everyday work, opinions, statements, and decisions. The most important thing is that the stewards always discuss the issues with the group beforehand. This work makes extra reports superfluous, and the joint activity helps to develop firm foundations for our movement, and a firm relationship with the masses, and is the way for them to identify with our aims.

In trade union groups, activity is to be based on independent work and initiatives involving all members. The goal is for the groups to form together suggestions concerning peace and social benefits, to decide together about the purpose and methods of the workers' competition, and analyze their performance on their own. The group should be entrusted with the work concerned with wages, work competition, discipline, behavior, encouragement of education, the acknowledgement of industrious people who are performing and studying well, and with providing assistance to less able people showing an effort to improve. This is the real, down-to-earth, and everyday mass activity, and at the same time it means organization and education. At all work places greater scope should be given for the expression of group and individual interests. It is necessary to make all the people concerned be completely aware of the complexity and entirety of and the need for coordination. If this is achieved, they will not feel that there is "higher" or "outside" interference in the process.

More attention should be paid to individual problems and everyday matters, and also to the shaping of individual ways of thinking, the changing of behavior, and to increasing general education. This should be especially

so now, when requirements have grown amid our towering economic difficulties and in all spheres of our lives.

The members should have more opportunity than today to nominate and elect their own trade union leaders. In preparing personal assessments, preference is given to suitable training, independence, ability to initiate, and commitment. What is required is the further perfecting of methods to improve the mechanism of selecting and electing trade union leaders. There should be more emphasis on leaders' training, sense of responsibility, and competence. Small, competent, and independent apparatuses are needed. It is necessary to strive to have a situation in which independent leaders receive most of their support from the debates and work analyses of their own boards. This should also apply to constructive [erdemi] supervision.

Since more and more questions concerning the life and work of [words indistinct] important for basic organizations to effectively help employees work out their position. Basic organizations should not be left on their own in dealing with the enterprise leadership, which possesses the right to dispose all moral and financial means. Regional trade unions and central state agencies should provide more help in solving questions which affect public opinion (traffic, goods transport, health, education and so on). The latter bodies should assist local organizations by providing information, education, advice, useful decisions, and directives, and by taking stock of experience, as well as ensuring that local organizations can advance and reach the level resulting from enterprise independence. First of all, this will require a new and different type of work. For practical purposes it is desirable that branch organizations issue no rigid patterns for action, because such patterns would not serve well in view of the manifold and various forms of enterprise activities.

In the future it must be ensured that the stewards' activity remains the fundamental trade union function among workers. Trade union committees are to discuss with the stewards or the board of stewards the questions that apply to the entire collective. Wherever there is a board of stewards, in the future it should also be regarded as the highest authority of corporate trade union activity. Trade union committees must build up a system of regular business, a way to deal with, inform and educate the stewards. They should create better conditions for stewards and boards of stewards to work more effectively and constructively on behalf of employees and to be bolder in assessing the leaders' performance. If problems are more complicated, the solutions must take all aspects into consideration such as all economic, organizational, and human aspects alike.

Branch trade union organizations, county trade union councils, and the Budapest trade union council are to solve the tasks previously decided on jointly, individually within branches, responsibility, and according to suitable standards; they are to mobilize the know-how and capability of their activists, functionaries, and even of their entire membership as stipulated or suggested by the SZOT; and are to point out the rate and

methods of fulfilling the tasks according to the particular characteristics of their area. Leaderships of central agencies are to help the basic organizations in their activities but they should not take upon themselves the entire operational management. They are to increase their role in exploring and representing the interests of their members. They are also to fulfill a kind of "legal supervision." It also serves practical reasons if branch organizations set up a staff of highly qualified experts both in the apparatus and within the network of social activists.

County trade union councils are to participate more extensively in drawing up and mobilizing the implementation of regional development issues. By doing so, they are to arrange suitable cooperation with industrial and branch trade unions and local trade union organizations.

The highest trade union authority is the SZOT. It fulfills the role of corporate management, assures the independence and responsibility of branches, provides conditions required for high quality work, and stipulates the movement's most important targets, duties, and the trend of activity. It is the duty of SZOT to adopt positions concerning questions of principles and the development of trade union work. It regularly prepares assessments of and disseminates practical experience. It is the national representative of all members in the country. It has a substantial part in drawing up economic, cultural, and political programs and in making decisions. In decision-making in the future it will rely more on the experience and information of branch trade unions, and prepare detailed analyses of specific problems related to individual branches.

Regional SZOT agencies coordinate the local activity of branch organizations. The rights and responsibility of local authorities are increasing and this will greatly affect the employees' living conditions. Therefore, regional representation of interests must be strengthened and this requires more rights for county trade union councils and intertrade committees.

Leading bodies are to base their work schedules, attitudes, and activities on valid decisions, and on the experience and demands of the masses. They are to increase the board members' analytical ability and willingness to debate matters, as well as to strengthen the creative atmosphere of board meetings. They are to concentrate on the tasks that lie ahead, and encourage views to be expressed in a new, demanding and responsible manner.

The trade union press must provide regular information for members; and gather, reflect, and pass on even to the government the opinions and problems of the membership. The SZOT Presidium has at its disposal a suitable decision concerning the system for passing information downward and reports upward, but the system is still being implemented irregularly, and often with a low standard and only formally. It is not possible to explain tasks and have them accepted and understood without a reliable degree of information, and without this information we cannot motivate people for action.

We must be bolder and more critical in representing the interests of minor groups. In order to display the manifold interests of employees, it is necessary to establish alongside leading bodies working committees, which would summarize and express within the trade union movement the interests of particular groups of employees. If we do not accept this task, or are not able to fulfill it, sooner or later interests will find other forms of representation outside the trade union. The SZOT needs voluntary assistants, who--as members of permanent class councils [retegtanacsok], or perhaps permanent or temporary working committees--possess the independent right of making proposals, assessments, and suggestions. Boards of professional experts and activists should form one kind of a guarantee for representing group interests. With the help of these boards, much more active and varied work should be carried out among intellectuals, young people, and major trades.

The Best Investment Is Know-How and General Knowledge

According to their vocation, organizations and movements that consider themselves responsible for the progress and state of society are to support the general education of the masses and the development of cultural life in accordance with our political line. The trade unions must consider the main features of our cultural life today and expect achievements, shortcomings, and other effects that can influence their cultural and educational activities. There must be a more determined effort to make this activity reflect the characteristics of their activities in other areas. In the future trade unions are to participate more effectively in shaping our cultural life, spreading culture, carrying out high-level and effective political propaganda and agitation, and providing help for self-education and for establishing small cultural and educational communities.

Difficulties that developed in the standard of living and problems of social tension were detrimental to public education and culture. In certain strata of the population increasing extra work and the low standard of services in some places reduced free time and the time available for general cultural activity and high-standard entertainment and recreation, while in other strata of the population, due to increasing financial problems, less money was available for cultural activities. At the same time, prices of cultural products and services increased, and this affected above all the employees in low-pay categories.

It coincides with these phenomena that the mental and emotional conditions for economic renewal could not fully develop among employees, and at certain points this proved to be an obstacle to expanding our economic efforts more rapidly. Our economic results are not as yet adequate for creating more financial resources for improving cultural services that are today confronted with high demands. Many of the demands--not only with reference to living standards, but to education as well--ran ahead of feasible and satisfactory standards.

Our nation's standard of political culture provides the guarantee for passing acceptable judgments and participate in the fulfillment of the approved political line. However, there is yet a lot to do to increase activities in political and public life. Our society cannot live without the workers' contribution to improving public life. It is important that within suitable limits and conditions--especially among workers--we further improve public activity and the readiness to engage in politics. We have to create and utilize a variety of more exact instruments for education, teaching, and propaganda in order to let workers use more boldly and efficiently the possibilities in public activity at their disposal and those that will still develop later.

Know-how, education, and an individual who is learning and advancing culturally are the most rewarding investments and the most profitable capital spending, because the profit returned will be a better understanding of labor and the general system of values in life, the pleasure of knowledge, and more human dignity. Knowledge is the treasure of the individual and society alike. We carry out a representation of interests in the most noble sense of the words if we subject our thinking and all our influence to this purpose. The more meaning we give our work and the more we master our situation and fulfill our role, the better we may serve the many millions of our membership, our society, and our people who are constructing socialism.

Though we are all aware of generally increasing demands for a better and more cultured life, we do find in many of the firms and institutions that work is of a low standard, that there are shortcomings in the work ethic, and that discipline is slack. As consumers, we require good quality, but as producers we let even meager-quality products leave our hands; regarding personal matters, everybody expects more attention from those who surround them, but at the same time many people are indifferent toward their fellow men and sometimes toward the life, situation, and problems of their families. It is obvious that these contradictions cannot be reduced and wiped out by merely shaping consciousness or issuing a series of measures. Their elimination will require complex collaboration and harmonious governmental and social activity.

In past years, while concentrating on solving other social tasks, we have paid less attention to developing the thought and feeling of belonging together both in the family and society which provide the basic influence on communities. Processes have developed which are in themselves very important, and could easily undermine the bases of all community sentiment and of human responsibility. Here are the roots of most of our problems as regards the education of youth, as well as many of the problems concerning working places and residential areas, the loosening relations between friends and colleagues, the deteriorating general norms of morality and behavior, and of our poor taste.

Traditions of the Movement in Vocational Training

Our whole educational, cultural, and artistic activity has been hindered and weakened by imperfect knowledge of history, decreasing interest in education regarding the mother tongue and literature, and by decreasing and overshadowed [hatterbe szorit] human resources that generally help develop moral, behavioral, and emotional culture. This problem became especially serious with regard to the current and the future generation of tradesmen. The above-mentioned shortcomings became most apparent in vocational training schools and institutes. It is necessary to find out the causes of this problem and at the same time work out the tasks that will help change this situation. Urgent action is needed, because the value and meaning of humanity and humanitarianism are all the more important. The socialist society must be built on the firm foundation of labor and humanity supporting each other. Even in the field of international life, the right to exist and the future belong to such humanitarian thoughts and ideas as the desire for peace, friendship among nations, and internationalism. We are convinced that a particular people can carry out successful activities in serving these noble ideas and humanitarian intentions only if it steels itself with a clear national awareness and realistic self-knowledge.

We are all aware of how the trade unions participate in handling the affairs of education, teaching, culture, and ideology. They help the activities of the party and state jointly with other social and mass organizations and by sharing these tasks according to their own characteristics. They will do so in the future too, but will have to be more determined in using opportunities that are inherent in the movement's character and in harmony with sociopolitical functions.

Trade unions are also a significant force influencing the working atmosphere and operational conditions of educational and art institutions and editorial officers. In the future trade unions will have to study more thoroughly demands regarding particularly important questions and matters which, above all, affect the great masses of working people; and they will have to express more clearly the position of trade unions and, of course, have to support the fulfillment of those demands that are considered justified and realistic enough. This activity presupposes improving our qualifications and developing our ability to adopt an overview. It is necessary to always represent our opinion on an adequate level in order to assume a more efficient role in shaping the policy of general education. It is an equally important task for us to further perfect and better operate the trade union movement's system of means, and form the activities and attitudes of the movement as regards education policy, general education, and art.

It is of national economic interest and, at the same time, a task of strengthening the cultural features of collectives that trade unions provide more help for socialist brigades, keep abreast of new tasks, and influence people more intensively among themselves and in the community as regards education and the shaping of attitudes. Trade unions are to

help unfold and strengthen enterprise democracy with all possible means at their disposal. They are to provide help in increasing the role of particular working communities within enterprises, and are to express their views with regard to production, social, moral, and cultural questions directly affecting collectives and influencing enterprises.

With reference to our trade union press, we can do more to enrich the internal life of the movement and increase general education and artistic culture through the following: concentrating more on the use of information and propaganda means, and making a greater contribution with our schools, continuing education courses, research resources, and book publications.

Looking back to early traditions of the workers' movement, it is worth recalling that the movement--under completely different social and political conditions, and in addition to daily information and agitation work--was successful in influencing the workers' ideological and moral behavior in taste, life style, and more or less their entire life in the right direction; the movement was also able to create a more humanitarian and healthy working ethic. If we explored more deeply the everyday life, interests, emotions, and tastes of working people, we would certainly find important tasks for the movement which could make more natural the trade union's propaganda and public educational activity.

The society cannot reach the level we set as a target for the country's future economic and cultural progress, unless basic classes and strata of the population have reached a higher standard in their everyday life, taste, way of thinking, and behavior. Therefore, promoting this development is a task for the entire society, a matter for the whole nation which requires collaboration on a wide scale; we must keep this in view when we talk about education. In this context, the key issue is clearly a matter of increasing the professional and general knowledge of workers, reducing the existing discrepancy between trades and segments of tradesmen, and reducing the unjustified differences in the level and modernity of training.

Vocational training--at least of popular trades--cannot be considered satisfactory with regard to professional requirements. This situation is aggravated by the already mentioned insufficient general education and knowledge of the humanities, and by the poor level of teaching as regards general knowledge. All the shortcomings in training, teaching, and education hinder the setting of justified requirements for tradesmen. This must certainly be improved. Our movement must also set an example in this matter, just as it did in the past: We have to provide more help to responsible state agencies and, in certain cases, have to find a way of stimulating state organizations, employers, enterprises, and factories. It would be an important step if we could achieve all this through mutual efforts, to bring vocational students and most excellent tradesmen closer to each other during the period of training and practical work in factories. The subjects would be more realistic and attractive, and the contact made would be profitable, both professionally and in terms of human relations. The source of this profit can only be the knowledge, humanity, honesty in trade, and experience of older masters. It would serve to strengthen and

improve the relationship of masters and youngsters if the trade union groups and committees in enterprises and factories were to exercise more decision making in appointing the trade instructor dealing with teaching and practical training. This position should not only be decided by the council authority, the school, or the enterprise administration, because in many places this is the reason why children are not taught by the best tradesmen. For young people the ties between an experienced, "old" tradesman and the workers' collective could prove a convincing example of the irreplaceable advantages of belonging to a community.

The intellectuals are playing a growing role in shaping the sense of belonging to a community and in shaping the cultural face of the residential environment. Corporate trade union bodies and regional trade union agencies have to do more to create a situation where lively public activity becomes a natural way of living among intellectuals, and of course, to make it possible for the trade union's cultural and general educational activity to find a firm foundation in professionally and politically committed intellectuals. The trade unions have to devote special care to ensuring the more reliable professional, political, and ideological development of intellectuals.

Our society does not rely on working people only as producers and consumers, but as well informed and politically educated citizens with a wide intellectual horizon. We must emphasize this today especially, when one of our most important political efforts is to increase the democratic features of our socialist society and extend democratic rights and opportunities.

An indispensable part of our cultural and public educational work will continue to be the spreading of the most important economic, political, artistic, and generally useful knowledge. We have to deal with this old task by searching for new methods and attractive opportunities. We must rely on the real interests of citizens and enterprises, and call upon this state of interestedness, because only thus do we find--can we find--any meaning and attain results in disseminating knowledge by means of the movement. We know from experience that there is no success otherwise.

We must strive not to separate the trade union movement anywhere from the cultural and general educational activity. Cultural activity should penetrate all segments of the working people, have the character of a movement, be free of bureaucratic elements, rely on voluntary work and independent initiatives, and have an organizational structure characterized by democratic principles.

One must consider the establishment--under the auspices of trade unions--of political-public activity clubs and groups that would provide more scope for increasing the public activity of greater masses of working people. Thus, working people would be given the opportunity and the chance to establish direct contacts, regular dialogues, talks, and debates with experienced, well-prepared personalities from public and intellectual life. This could strengthen the relationship between the trade union

movement and intellectuals taking an active and responsible role in public activity and, at the same time, would promote the establishment and stabilizing of autonomous communities [kozossegek].

We are convinced that in our public and cultural activity we must rely much more on the interests and demands of working people. Concerning the content and methods of this work, we must get significantly closer to the movement's character and efforts, and must pay more attention to the tasks and demands of society and the nation.

The Basis of International Cooperation Is Knowing and Respecting Each Other's Work

A wide range of active work, as well as manifold and diverse relations are characteristic to the international activity of Hungarian trade unions. Above all, we develop close ties with partner organizations in socialist countries, but we also pay enough attention to the European capitalist countries and states of the developing world. Based on mutual interest, we intend to continue with cooperation, mutual understanding, knowing each other, and dialogue; it is our firm intention to declare always and everywhere--wherever necessary--the solidarity of trade unions and of the working people in Hungary.

Of course, our international activity is not undisturbed. At the end of the 70's and the beginning of the 80's, the "cooling down" of political relations also affected the trade union movement. The trade unions of several capitalist countries--not knowing exactly the opportunities and the work of the workers' movement in socialist countries--express unjustified reservations about our operation. The kind of behavior trade unions should adopt under extremely complicated political and economic conditions is also a matter of dispute.

The present trade union movement has experienced a crisis only through books. Today's trade union leaders were not in office at the time of the great world recession in 1929. Recent years have somewhat "spoiled" the trade union movement in capitalist countries. In most capitalist countries the situation was favorable at the time of the economic boom, and better partner relations were established with employers and governments. The strength and authority of the trade union movement increased and nearly everywhere it was able to attain significant achievements for its membership.

Concerning our international relations--but especially those with socialist countries--we have to deal more with the changes that have taken place in the role of trade unions in capitalist and socialist countries, because in this respect our theoretical work is weak, even though today it is the precondition for sensible and serious international dialogues. At present, problems are growing due to the economic and political situation in the world. The capitalists not only upset the consensus limiting their economic efforts, and which has already been uncomfortable for them, they also endeavor to break the strength of trade unions, reduce wages, radically cut public spending, and cut back the minimum central assessments on

profits. The nightmare of unemployment is a warning to trade unions to present more moderate wage demands all over Europe, even in countries run by governments considered leftist. The shock of economic crisis, the feat of a more disabled economy and of complete economic collapse has turned the owners of small and large capital equipment, the capitalists, and in certain places employers as well, against the wage demands of trade unions.

In capitalist countries, several leading trade union officials admit that their successful strategy of the 60's, which in welfare states--by using the institutions of socialist partnership and cooperation--modified the distribution in favor of employees, have now proved to be a failure in the years of international economic crisis. Other difficulties were created by the changes that took place in the structure of capitalist societies. New working groups appeared due to technical development, while the number of workers in large industries, the traditional basis of the trade union movement, decreased. The trade unions had to admit that it is beyond their strength to undertake a change in government policy and again increase public expenditure. In short, the situation of trade unions has become more difficult in capitalist countries.

Today it is of great importance to coordinate trade union activity at one point--also internationally--in order to better serve the interests of members. However, to do this well enough, we have to decide our tasks with a clear understanding of the situation. Coordination will be truly undisturbed if we know and respect each other's principles. Today, no national trade union is able to set out its aims without knowing the situation, conditions, and interrelations of the whole of Europe.

Knowing each other's opportunities, we should set up mutual tasks together and act together accordingly. Taking only small steps, it would be possible to get out of the present difficult situation of trade unions both in capitalist countries and in our homeland. It would be necessary to use new methods, and in certain cases adopt a new course, because the trade union movement has become too pragmatic. The intellectual capacity is not sufficient, because what we read about the trade unions is almost exclusively written by bourgeois philosophers. This kind of low-tide reasoning and theory are not favorable for progress. We cannot even carry on an in-depth argument. We cannot explain our thoughts in detail and cannot express differentiated concepts. It is high time to urge onward intellectual life and overcome fainthearted reasoning.

We know that trade unions in developed capitalist countries bear a great burden of international tension. In any case, we must consider it a positive development that during the past half decade no step has been taken such as was the case with the breach in 1949. Our bilateral relations were not interrupted. These trade unions, despite their difficult situation at home, did not turn against the trade unions of socialist countries, including the Hungarian trade unions. As regards bilateral relations, Hungarian trade unions wish to expand relations with trade unions in capitalist countries. Since 1949, the greatest test of our relations has been caused by the Polish Solidarity. We let them express

and explain their own views at all forums and congresses, but we defended and made known our own position as well. Even in this case, the condition for dialogue and for forming a possible mutual standpoint was and will remain a matter of understanding each other and of respect for the other's opinion.

Nothing is stationary, everything undergoes a transformation and we are living in years of change and challenge. The trade unions have to form a realistic image of the situation with regard to both small and global world problems and, in order to solve them, they have to assess the extent, ways, methods, and systems of their necessary efforts. International trade union centers and all individual trade unions have to adjust to new requirements. The international trade union movement also has to give answers to the questions put forward, and this can be helped by mutual consideration and collaboration.

I think relations can be improved if we openly discuss our own problems. A possible subject for joint consideration could be the method of harmonizing various aspects as regards efficient employment and the welfare aspects of part-time employment, flexible retirement age, and the social policy of enterprises. We think it would be especially important if trade unions were to cooperate and discuss issues concerning health protection of employees, as well as a healthy way of living, and cultural education. Useful cooperation could be established through the exchange of tourist groups, which could be accompanied by discussions about trade union tasks. Cooperation is to increase in order to discuss and spread the knowledge of theoretical problems facing the trade union movement. The knowledge attained in this connection could certainly help the development of a trade union strategy that could lead the fight and activity of trade unions more efficiently than today.

Instigating war-psychosis is an important aspect of anti-working-class, anti-trade-unionist attacks. Increasing the tension among states with different social systems--especially since the end of the 70's--is a method that is used to increase the pressure on trade unions under the pretence of calling for "national unity" in order to face some kind of "external danger." The cold-war atmosphere is also revived in order to cause division among workers' parties and trade unions and, by means of increasing military expenditures, attacks against workers' social and economic rights are more intensive. In the atmosphere of war-psychosis, it is easier to employ legislative methods and administrative measures for the sake of pressurizing trade unions and depriving them of their right to the most effective, penetrating forms of attack. The monopolies' offensive, the revival of rightist forces, the danger of militarism, and the attempts to halt the trends of detente interfere with the interest of not only the working class, but of the entire society.

The vital issue of trade unions is the battle for peace. The trade unions are aware that either war or peace is of vital importance to the whole of mankind; and they also know that the age of detente--contrary to the years of cold war--creates better conditions for their own battle and also

for the mutual relations of various trade unions. A very fine example of this is the trade union solidarity rallies against Nicaraguan [as published] or, recently, against South African oppression, but here we can also list such mutual future tasks as improving the situation of women, youth protection, and the subjects of guest-workers and environmental protection. Trade unions could act together in combatting hunger, not only in Africa, but in all parts of the world, by using the organizational facilities and apparatuses of the international trade union movement, both in collection and distribution. This would increase the weight of trade unions in international politics, and at the same time would increase the authority of trade unions in developing countries.

As regards the international relations of Hungarian trade unions, just as before, great importance will be attributed to the trade unions in socialist countries--first of all in the Soviet Union--as well as to the World Federation of Trade Unions.

During its long history, as well as in the past 5 years, the World Federation of Trade Unions always played an important role in the daily struggle of workers and in expanding international solidarity. According to the 10th Trade Unions' World Congress, this body analyzed the fundamental changes in the 80's, and tried to renew its concepts, methods, and working style with the aim of increasing its work efficiency and of understanding more the everyday problems of employees.

We belong to those within the World Federation of Trade Unions who urge its renewal, and lash its slow mechanism and its occasional bureaucratism. We also support political renewal and flexibility. We support a high degree of independence in expressing one's opinion in debates, especially with reference to specific international political matters; but we relentlessly and steadfastly call upon all member unions as well as all other trade unions to act on a class basis in safeguarding the cause of peace, disarmament, detente, and above all workers' interests.

Let Us Join in Both Thought and Action

Many of the aims of old battles have been realized up to now. We are constructing a society which provides people with security, helps them develop, and constantly stimulates them to achieve more and to do something better. We have been working hard for our achievements and did not receive them as presents. What we are still able to achieve and create for ourselves depends on us and on the quality and efficiency of our work.

Socialism is the society of labor, thus, it is our aim to let everyone prosper according to his labor. Nobody should receive a higher income without, or with very little, work. It is necessary to create an atmosphere in which those employees and leaders whose performance is good, are honored and promoted, and in which people are ashamed if they do not exert themselves, and thus also face the financial consequences of their bad and undisciplined performance. We can and must debate on how we can distribute the produced goods; the quantity of produced goods, however,

is not a matter of debate, but a factual matter decided by the administration and production. Therefore, assisting production is the condition for the trade union's role of representing interests.

Our tasks and problems today are not smaller but, in certain cases, even greater compared to those in recent years. Workers understand this. In order to stand our ground against increasing economic, political, and ideological pressures, and reduce our homeland's economic burdens, the struggle for better quality work and efficiency will increase. In this struggle the determining factor is the behavior, confidence, and performance of working people.

In their own area of competence, trade unions will help sensible and useful efforts that are able to serve our economic and social aims efficiently, and are able to create conditions and circumstances for establishing daily working hours and for providing for honest labor. It is of great importance to grant the workers' ideas attention and fulfillment if they apply to improving performance. There should be no workplace where irresponsibility, negligence, and waste are not criticized.

The way the social role of the trade union develops is inseparable from the trends within our entire society. It cannot run ahead, and it must not trail after events. Social conditions today are favorable for the trade union to fulfill its role, in fact, the conditions in our society urge the more self-evident emergence of the trade union's independent role. The movement is persistently looking for suitable means and methods of carrying out high-standard tasks.

In the struggle for our aims, we have to rely more on the strength of the membership. It is not enough to expect the membership to understand things and act, but their voice and opinion must also be regarded. All this requires honest and open debates, and needs the involvement of the members' masses in daily trade union activities. To unite in both thought and action is the appeal of the 25th Congress to all working people, to all who consider that the cause of our homeland, the cause of socialism and of other people, is their own cause as well.

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RCP COMMITTEE ASSESSES JARUZELSKI VISIT TO ROMANIA

Warsaw ZYCIE WARSZAWY in Polish 9 Dec 85 p 7

[Text] Bucharest (PAP). Maciej Kuczewski, PAP correspondent, writes of the proceedings of a meeting of the Executive Political Committee of the RCP Central Committee. During the meeting President Nicolae Ceausescu gave information regarding the working visit to Romania of Wojciech Jaruzelski, the first secretary of the PZPR Central Committee and People's State Council chairman.

The Executive Political Committee stated that the visit brought about a new and important event in the development of relations, friendship, and cooperation between the RCP and PZPR, as well as between the Romanian and Polish peoples. It was stated that discussions between the party and government leaders were fruitful and confirmed the desire for continued Romanian-Polish cooperation in political, economic, scientific-technical, and other areas.

Various points were emphasized such as the special importance of economic relations between Poland and Romania, the establishment of new forms and methods of cooperation beneficial to both sides, the advancement of production cooperation, and the growth and differentiation of trade exchanges. Within this context the importance of the recently signed protocol concerning the coordination of Polish and Romanian national economic plans was emphasized. The protocol foresees a growth in exchanges, cooperation, and production specialization between the two countries over the next 5 years.

The Executive Political Committee emphasized the importance of the exchange of views on current international problems by the two men, both of whom are government and party leaders in their own countries. The Executive Political Committee also emphasized the importance of the confirmation on that occasion of the Polish-Romanian decision to actively cooperate in the international arena toward solving the great problems facing humanity, to further control the arms race, especially nuclear arms, and to create the atmosphere of peace, security, detente, and cooperation in Europe and in the whole world.

Taking into consideration that which was agreed upon during the visit, the RCP Executive Political Committee recommended to the government, the ministries, and other central organs that all necessary action to correctly implement the Polish-Romanian partnership and cooperation agreement be taken.
(P)

SWEDISH IMMIGRATION BUREAU ADVISES RETURN OF BOYS

Warsaw TRYBUNA LUDU in Polish 7-8 Dec 85 p 2

[Article by Waldemar Kedaj: "The Polish Boys Should Go Home; The Final Decision Rests with the Swedish Government"]

[Text] (From our correspondent in Stockholm) The influential Swedish newspaper SVENSKA DAGBLADET published an article entitled "The Bureau of Immigration Wants to Send Polish Boys Home" in the Thursday morning edition. The story, also picked up by the evening television news program, reported the position taken by Thord Palmlund, head of the Swedish Bureau of Immigration, concerning the case of two juvenile "refugees" from Poland. The two "refugees" are 15-year-old Adam Z. and his 13-year-old brother Krzysztof. Mr. Palmlund acknowledged that "children not of legal age should remain with their legal guardians", in other words, with their parents.

Even while expressing that opinion, the immigration authorities did not, however, make a final decision. The final decision in this "sensitive matter", as they termed it, was left to the Swedish Government. According to paragraph 69 of Sweden's Refugee Law, the Bureau of Immigration may abstain from making such a decision if warranted by "special considerations".

Local newspapers have tried to inflate this unusual escapade to the north into a political sensation. However, doubts concerning the affair which began in October were not completely dispelled and thus brought to the attention of the Ministry of Labor. According to the SVENSKA DAGBLADET, more than 1,700 applications for asylum in Sweden are waiting for government review. Gerhard Wikren, director of the department of foreign affairs, informed the Stockholm newspaper that they have not yet reviewed the matter, because it was only received on Wednesday. However, he assured that a review will take place "in the most urgent manner possible."

The same newspaper has reported extensively the Polish Government's demands for the return of the two brothers, detained in Sweden contrary to international law. The newspaper also published the assurances of Jerzy Urban, media spokesman for the Polish Government, that the boys face no sanctions from the government and their schools upon their return. According to the reporter, the Swedish Ministry of Foreign Affairs has refused comment on the Polish Government's response.

COMPARATIVE VIEW OF GOVERNMENT CONTROLS OVER ACADEMIA

Warsaw RZECZPOSPOLITA in Polish 4 Dec 85 pp 1, 7

[Text] USA, Sweden, India--University Autonomy Limits

Washington, Stockholm, Delhi (PAP) (C). The amended law concerning higher education, which has recently taken effect in Poland, and the resulting legal proceedings in universities present us with the opportunity to compare the university systems in other countries.

In the United States, for example, where there are more than 500 private and state colleges and universities, the basic source of academic laws, rules and regulations, by-laws, and academic-didactic programs are university councils. Membership includes representatives of practically all communities and "interest groups" connected with a given university.

However, the greatest characteristic of universities in the United States is that representatives of all institutions which donate funds for the upkeep of the institution have a degree of influence at the university. Thus, industrial corporations, banks, important financial institutions, and social organizations are represented. The influence on the choice of university authorities is proportionate to the financial contribution of these institutions. The same is true for individual contributors, known as funders.

Therefore, those deciding the personnel composition of university leadership are extremely varied. Not only someone from the ranks of professors but also a representative of the main funders can be chosen director.

In the majority of American universities, the president is chosen on a competitive basis. As a general rule one's academic and didactic work, and especially one's management and organizational experience are the deciding factors. Many times the so-called industry captains, people who possess enormous experience in managing huge business organizations, become university presidents.

In Sweden there is a system which is considerably more orderly and centralized in effect. According to Swedish legislation, all university workers, both academic and administrative, are considered government employees. The universities are "agencies", that is agents of the central authorities.

Therefore, they lack autonomy and their own jurisdiction. The limits of these institutions' autonomy, including academic, commercial, and financial-administrative matters, are precisely defined by regulations and resolutions of the parliament and the government, or by the local authorities if they are authorized to do so by the government.

Government authorities in India exert a direct influence on university activity. In the Indian system, the state governors or other high representatives of the government administration also hold the position of university president (chancellor). The university is run by the president through a vice president of his choosing. The central authorities go to great lengths to defend the universities from the influence of the opposition. It is for this reason that state governments dominated by opposition parties have relatively little influence, if any, in the appointment of university positions on a nationwide scale.

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SOCIOLOGIST DEFENDS YOUTH AGAINST APATHY CHARGES

Warsaw ZYCIE WARSZAWY in Polish 6 Dec 85 p 3

[Article by [M.K.]: "Voices from around the country--They Love Democracy, but..."]

[Excerpts] In the GAZETA POMORSKA Ms. Maria Mossakowska, M.A., a sociologist from the Academy of Social Sciences speaks of research on the topic of "The State in the Social Consciousness of Youth:"

--"I carried out research of a representative sample of youth age 15 to 19, from rural and urban backgrounds from all over Poland who were either studying or working.

From the questionnaire, it appears that in general, youth love democracy but are in favor of a wise leader with a strong personality. They keep a great distance from all institutionalized democratic forms of administration. They are convinced that everything depends on those at the very top.

The input of citizens on the government is limited to the Sejm and People's Councils. Incidentally, the Sejm has the highest degree of trust, and is mentioned first in governmental democratic institutions.

In answering the question as to when Poles demonstrated responsibility for the country's fate, the majority mentioned World War II. The participation of the citizens in rebuilding the country after liberation, and people's attitude during the time of the crises, and martial law were not noticed to a large degree.

Youth are unable to distinguish a few concepts. 'Democracy', 'equality', and 'justice' mean more or less the same thing to my respondents. They cannot render these concepts into tangible aspects of our governmental system.

On the other hand, our youth markedly identifies with the nation. In response to the question "If you were to be born again, into which country would you like to enter the world?" Poland is mentioned ten times more often than the majority of countries from which they could choose. I think that this fact best refutes the damaging accusation of youth of being nihilistic and apathetic. We should blame ourselves rather for mistakes made in their education and upbringing."

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ACADEMIC SEES NEED FOR BETTER WORKER-MANAGER RELATIONS

Warsaw ZYCIE WARSZAWY in Polish 6 Dec 85 p 3

[Text] The following quote of Prof Stanislaw Polaczek of the Institute of the National Economy is from a conversation with Marek Formela, which appeared in the columns of DZIENNIK BALTYCKI on 29 November:

"A method must be found which would allow workers to indentify themselves with the workplace. I am an advocate of a decentralized economy, although in such conditions the business is still more inclined to think only of today's profits, and to forget such things as future prospects, technical progress, and similar matters. Not until there is a stable relationship between the workers and the workplace is it possible to avert economic shortsightedness and repair work productivity.

I wonder if it would be possible as our system evolves to create the opportunity for workers to possess stock in their companies and to participate in the division of profits. This does not mean that workers would obtain shares of stock gratis. Stock would be acquired gradually by the company paying the worker his portion of the profits in certificates stating his shares of company stock rather than in cash.

Of course, the majority of the company's stock would remain the property of the nation. However, in this way the workers would become co-owners of the company and collectively would be concerned about the company's future. At present, everyone from the director to the cleaning lady gives the impression that they have nothing at stake in the company."

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PAPER REPORTS ON KOMSOMOL, YOUTH IDEOLOGY SEMINAR

Warsaw TRYBUNA LUDU in Polish 9 Dec 85 p 3

[Text] The Youth's Outlook on Life

The Commission for Joint International Contacts of the Polish Organization of Youth and Students and the Leninist Komsomol held a ideology seminar a few days ago in the Baltic Youth Center in Sobieszewo near Gdansk. The seminar was dedicated to the formation of a Marxist-Leninist outlook on life among the young.

The organizer of the seminar was the Youth Center for Secular Culture, affiliated with main administration of the Union of Socialist Polish Youth and the Society for the Promotion of Secular Culture. We asked Mr. Zenon Wasilewski, director of the Youth Center for a few words on the topic of the seminar.

--As far as I know this was not the first seminar of its kind...

--In the past 2 years we have had five Polish-Soviet meetings devoted to issues connected with world outlook. During the last one we exchanged our experiences in the patriotic-internationalistic and atheistic upbringing of children and youth. Papers devoted chiefly to these issues were delivered. In addition, we talked of youth participation, both current and theoretical, in the implementation of the PZPR and CPSU programs and in the preparations for the upcoming congresses of both parties. We talked of utilizing the output of the 12th World Festival of Youth and Students. We devoted much time to the issues of rest and free time of youth. Thus, the program was quite full.

--The exchange of experience should serve a purpose. What purpose did it serve in this case? What is the tangible effect of the seminar?

--We presented the output and achievements of our Youth Center of Secular Culture to the participants who found the subject very interesting. They were also interested in the results of sociological research done by the Research Center for Youth Problems of the Union of Socialist Polish Youth's Main Administration and the Institute for Research of Problems of Youth of the Office of the Council of Ministers. They suggested that our center

undertake a comparative analysis of results concerning changes in the world outlook attitudes of Polish and Soviet youth. That is one result of the meeting.

Further, we agreed that we will exchange educational materials, helpful in the dissemination of Marxism-Leninism. Our studies will be gathered among others by the Komsomol Academy in Moscow, Soviet studies will be sent to our center.

The participants were interested in propaganda concerning world outlook education. We showed mainly what the youth press is doing, which they liked. And while we are talking about the press we boasted of the award we received from TRYBUNA LUDU. They received this news with acknowledgement and... incredulity, because this award brings with it enormous dignity, especially since the center has only recently been active.

Returning to common interests, we in turn were interested in information on experiences in the field of secularizing work. Soviet comrades spoke interestingly on many subjects including the work young communists have done with believers. Information about Young Atheist Circles in schools in which the young members themselves and not outside leaders organize activities was also interesting. These activities are not just lectures and discussions but also meetings enriched by films, recitations, and similar things. It makes for an attractive formula.

While we are on the subject, the formula of our Polish youth circles of the study of religions is based on the Soviet method. We knew that somehow we had to do this but did not know exactly how. After a number of seminars we solved the problem without difficulty. Thus the results of the seminars are certainly not limited.

--This means that certainly you are going to continue with them...

--We decided at the last seminar that we are not only going to organize the exchange of groups of speakers, but also we are going to prepare further joint sessions. We want to devote the next sessions to such issues as ideological-educational work among working and peasant youth as well as among high school and college youth. Beyond that we intend to discuss new socialist organizational ceremonies.

The participants accepted the Polish proposal and began organizing an international session for next year entitled "Youth and Religion in Conditions of Real Socialism." Seven delegations from socialist countries will take part in it..

And because there can never be enough study and experience, we intend to broaden our contacts also. We are organizing for next year another bilateral meeting with representatives of the FDJ from the German Democratic Republic. In addition to that, we want to begin cooperation with the SSM organization of Czechoslovakia and the KisZ organization of Hungary.

Marek Rudnicki took part in this conversation.

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ACADEMIC QUOTED ON INTERRELATIONSHIP OF ECONOMICS, POLITICS

Warsaw POLITYKA in Polish 16 Dec 85 p 2

[Text] The following is a quote from Prof. Dr. Kazimierz Doktor, director of the Philosophy and Sociology Institute of the Polish Academy of Sciences:

"...is the issue of autonomy in the economic sphere. Our experience to date seems to indicate that this is one of the key issues. The question that remains is exactly what kind of barrier to create and where to place it in order to defend the economy against intruders and amateurs?

The search for such a clear line of demarcation between economics and politics is doomed from the start to fail. The two are too strongly intertwined in socialism. Thus, one can only undertake scientific research to find out how these two closely connected ones function and malfunction. On the other hand, public opinion would certainly rather the two spheres be separated further. In practice anyway, one can notice that the political apparatus has presently distanced itself somewhat from the economy--even if only because a political trade union apparatus did not exist for awhile. In addition, many positions of secretary for economic affairs do not exist even today. This situation is present in various organizational levels of the party. Even the party headquarters has slightly fewer cells dealing with the economy. Changes in this sphere have occurred. However, I do not think that it will ever come to a situation in which there would be two "pure" subsystems--economic and political--and one common system connecting the two." (From a conversation with Piotr Grochmalski in "Wprost" on 20 November.)

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RESEARCHERS EXAMINE SELF-MANAGEMENT ISSUES

Self-Management Examined

Warsaw ZYCIE I GOSPODARCZE in Polish 3 Nov 85 p 8

[Article by Pawel Ruszkowski: "In the Realm of Self-Management"; passages enclosed in slantlines printed in boldface]

[Text] In April 1985 the Public Opinion Research Center conducted a sociological study of the actual influence of the self-management bodies on the functioning of the authority mechanisms in enterprises. Those studied covered 334 randomly selected enterprises. In each of them the respondents were the chairmen of the workers' council, the directors, the first secretaries of the party organizations, and the chairmen of the union organizations.

This study produced much data on the range of the self-management's influence on decisions concerning crucial issues for enterprises, the range and form of cooperation with the other bodies in the enterprises and with the social and political organizations. It has established the social membership of the workers' council and evaluate the relationship of the particular socioprofessional groups in the enterprises to the self-management, the degree of the council's independence in making decision, the influence of the branch lobby on the range of the self-management's actions and competencies, and the forms of the self-management's cooperation between enterprises.

From this collection of issues analyzed in the study, we will select two, which we believe to be most important currently: /the range of influences and the forms of cooperation with other bodies and organization within the enterprise and the form of external cooperation./

The Range of Independence

The respondents sent a list of 29 areas essential to an enterprise and a request to describe what the self-management's role in decisions in these areas was in 1984.

In the opinion of their chairman (13.7 percent of the representatives) the councils have their greatest influence on the division of enterprise income into accounts (10.2 percent of the respondents), the method of distributing the profits for rewards to individual workers (15.6 percent), membership in an association (12.0 percent), disposing of machines and equipment (11.1 percent), financing technology and innovation clubs (22.8 percent), awarding medals and plant diplomas (12.6 percent), making recommendations on state awards (10.5 percent).

This influence is noted by the three other groups of respondents. With the exception of item number 6, 5.1 percent of the directors, 6.2 percent of the first party secretaries, and 7.1 percent of the trade union chairmen agreed. But they felt the council chairman overstated their case.

The self-managements had moderate influence on issues of production plans and other important production decisions (18.3 percent), the financial plan (13.8 percent), investment policy and modernization (12.9 percent), division of enterprise income into accounts (24.9 percent), the method of distributing profits for rewards to individual workers (23.1 percent), establishing work rules (12.9 percent), plant agreements on wages and work in the enterprise (19.5 percent), premium regulations (24.5 percent), the workforce's social and material conditions (13.8 percent), giving awards and plant diplomas (12.6 percent), making recommendations on state awards (15.3 percent), improving work organization (12.3 percent).

The council chairmen noted moderate influence levels in 17 percent of the enterprises, directors in 12 percent, first secretaries in 9.9 percent, and trade union chairmen in 8.3 percent.

Characteristically, /council activists rated their influence on the enterprise's functions higher than the other participants in the decisions./

The area beyond the councils' influence includes fields in which no decisions were made in 1984 or decisions made without their input.

In 1984 according to the council chairmen, in an average of 60.1 percent of the enterprises in the survey no decisions were made on such issues as naming a director (76.9 percent), naming assistant directors (56.3 percent), making significant changes in technology (63.2 percent), evaluating work norms (56.9 percent), use of mass communication (57.2 percent), cooperative agreements (55.1 percent), export agreements (55.1 percent).

There was agreement among the directors (53.2 percent), the first party secretaries (46.1 percent), and the trade union chairmen (43.8 percent).

The Range of the Directors' Influence . . .

The areas all respondents regard as the directors' domain include key strategic decisions in production levels, directions of development, distribution of incomes and profit, and external relations.

The conflict of directors' and self-managements' influence in these areas can be illustrated by the division of profits for individual awards. In 43.4 percent of the enterprises the council prepared its own proposal but only 15.6 percent of the councils' proposals were adopted. However, 23.1 percent settled for making corrections in the directors' proposals.

/The flow of information between councils and directors/ is crucially important for their relationship. An indication of good relations is the free flow of information about the enterprise's condition and the initiatives undertaken by both sides./ The clear majority of directors (79.4 percent) conveys all current information significant to the management of the enterprise to the council, but they do so--in the opinion of the council chairmen--according to their own views (21 percent) or on the express request of the council (36 percent).

The directors transmit materials for meetings at an appropriately early time 85 percent of the time; the councils provide the directors with information on their plans and projects in 88 percent of the enterprises. Directors do provide materials at the last moment preventing proper evaluation of them (39.3 percent).

The council chairmen stated that in more than half the enterprises the director or his representative participates in preparations for council decisions.

. . . party and trade union organizations

The interests of the party and the council cross in two issues directly and indirectly influenced by the council: giving awards and plant diplomas and making recommendations on state awards.

The council chairmen's answers to direct questions about other issues on which they asked for party help included in some enterprises: wages (9 percent), mutual contacts (6.6 percent), production (5.7 percent), social and material conditions (3.8 percent), and planning (3.6 percent).

Party representatives participate in council meetings in 58.7 percent of the enterprises; in 30.5 percent they participate at the council's request if the meeting includes issues of significant interest to the party; and in 5 percent (according to the first secretaries 6 percent), they do not participate and are not invited to participate.

The council presidium prepares material for meetings with the party executive's advice in 27 percent of the enterprises.

Mixed commissions with party representatives are active in 66.5 percent of the enterprises.

The forms of contact also show the party organization's method of influencing the council. /Informal contacts, conversations with council chairmen,/

play a significant role. The secretaries believe this is usually the case 85.7 percent of the time, and 61.6 percent of the council chairmen agree. Party members on councils are another form of informal contact. The secretaries said this occurs in 87.7 percent of the enterprises. The council chairmen agree (51 percent).

/In nearly one-quarter of the enterprises (23.4 percent), the party organization declines to exert direct influence on the councils. Their real representative of their interests on the self-management council is the enterprise's director./

Areas of conflict between the councils and the trade unions include the workforce's social and material conditions and methods of distributing profits for awards to individuals.

/Trade union representatives usually participate in all council meetings in 50.6 percent of the enterprises; in 39.8 percent they are invited to participate if the agenda includes issues of interest to the trade union; in only 3.9 percent they neither participate nor are invited to participate.

Mixed commissions with trade union representatives exist in 69.2 percent of the enterprises.

Trade unions communicate more formally (in writing) with the councils with greater frequency (59.1 percent) than the party organizations do. Official presentations of the trade union position at council meetings is required in 64.5 percent of the enterprises, which is the same as for party organizations.

At times the directors present the trade union position just as they do the party position to the councils. According to the trade unionists this occurs frequently or always in 22.2 percent of the enterprises.

External Relations

The dynamics of self-management depend primarily on the constellation of social, economic, and political factors inside the enterprise and near it and far from it.

/The absence of direct exchange of information between self-management councils of different enterprises practically prevents improving the system. Hundreds of councils commit identical errors, fall into the same legal, economic, or bureaucratic traps because what they know of others activities they read about only in the press (ZYCIE GOSPODARCIE, TYGODNIK ROBOTNICZY)./

Initiatives of the national councils to organize meetings between self-management councils, without proper acquaintance with the situation were taken as efforts to "cap" the local self-managements. Some of the activists fear contacts with territorial self-governments will lead to increased pressure for the enterprise to subsidize the city, districts, schools, nurseries, retirees, etc.

Efforts to increase cooperation under Sejm patronage are also worth considering. The commission on worker self-management has gained substantial recognition during the creation and activation of workers' councils. Perhaps smaller consultation meetings in addition to the national meetings would be appropriate.

The existence of a strong, active Sejm commission on self-management is one of the more important guarantees of the development of self-management according to the proposals adopted at the Ninth Party Congress.

Research Shows Self-Management Weakened

Warsaw POLITYKA in Polish 9 Nov 85 p 5

[Article by Jerzy Hausner and Jerzy Indraszkiewicz, researchers at the Economics Academy in Cracow: "A Little Ostentatious"; passages enclosed in slantlines printed in boldface]

[Text] In 1984 there were calls to change the statutes on state enterprises and worker self-managements. These proposals caused concern among the activists in the self-governments. They remembered the negative effects of the changes made after 1956 in the regulations of self-managements. Officials' declarations that the measures of 1981 would be retained were welcome.

But . . .

The stabilization of the legal situation was accompanied by decisions in some administrative divisions /weakening the self-governments' position and limiting its prerogatives./ This was shown by the following:

/Creating new legal regulations/ whose contents conflict with the statute on enterprises and self-governments. The activists in self-government regard the statute on plant wage systems as an example of this situation. This statute, which makes the director and the trade union the partners in the wage agreement, gives the self-government a mere advisory role.

/Creating interplant economic organizations/ depriving the enterprises in them of their independence and their self-governments of prerogatives. This applies especially to mining and energy enterprises.

/Violating the binding regulations in practice/ Reports of violations by the various levels of the economic administration have become so common that the problem is being investigated by the Supreme Chamber of Investigations. This investigation showed that 18 percent of the enterprises investigated had violated the right of the general meeting of the employees (delegates) and 36.5 percent the workers' councils' prerogatives.

These facts were not reported appropriately in "Report on the Implementation of the Economic Reform in 1984." In our view, the report improperly assigns the problem only marginal significance. The self-management activists are unable to counteract effectively these actions. The self-governments possess formal legal protection of their rights, and the most effective method is recourse to the courts. /However, the self-managements seldom employ this method. As of 31 March 1985, barely 52 cases had been entered./

Why do the self-management activists accept weakening of their position? In our opinion, among the causes of particular significance are /the relationship between the founding body and the enterprise, the low level of the activists' legal knowledge, the lack of support for their actions be legal advisors, and finally pressure exerted on the activity who are professionally subject to administrative demands./

Another problem is the absence of self-government bodies. According to Prof. Baka's last report, /they did not exist in about 13 percent of the enterprises./ Since the workers' self-government is to exist statutorily and function in every enterprise, their absence in any enterprise violates current law.

Areas of Conflict

An important area of self-management activity is confirming annual and multiyear plans. The study shows, however, that the council's participation in planning is purely formal in most enterprises. /It consists primarily of accepting the general premises of the plan presented by the administration./

All too frequently, /current problems of enterprise operations predominate at the cost of discussion of long term solutions/ at the meetings. A similar approach occurs in the councils' monitoring activities. They deal with fragmentary, current questions and seldom involve comprehensive evaluation of economic efficiency.

The short term orientation and waiting for change from outside and above can be explained by the absence of effective methods of cooperation between the councils and administrations, problems with access to information, the lack of sufficient experience among council activists (which is caused by their short terms in office). These explanations, however, are insufficient.

A dependency relationship develops between the founding body and the enterprise, which although formally in accord with the reform in reality contradicts it. /The founding bodies exploit the parametric management instruments (for example, rate reductions) as directives. The enterprises in fact lose their economic independence and self-financing character, although formally they remain independent./ This significantly affects the self-managements' position and capabilities. Some activists are critical of the founding bodies' procedures, but these activists must remember the

"criticized" can affect the enterprises' financial condition. Which is better: partial loss of independence--though guaranteeing the enterprise a better situation--or defending their independence--though losing significant support? This dilemma is especially apparent in the self-managements' attitude toward the founding bodies attempts to create large, interenterprise economic organizations. A delegate to the Fourth All-Polish National Conference of Representatives of Workers' Self-Management stated " even if an enterprise is quite profitable and has a relatively high net profit in order for it to assure its workforce wage raises near a level balancing inflation, it must have rate reductions and preferences. And these are easier to obtain in a combine." The conference showed that many of the activists in self-management have decided in favor of reform, enterprise independence, and an important role for self-management. Will these activists yield to the realities of the world?--we cannot be sure.

Inevitable Opposition

/Cooperation of the councils with the party and the trade unions causes much controversy./ Establishing these relations requires everyone to take on new roles. The party and the trade unions must alter their traditional methods.

Observations confirm that party organizations are changing their methods in most enterprises. The members' interest in their enterprise's condition has grown; interest in affecting the consciousness is greater, but it frequently lacks the element of partnership and effective cooperation with the self-management. The Public Opinion Research Center's survey has shown that one-quarter of the party organizations have resigned from direct cooperation with the self-managements and act through their directors. Open conflict between the party and the self-management occurs infrequently.

/Relations between the self-managements and the trade unions are significantly complicated./ Many statements emphasize the unclear division of responsibilities as the source of the conflicts. This is an oversimplification. A number of conflicts exist between these organizations. /They are rivals for society's support and legal prerogatives; there are personality and prestige conflicts; they compete over the distribution of various services and awards in the enterprise, wages, and the operations and development of the enterprise./

The source of the first two conflicts lies in past political events. The increasing peace in politics and the development of the trade unions should cause the competition in political categories to disappear. The tensions caused by personality and prestige and the distribution of services can be relaxed by signing cooperative agreements between the councils and the trade unions. As yet few such agreements have been signed in the enterprises and the range of cooperation has been limited. This contributes to conflicts in the distribution of social funds and making recommendations on awards or trips abroad. The directors and party organization require an opinion from the trade unions, and these recommend only their members.

Distribution of the national income and wages are becoming increasingly salient issues./ The self-managements must strive to relate workers' wages directly to their productivity and work quality and to the enterprise's financial condition. They must also insist that the decisions be made in the enterprise. The trade unions, however, accept the branch's role, within which the decisions on wages and work are to be made./ This approach leads to group agreements as the basis for wage and benefits within the branch that are to be specified in social agreements within the enterprise.

Group wage agreements are the object of current analysis and preparation for legislative measures. The government has reservations about this union conception and wishes to avoid the further spread of branch social services and privileges. The self-managements' further opposition to this approach is natural. Adopting these measures would transfer economic authority to the ministries or associations, limit the enterprise's economic independence, and make them dependent on the founding bodies.

The last mentioned source of conflict must be evaluated differently. Taking into account the different status and functions of the self-managements and trade unions in the enterprise, which result from the dual role of the worker (as co-owner and employee), we must regard such conflicts as understandable.

/In conclusion, we believe that problems in cooperation between the self-managements and the trade unions result from the trade unionists slowly coming to understand their role in the self-managed enterprise and not a sign of their inevitable opposition./

False Evaluations

The intensity of discussion of self-management has declined. The opinion that they are developing properly is beginning to dominate, supported usually with arguments that there are a large number of activists, conflicts in their operation have declined, and the number of cases before the courts is small.

These arguments do not get to the heart of the matter. Rather, they concern secondary issues and conceal the real measures of the self-managements' position. /Such measures are, for example, their ability to require responsibility from the managerial staff, their influence on productivity, and the workforce's participation in self-management./ These aspects point toward a more skeptical judgment of self-managements' accomplishments and prospects.

As yet no self-managing attitude has developed among the workers. This failure is due to be many weaknesses in self-management. External factors play a more important role than the internal operations of the enterprise in producing the passive attitude./ The condition of the labor market, the imbalance on the market, and inflation seriously hamper the transformation of the workers' consciousness. They cause the workforces to disintegrate and weaken their interest in responsibility for the enterprises' financial condition./ The inflation distorts the merit wage system, which instead of raising productivity compensates the workers for inflation and stabilizes employment.

HISTORIAN QUESTIONS DEMOCRACY-HAPPINESS EQUATION

Warsaw POLITYKA in Polish 9 Nov 85 p 2

[Excerpt from "Opinions" column, taken from a conversation with Piotr Gadzinowski in ITD on 20 November]

[Text] Prof Dr. Jan Baszkiewicz, historian: "A democratic society is not the highest form of happiness. Those that say that it is less mobile are right. Theoreticians of democracy agree that this system is not efficient and quickness in decisionmaking is desired. Tocqueville, who understood democracy very well, explained that it does not provide the most efficient government, but it encourages a social liveliness, and a release of social energy that makes up for the various disadvantages of inefficient management. Mass participation in the social life strengthens society and prepares it for difficult hardships. At the same time it is a society that has much to lose and is able to fight energetically for the value system already in effect."

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SCHAFF BOOK ATTACKED AS ANTI-POLISH, FALSE

Warsaw POLITYKA in Polish 23 Nov 85 p 2

[Excerpt from "Opinions" column, taken from NOWE DROGI, No 10, 1985]

[Text] Marian Dobrosielski: "I think that the significance of Schaff's views presented here is so clear to Polish party members that it requires no comment. Schaff boasts that his book has already been published in a few western languages. But by doing so his book contributes to the propagation and strengthening of negative stereotypes about Poland, Poles, and the establishing of socialism in our country. Stereotypes his book promotes were created by enemies of Poland and socialism. What is astounding in all of this is that the person who so openly warps the views of Marx, Engels, and Lenin has the audacity to call himself a Marxist and a Communist and also to maintain that this type of criticism and call for "renewal" serves Marxism and communism. I have never been one to use labels or slogans. However, I believe that complete justification can be found in the views and methods presented in Schaff's book "The Communist Movement at the Crossroads" when in finishing I state that it is anti-Marxist, anti-Leninist, anti-Soviet, anti-Poland and anti-party on the subject of the PZPR. If the communist movement were to follow the road shown by Schaff it would be misled and end up in a quagmire."

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COUNCIL OF STATE DECREE ON MINISTRY OF FOOD INDUSTRY

Bucharest BULETINUL OFICIAL in Romanian Part I No 772, 27 Dec 85 pp 1-6

[Council of State Decree No 392]

[Text] DECREE OF THE COUNCIL OF STATE
on establishment, organization, and operation of the Ministry of the Food
Industry and Purchase of Agricultural Products

The Council of State of the Socialist Republic of Romania hereby decrees the following.

CHAPTER I

General Provisions

Article 1. The Ministry of the Food Industry and Purchase of Agricultural Products is hereby established, as of the date of this decree through reorganization of the Department of the Food Industry in the Ministry of Agriculture and the Food Industry and the Department for Procurement Contracting, Purchase, and Storage of Agricultural Products, which are hereby abolished.

Article 2. The Ministry of the Food Industry and Purchase of Agricultural Products will implement the policy of the party and state in the area of the food industry and in the areas of formation, procurement, storage, and marketing of state stocks of agricultural crop and livestock products and formation and storage of state agricultural food product reserves.

Article 3. The Ministry of the Food Industry and Purchase of Agricultural Products will act as a central coordinating authority for activities in its sphere which are performed in units subordinate to other central or local state authorities and for the activities of cooperative and public organizations.

Article 4. The Ministry of the Food Industry and Purchase of Agricultural Products will direct, guide, and monitor the activity of the industrial central agencies and other units subordinate to it and will be responsible as plan administrator for implementation of the plan in its sphere of activity.

Article 5. The Ministry of the Food Industry and Purchase of Agricultural Products will ensure application in its activities of laws, decrees, and resolutions of the Council of Ministers.

Article 6. The Ministry of the Food Industry and Purchase of Agricultural Products will cooperate with the other ministries and central authorities and with local authorities in performance of the functions assigned to it.

CHAPTER II

Functions

Article 7. The Ministry of the Food Industry and Purchase of Agricultural Products will perform chiefly the functions established by the present decree.

SECTION I

Functions in the Area of the Food Industry

A. In Connection with Industrial Processing of Agricultural Crop and Livestock Products

Article 8. The Ministry of the Food Industry and Purchase of Agricultural Products bears full responsibility for the industrial processing of agricultural crop and livestock products, along with better utilization of raw materials and improvement and modernization of production technologies, for which purpose:

- (a) It is responsible for carrying out the assignments of the unified national plan of socioeconomic development, at the established performance levels, and for drawing up and carrying out development programs in the sphere of the food industry.
- (b) It ensures and is responsible for ongoing development of activities relating to industrial processing of agricultural products, diversification of food product assortments, and improvement in product quality, for the purpose of meeting the consumption needs of the population and other requirements of the national economy.
- (c) It is responsible for superior utilization of agricultural raw materials, introduction of new technologies, lowering specific consumption, rational use of production capacities, and introduction of advanced methods of organizing production and labor, so as to increase labor productivity and economic efficiency in industrial processing units.
- (d) It prepares development studies and programs for the food industry, taking into account trends and tendencies throughout the world in technical development; draws up draft annual and long-term plans, as well as special programs for products, product groups, and activities, on the basis of its own research and recommendations submitted by subordinate units.
- (e) It elaborates programs for full and more efficient use of production capacities, and throughout the year monitors utilization of the equipment, plant, and labor of industrial units.

(f) It is responsible for sound management of the meat resources in state reserves, for ensuring the production of meat and prepared meat products, and for full and superior utilization of livestock products and by-products and production of a variety of meat products and prepared meats.

(g) It monitors the status of livestock slaughtering in slaughterhouses, irrespective of their subordination, and is responsible for compliance with the provisions of the law regarding slaughter weight and number of animals scheduled for slaughter in accordance with the plan.

(h) It takes measures to ensure development of processed and prepackaged prepared foods, on the basis of scientific nutritional standards.

(i) It is responsible for the industrial processing of milk and superior utilization of milk, and for preparation of dairy products with varied nutritional values in keeping with requirements for rational nutrition of different categories of consumers.

(j) It organizes, directs, and monitors fishing in the Black Sea and in oceans, as well as pisciculture and fishing in inland waters pursuant to law, industrial processing of fish and other aquatic products, improvement in the quality of processed fish products through strict compliance with manufacturing technologies and formulas, and increase in the amounts of fish processed and delivered fresh to the public.

(k) It ensures industrial processing of wheat and corn, organizes and is responsible for execution of the production of flour, bread, bakery products, pastries, flour pastes, and crackers, in broad assortments and of superior quality, while taking measures to ensure sound management of raw materials.

(l) It directs and monitors sugar beet production and is responsible for the manufacture of sugar and sugar and oil products; takes measures to effect ongoing improvement in sugar and oil production technologies in order to obtain higher production yields; and ensures elevation of the quality level of sugar products and improvement in the packaging and presentation of these products.

(m) It is responsible for industrial processing and superior utilization of vegetables, potatoes, fruits, and grapes in the form of partly and fully preserved products, ensuring constant diversification of product assortments and improvement in product quality; coordinates and is responsible for the production of juices.

(n) It ensures utilization through wine making of the production of grapes intended for industrial processing, taking measures to ensure application of new and improved technologies resulting in the production of wines of superior quality; coordinates, guides, and issues mandatory provisions relating to the production of alcoholic beverages and fulfillment of delivery obligations to state reserves; is responsible for production of beer in keeping with consumption requirements; is responsible for industrial processing of tobacco and ensures the production of tobacco and cigarettes.

(o) It is responsible for superior utilization of the agricultural food resources available to the national economy, through concentration of prepared food production in specialized units, and for organization of production on industrial principles, by outfitting factories with different capacities which manufacture the products required for commercial feeding, public catering, and collective consumption units.

(p) It coordinates and issues mandatory provisions relating to the production and delivery of wheat flour, corn flour, bread making products, pastry products, and other agroindustrial products made by units subordinate to local authorities; provides specialized technical assistance for such units and monitors the activities of mills operating under the preston milling system.

(q) It coordinates and supports the development, within the framework of the unified agroindustrial councils, of new industrial facilities for economical utilization of agricultural raw materials resources; organizes cooperation and association projects between industrial enterprises and agricultural cooperatives and develops departments of enterprises within the sphere of activity of the councils.

(r) It coordinates preparation of the plan for scientific research, technological development, and introduction of technical progress for all sectors of the food industry, and monitors and ensures implementation of this plan; is responsible for institution of the manufacture of new products, in accordance with the programs elaborated, for modernization of existing products, improvement of technologies, mechanization and automation of production processes and labor-intensive processes, and for lowering consumption of raw materials and intermediate products.

(s) It develops and applies new technologies ensuring the production and use of substitutes for critical and imported raw materials and intermediate products.

(t) It cooperates, on the basis of joint priority programs, with research and production units in agriculture to find new breeds or hybrids of livestock and plants, so as to secure for industry raw materials with a high content of useful substances and optimum processing qualities.

(u) It develops projects for standardization of technologies and structures for new facilities in all sectors of the food industry, monitoring the application of these technologies by all producers of foodstuffs, regardless of their subordination.

(v) It coordinates the process of generation and review of technical documentation for all food products, ensuring the inclusion in such documentation of technical requirements relating to quality, composition, rules and methods of quality verification, special packing, marking, and handling regulations, and special rules for protection applicable to the specific climatic and environmental conditions of the countries to which products are to be shipped, along with other parameters, as provided by law.

(w) It monitors compliance with the quality parameter level of technical documents which have been drawn up and rigorous application of such documents following their approval pursuant to law.

(x) It organizes, guides, and coordinates rational utilization and development of the national cold storage network.

B. In Connection with Procurement of Agricultural Crop and Livestock Products

Article 9. The Ministry of the Food Industry and Purchase of Agricultural Products is solely responsible for all activities relating to conclusion of contracts, purchase, and delivery of agricultural crop and livestock products to the state fund and the autonomous supply fund.

Article 10. In its capacity as the entity solely responsible for the activities of purchase, conclusion of contracts, and delivery of agricultural crop and livestock products, the Ministry of the Food Industry and Purchase of Agricultural Products may authorize the Central Union of Commodity Production, Purchasing, and Marketing Cooperatives to conclude contracts and purchase agricultural crop and livestock products, through the units of this union. The Ministry of the Food Industry and Purchase of Agricultural Products may also authorize other ministries and central authorities to conclude contracts for and purchase some agricultural products.

Article 11. The Central Union of Commodity Production, Purchasing, and Marketing Cooperatives and other central authorities are responsible, in accordance with authorization granted, together with the Ministry of the Food Industry and Purchase of Agricultural Products, for completion of tasks connected with contract procurement and delivery of agricultural products to the state fund.

Units which conclude contracts for and purchase agricultural products in accordance with an authorization received will conclude economic delivery contracts with customer units for the amounts provided in the plan.

SECTION 2

Functions in the Area of Formation, Preservation, and Utilization of the State Grain and Industrial Crop Fund

A. In Connection with Formation of the State Grain and Industrial Crop Fund

Article 12. The Ministry of the Food Industry and Purchase of Agricultural Products is responsible for formation of the state fund of cereals, bean crops, and oil-bearing seeds, for which purpose it performs the following.

(a) It organizes and ensures the conclusion of contracts with socialist agricultural units and other producers for delivery of grain and industrial crops to the state fund;

(b) it monitors the material basis of contracts for delivery to the state fund, location and cultivation of crops in the areas planned, procurement and use of varietal and hybrid seeds possessing superior biological properties,

and execution of agricultural operations pursuant to law (preparation of the soil, sowing during the optimum period, compliance with plant density regulations, application of natural and chemical fertilizers in keeping with the program, control of diseases, pests, and weeds, and crop maintenance.

(c) It cooperates with the Ministry of Agriculture in evaluation of production of grains, bean crops, and oil-bearing seeds and in drawing up draft balance sheets for these products, to ensure complete formation of the state fund.

(d) It cooperates with the Ministry of Agriculture in organizing the harvesting of grains, bean crops, and oil-bearing seeds and takes steps to ensure that priority will be given to transportation and delivery to reception bases of products intended for the state fund.

(e) It ensures receipt of the full amount of grains, bean crops, and oil-bearing seeds delivered to the state fund under contract and by spot purchase, the amounts due the agricultural mechanization stations as payment in kind for work done for agricultural production cooperatives and other producers, and the fees due for milling services.

B. In Connection with Storage and Preservation of Grain and Industrial Crops

Article 13. The Ministry of the Food Industry and Purchase of Agricultural Products is responsible for reception, storage, and preservation of grain, bean crops, and oil-bearing seeds, for which purpose it performs the following.

(a) It effects suitable organization of reception bases and storage areas, making certain that the agricultural products received meet the requirements of law from the viewpoints of quantity and quality.

(b) It ensures reception, storage, conditioning, and preservation of agricultural products.

(c) It superintends performance of tasks connected with purchase of grain, bean crops, and oil-bearing seed from private citizens by cooperative units for production, purchase, and marketing of commodities and monitors the storage and preservation of products by these units.

(d) It monitors and is responsible for the condition of stored products from the viewpoints of quality and sanitation and takes measures to prevent any loss or deterioration.

C. In Connection with Utilization of Grain and Industrial Crops

Article 14. The Ministry of the Food Industry and Purchase of Agricultural Products is responsible for utilization of grain, bean crops, and oil-bearing seeds, for which purpose it performs the following.

(a) It ensures delivery of products from the state fund and verifies their utilization for the purposes established by the plan; proposes measures for reducing consumption and for conserving agricultural products.

(b) It ensures delivery of agricultural products for export, at the times and on the terms established by foreign contracts.

(c) It monitors and takes measures to ensure rigorous compliance with the provisions of law governing transportation and marketing of grain.

(d) It monitors use of products in agricultural production units for the purposes intended, as provided in the balance sheets, and procures undeclared surpluses for the state fund.

(e) It organizes and is responsible for maintenance of records on the entire amount of grain, bean crops, and oil-bearing seeds in the state fund and takes measures to make certain that this fund remains intact.

SECTION 3

Functions Connected with Formation and Preservation of State Agricultural Food Product Reserves

Article 15. The Ministry of the Food Industry and Purchase of Agricultural Products is responsible for formation and preservation of the state reserves of agricultural food products, and for this purpose performs the following.

(a) It ensures accumulation in state reserves of the agricultural food products necessary for efficient and timely satisfaction of needs of the national economy.

(b) It draws up proposals regarding the classified list, levels, minimum stocks, and annual and long-term plans for establishment of state reserves of agricultural food products.

(c) It plans and coordinates the activities of local distribution, warehousing, preservation, and refreshing of state agricultural food product reserves.

(d) It reviews the proposals of ministries and other central state administrative authorities regarding withdrawal of amounts of agricultural food products from state reserve stocks, either definitively or in the form of borrowing.

(e) It ensures the integrity and preservation of the quality characteristics of state agricultural food product reserves, establishing storage periods and taking measures to ensure refreshing of stocks.

(f) It issues mandatory standards regarding state reserves of agricultural food products warehoused both by units subordinate to it and by units subordinate to other ministries and central state administrative authorities.

(g) It proposes the construction of warehousing facilities in keeping with the rate of growth of stocks of state agricultural food product reserves and rational use of existing storage facilities.

(h) It cooperates with appropriate research units to establish conditions for protracted storage and preservation of state agricultural food product reserves.

(i) It draws up a revenue and expenditure budget for the purpose of financing, formation, and administration of state reserves and execution of investment projects.

SECTION 4

Other Functions

Article 16. The Ministry of the Food Industry and Purchase of Agricultural Products also performs the following functions.

(a) It ensures diversification of production and ongoing improvement in the quality characteristics of products with the aim of satisfying the needs of the national economy and increasing their ability to compete on the international market.

(b) It is responsible for elaboration and application of consumption standards for raw materials, intermediate products, and fuels, and takes measures to ensure ongoing reduction of material, energy, and labor consumption; ensures reclamation and utilization of reusable material and energy resources.

(c) It organizes the conduct of studies on the requirements of subordinate units for raw materials, intermediate products, and equipment; ensures balancing of the budgets for raw materials, intermediate products, semimanufactures, and finished products under its jurisdiction; draws up materials budgets for products for which it acts as coordinating agency.

(d) It is responsible for achievement of planned production and for reaching the other targets assigned to it in the unified national plan of socio-economic development and the state budget, as well as in special programs, periodically informing the Council of Ministers of the progress made.

(e) It guides and coordinates activities connected with organization of production and labor in subordinate units; organizes activities connected with preparation, application, and monitoring of labor standards and norms for all categories of personnel in its sphere of activity; promotes introduction of modern methods and technologies in the organization of production and management of economic units.

(f) It is responsible for development of foreign trade and international economic cooperation activities in its sphere of activity, for which purpose it performs the following.

-- It draws up an export plan; formulates proposals regarding the long-term proportions, structure, and orientation of trade relations; is responsible for completion of the export tasks assigned to it and of international cooperation tasks in its sphere of activity.

- It organizes and coordinates the activities of economic, technical, and scientific collaboration and cooperation with other ministries and central authorities in Romania and with foreign partners in its sphere of activity.
- It ensures and is responsible for the application of international conventions and agreements relating to the activities of the ministry; superintends and ensures fulfillment of the obligations deriving therefrom.
- (g) It approves order memoranda for new and modernized products and technologies under its jurisdiction, pursuant to law.
- (h) It establishes circulating capital requirements for subordinate units, as provided by law.
- (i) It analyzes the periodic balance sheets and reports of subordinate units and draws balance sheets and reports relating to the activities of the ministry as a whole.
- (j) It draws up and executes, pursuant to law, the revenue and expenditure budget for the central administration of the ministry and subordinate budgetary units.
- (k) It performs, pursuant to law, functions relating to prices and tariffs.
- (l) It is responsible for application of the party and state policy in personnel and wage matters, for which purpose it performs the following.
 - It establishes uniform criteria for selection, training, advanced training, and promotion of personnel in its sector and subsector of activity and supervises the application of these criteria.
 - It establishes long-term personnel requirements and takes measures for the training of such personnel, pursuant to law.
 - It hires personnel for its own administrative apparatus; appoints the management personnel of the central agencies, comparable units, and other directly subordinate units, pursuant to law.
 - It organizes and ensures improvement in the training of management personnel and specialists.
 - It is responsible for the functions assigned to it in connection with integration of education with scientific research and production, and for coordination of the activities of units with twofold subordination in the area of preparation and implementation of annual research, development, and microproduction plans.
 - It participates in formulation of proposals relating to improvement in elements of the wage system, organizing the preparation of studies for this purpose.
 - It ensures uniform application of the the elements of the wage system on the basis of the flat rate principle, for the sector and subsectors for which it acts as coordinating agency.

-- It establishes, pursuant to law, labor safety measures and ensures the best possible working conditions for prevention of work-related accidents and vocational diseases in units subordinate to it.

-- It establishes overall measures for ongoing improvement in the working and living conditions of personnel.

(m) It is responsible for performance of other functions established pursuant to law.

Article 17. In the performance of its function as central coordinating authority, the ministry of the Food Industry and Purchase of Agricultural Products ensures the following.

(a) specialization, structural differentiation, and integration of production in all units within the the sector.

(b) cooperation between all units subordinate to it and those of other central and local authorities.

(c) collaboration with plan administrators in drawing up the draft sector plan, with the aim of ensuring balanced sector development.

(d) guidance and monitoring, for the sector as a whole, of rational use of means of production, introduction and extension of new technology, start-up of manufacture of new products and improvement of existing ones, ongoing improvement in product quality, increase in labor productivity, and lowering of costs, in accordance with the provisions of approved special programs.

(e) coordination, guidance, and monitoring of rational use of equipment and all production facilities, as well as fulfillment of the plan for construction, assembly, and repair of such equipment and facilities.

CHAPTER III

Organization and Operation

Article 18. The Ministry of the Food Industry and Purchase of Agricultural Products is managed by its management council, which makes decisions in general matters relating to the activities of the ministry; collective management of the operational activities of the ministry and assurance of implementation of the decisions of the management council are provided by the executive office of this council.

The management council of the ministry and the executive office of this council, which are deliberative bodies, are organized and operate in accordance with Decree No 76/1973 on the management of ministries and other central authorities of state administration on the basis of the collective leadership principle.

Article 19. The minister notifies the management council of the ministry of the principal problems solved during the interval between meetings of the council.

Article 20. The Ministry of the Food Industry and Purchase of Agricultural Products has as directors a minister, two deputy ministers, and two secretaries of state.

The deputy ministers and the secretaries of state are appointed by presidential decree, and their functions are established by the management council of the ministry.

Article 21. The minister represents the ministry in relations with other authorities and organizations in the country and in international relations.

Article 22. There is organized and in operation within the Ministry of the Food Industry and Purchase of Agricultural Products, in accordance with Decree No 78/1973, a technical and economic council which is a working body under the collective management authorities of the ministry.

Article 23. The Ministry of the Food Industry and Purchase of Agricultural Products has the following organizational structure:

- (a) The Directorate of Purchase and Industrial Processing of Livestock Products.
- (b) The Directorate of Purchase and Industrial Processing of Plant Products.
- (c) The Directorate of Planning, Finance, and Prices.
- (d) The Technical Directorate for Improvement in Technologies and Introduction of Technical Progress into the Food Industry.
- (e) The Investment and Mechanical and Power Engineering Directorate.
- (f) The Directorate of Foreign Trade and International Economic Cooperation.
- (g) The Directorate of Supply and Transportation.
- (h) The Directorate of Organization, Personnel, Education, and Wages.
- (i) The State Inspectorate for the Food Industry and Purchase of Agricultural Products.
- (j) The General Economic Directorate for Purchase of Agricultural Products.
- (k) The Legal-Arbitration Office.
- (l) The Administrative Secretariat Department.

The organizational structure, by individual work sections, and the maximum number of personnel in the administrative apparatus of the ministry are as indicated in Annex No 1 and Annex No 2 hereto (these annexes will be forwarded to the institutions concerned).

The functions and standards of operation of the sections specified in the first paragraph are established by the management council of the ministry, as provided by law.

The General Economic Directorate for Purchase of Agricultural Products operates on the principle of autonomous economic and financial management. It has the status of a legal entity and performs the functions assigned by law to central agencies.

Article 24. The Ministry of the Food Industry and Purchase of Agricultural Products has subordinate to it industrial central agencies and units comparable thereto, enterprises, scientific research units, other units, and special lyceums and vocational schools for training specialist personnel.

Article 25. The Ministry of the Food Industry and Purchase of Agricultural Products has directly subordinate to it the units listed in Annex No 3.

Article 26. For the purpose of unified coordination of the activities of industrial processing and purchase of agricultural products, there are organized in the districts and in the City of Bucharest councils for industrial processing and purchase of agricultural products subordinate to the Ministry of the Food Industry and Purchase of Agricultural Products and to the executive committees of the people's councils of the districts and of the City of Bucharest.

CHAPTER IV

Final Provisions

Article 27. Enterprises for contract procurement, purchase, and preservation of agricultural products are also subordinate to the executive committees of the people's councils of the districts and of the City of Bucharest.

Article 28. For the purpose of monitoring creation of the state fund, there is in in each enterprise for contract procurement, purchase, and preservation of agricultural products a state representative section with one or two personnel positions for each unified state and cooperative agroindustrial council.

The duties of a state representative are comparable to the duties of chief inspector first class and second class of the district inspectorates for product quality control as specified in Annex No VI, Chapter IV, Section A2, of Law No 57/1974.

Article 29. The Ministry of the Food Industry and Purchase of Agricultural Products is provided with four passenger automobiles for its own common motor pool.

Article 30. Personnel who are transferred from the Ministry of Agriculture and the Food Industry and from the Department for Contract Procurement, Purchase, and Preservation of Agricultural Products to the Ministry of the Food Industry and Purchase of Agricultural Products are considered to be transferred in the interests of the service.

Article 31. Personnel who are transferred in the interests of the service or are transferred in the same unit to positions at lower pay levels, and personnel who are rendered surplus as a result of application of the present Decree, are entitled to the benefits provided in Article 21 of Decree No

162/1973 on establishment of uniform structural standards for economic units.

Article 32. The provisions of Decree No 367/1980 relating to measures for rational use of personnel in socialist units, the applicability of which was extended by Decree No 451/1984, will not be applied until 31 March 1986 to positions in units to and from which personnel are transferred as a result of the provisions of this decree.

Article 33. Within a period of 30 days from the date of entry of this decree into effect, the State Planning Committee and the Ministry of Finance will submit for approval, on the basis of recommendations by the ministries concerned, changes in the economic and financial plan indicators and in the volume and structure of the state budget, together with the effects resulting from application of this decree.

Article 34. Annexes Nos 1-3 form an integral part of this decree.

Article 35. Decree No 420/192 on establishment, organization, and operation of the Department for Contract Procurement, Purchase, and Preservation of Agricultural Products, and any other laws and regulations conflicting herewith, are hereby rescinded.

NICOLAE CEAUSESCU
President of the
Socialist Republic
of Romania

Bucharest, 16 December 1985
No 392

6115
CSO: 2700/88

FARM PRODUCTS COUNTY COUNCILS SET UP

Bucharest BULETINUL OFICIAL in Romanian Part I No 77, 27 Dec 85 p 8

[Council of State Decree No 401]

[Text] DECREE OF THE COUNCIL OF STATE
on Organization of Councils for Industrial Processing and Purchase of
Agricultural Products in Districts and the City of Bucharest

The Council of State of the Socialist Republic of Romania hereby decrees the following.

Article 1. For the sake of uniform coordination of the activities of industrial processing and purchase of agricultural products, there are hereby established in the districts and in the City of Bucharest councils for industrial processing and purchase of agricultural products, which are local specialized bodies subordinate to the executive committees of the district people's councils and the people's council of the City of Bucharest and to the Ministry of the Food Industry and Purchase of Agricultural Products.

Article 2. The councils for industrial processing and purchase of agricultural products perform the following functions.

(a) They are responsible for completion of plan assignments by agricultural crop and livestock industrial processing units and for implementation of autonomous supply programs at the level of each district, and for taking measures to ensure satisfaction of the needs of the local economy and the consumption requirements of the public.

(b) They take measures and are responsible for development of production in food industry units and in other units engaged in industrial processing and treatment of agricultural products and take measures for diversification and improvement in the quality of these products.

(c) They are responsible for superior utilization of agricultural raw materials, for rational and full use of manpower and production facilities, and for introduction of advanced methods of organization of production and labor, with the aim of constantly increasing labor productivity and of reducing material and energy consumption and of cost per unit product.

(d) They supervise and monitor rigorous compliance with the production technologies and formulas elaborated pursuant to law, and take measures to strengthen responsibility, order, and discipline in administration of material and monetary resources in each unit.

(e) They support development, within the framework of the unified agroindustrial councils, of industrial capacities for economically efficient utilization of agricultural raw materials resources; organize cooperation and association projects between industrial enterprises and agricultural cooperatives and develop departments of enterprises in the sphere of activity of the councils.

(f) They monitor livestock slaughter conditions and are responsible for compliance with the provisions of law governing the slaughter weight and the number of animals scheduled for slaughter.

(g) They organize and ensure conclusion of contracts for and delivery of crop and livestock agricultural products to the state fund, at the level of the plan targets; take measures to provide guidance and support, pursuant to law, of socialist agricultural units and other agricultural producers in achieving the production provided by contract, and also to ensure coordination of the activities of industrial processing units with those of agricultural units supplying raw materials.

(h) They are responsible for full execution of export assignments, from the viewpoint of assortment structure and the quality conditions required on the foreign market, by agricultural product processing units within the area under the jurisdiction of the councils.

(i) They prepare studies and programs relating to the proportions, levels, rates, and ways and means of future development of production in agricultural product processing units; ensure elaboration of local plan proposals for the food industry.

Article 3. The councils for industrial processing and purchase of agricultural products cooperate with the general directorates for agriculture, the district unions of agricultural cooperatives, the unified state and cooperative agroindustrial councils, and other local state and public authorities which perform functions in the sphere of agriculture, the food industry, and purchase of agricultural products, for the purpose of ensuring ongoing increase in agricultural crop and livestock production, deliveries to the state fund and the autonomous supply fund, development and diversification of the production of food industry units, and elevation of the quality level of agroindustrial products.

Article 4. The councils for industrial processing and purchase of agricultural products will be organized at district industrial meat processing enterprises and at such enterprises in the City of Bucharest.

Article 5. The number of personnel positions and the classified list of positions in the administrative apparatus of the councils for industrial processing and purchase of food products are indicated in the annex hereto, which forms an integral part of this decree. (The annex will be forwarded to the institutions concerned.)

NICOLAE CEAUSESCU
President of the
Socialist Republic
of Romania

Bucharest
21 December 1985
No 401

6115
CSO: 2700/88

ROLE OF SCIENTIFIC RESEARCH IN IMPLEMENTING ENERGY PROGRAM

Bucharest ERA SOCIALISTA in Romanian No 24, 25 Dec 85 pp 5-8

Article by Eng Lucia Rosca, general director of the Central Institute for Energy Research, and Dr Eng Mario Duma

Text Nicolae Ceausescu said, "We must continue to concentrate on the energy problem and work to secure the regularity of activity from the first year, but with minimal energy inputs and consistent application of the measures adopted for that purpose."

Intensive development of the national energy base is a major component of socialist industrialization and of the entire task of building the new order. The party and its general secretary Nicolae Ceausescu consider it the role of energy engineering to support the rapid growth of industrial production, development of transportation and telecommunications, technical modernization and intensification of agriculture, and implementation of the investment and construction program, all accompanied by steady growth of labor productivity and economic effectiveness through constant improvement of the energy equipment of labor in connection with mechanization and automation of the industrial processes.

In the years since the Ninth Party Congress Romania has made increasingly intensive use of its energy resources. The steady progress of Romanian energy engineering has been achieved with the support of the other economic sectors and of society as a whole, which have provided the equipment, technologies, materials, constructions, transport means and manpower essential to that sector, and with the growing contribution of Romanian planning and development to the design and construction of energy capacities and to the greatest efficiency of the energy processes. Procurement of energy resources is in the center of the RCP's and its general secretary's attention, and it is and has been closely correlated with a policy of their efficient exploitation and prudent, rational use of energy in the processes consuming it.

On the basis of his far-sighted interpretation of the requirements for the socialist economy's rapid growth and Romanian society's all-around progress and according to a penetrating analysis of the phenomena and the current and long-range trends, Nicolae Ceausescu outlined and determined the main directions of

the development of Romanian energy engineering, in the light of which the specific aims and measures were determined that are provided in the Program-Directive for Energy Research and Development approved by the 12th RCP Congress, in the programs adopted by the National Party Conference of 1982, in the Directives of the 13th Party Congress, and in the Program for Technical and Qualitative Improvement of Products, Reduced Consumption of Raw Materials, Fuels and Energy, and Better Use of Raw Materials and Materials.

The strategy of accentuating the qualitative and intensive character of the economy and the goals set by the 13th Party Congress for the 1986-1990 Five-Year Plan and up to the year 2000 in the long range inherently require the continued steady progress of energy engineering. In his address to the Congress on Science and Education the party general secretary spoke of the tasks of scientific and technical research in the present stage, pointing out that "Special emphasis will be placed on implementing the energy program. To this end scientific research must play a major role in the improvement and efficiency of the national energy system, in order to increase productivity and cut the losses in transportation of energy. Unremitting efforts must be made to put the nuclear-electric power plants and the various energy sources into production and the search for new energy sources of great promise must be intensified."

The Program for Scientific Research and Technological Development for the 1986-1990 Period, ratified by the Congress on Science and Technology, assigns all workers in the national energy system tasks of vital importance to procurement of the energy base and its most rational use. The priorities for the best implementation of the national energy program are increased reserves and output of primary energy resources; efficient operation of electric power plants and especially the coal-based ones; activation of the nuclear-electric power plants and the coal-based or hydroelectric power plants under construction; development of technologies to make use of new energy resources, solar energy, wind power and geothermal energy as well as biogas and biomass; recovery of reusable energy resources, and reduction of energy inputs through application of new and perfected technologies and manufacture of high-quality products that will permit better use of Romania's raw material, material and energy resources. As Nicolae Ceausescu pointed out at the recent Plenum of the National Workers Council, "We must work with the greatest determination for the efficient operation of the electric power plants and for production of coal, petroleum and other energy sources, and we must constantly carry out the provisions of the 1986 plan and the whole five-year plan for development of the energy base, which will provide for proper satisfaction of the energy requirement by 1990 and for Romania's further development as well."

As it says in the Decision of the Congress on Science and Education, "Energy is one of the major problems of the next five-year plan. If the planned objectives are to be accomplished, supply of production and all socioeconomic activity with energy is critically important in the present stage and in the future." Accordingly scientific research in general and energy research in particular have an essential part to play in solving the major current problems and also in sound preparation for future development.

In the five-year plan that is coming to a close the efforts of the Central Institute for Energy Research have been concentrated on increased electric power

production based on low-grade fuels and securing the operation of the coal-based power plants, reducing consumption of hydrocarbons, better use of the water power potential, and assimilation of new materials and products to replace or reduce imports. Despite the progress we have made in these directions, our institute's contribution to the efficiency of the national energy system has not been commensurate with its material base and human potential. We must work better and more responsibly together with the other units of the Ministry of Electric Power to secure the output of heat and electric power essential to the economy. It is also our duty to further involve our research and design work, in close interdisciplinary collaboration with the specialists in other sectors, in the efforts to replace the energy-intensive technologies and to promote the most efficient ways of using the energy resources.

Greater Efforts To Make Coal-Based Power Plants Efficient

The most efficient operation of the power plants based on low-grade coal is now the priority aim of Romanian energy engineering. Although construction and activation of nuclear-electric power plants will gradually become vitally important, proper operation of the coal-based power plants will continue to be a major concern.

As a matter of fact coal is the first alternative in Romania and throughout the world as well for conserving petroleum and the natural gases. Therefore when a given total power output is planned any shortfall of coal-based electric power directly affects socioeconomic development as a whole.

The Directives of the 13th Party Congress concerning Romania's socioeconomic development in the 1986-1990 Five-Year Plan and the long-range objectives up to the year 2000 call for an electric power output based on coals and bituminous shales amounting to about 38 billion kilowatt-hours compared with 21.5 billion kilowatt-hours, or a 76 percent increase. In 1990, out of the total power output planned to be 95-97 billion kilowatt-hours 39-40 percent will be based on coal and bituminous shales compared with 30 percent in 1984. These major gains as well as the necessary deliveries of heat are to be secured both by increasing the potentials and operating safety of the coal-based power plants and by building and activating enough new lignite-based heating plants and heat and electric power plants in a number of urban centers. Of course this broad program requires sustained efforts to solve some very complicated and diverse technical problems.

At present continuous operation of the 330 milliwatt heat and power units at the Rovinari and Turceni heat and electric power plants is an effort that concentrates major technical forces on the measures and tasks assigned by the party and state administrations. As a unit that combines all the research and design in the Ministry of Electric Power, the Central Institute for Energy Research is directly responsible for failures in the operation of the two heat and electric power plants and in the supply of electric power needed by the national economy. Our institute has not been sufficiently firm and persevering about rapid testing and subsequent generalization of some of the measures designed for this purpose, with a retarding effect upon modernization of installations in the coal-based heat and electric power power plants.

If we are to contribute more to the efficiency of these power plants, we must work well and responsibly to avoid any delay in performing our tasks and

we must collaborate more closely and efficiently with the researchers and designers in the heavy equipment and metallurgical industries, the Ministry of Mines and the Ministry of the Chemical Industry, with builders and fitters and with operators in order to find better procedures and technologies for more efficient and safer operation of the installations. It is primarily a matter of measures for the efficient operation of the coal mills, gas fans, feed pumps and water and steam fittings, assimilating special steels for high-pressure conduits, determining the right procedures for maintaining the rubber conveyor belts, etc.

It is the duty of our researchers and designers to help the miners and heavy-equipment builders to solve the main problems of securing the quality of the coal by making it more homogeneous and its heating power more stable. The technical studies and measures to improve the quality of lignite are very important in this respect. A first pilot installation to enrich lignite has been produced and is in an advanced stage of testing. And jointly with the researchers and designers in the units of the Ministry of the Electrotechnical Industry, we are about to make a radical improvement in the reliability of the engines and other electric and electronic equipment and apparatus installed in the electric power plants and networks.

In general, the further operational safety of both the main and auxiliary power installations has a critical part to play. This requires high-quality materials and equipment, perfected technological procedures and systems, and construction, installation, operation and maintenance on a high level of professional competence and civic awareness and sense of responsibility. To that end it is our institute's duty to provide, through its inspection teams, for the most exacting quality control of the materials, equipment and installations for the power capacities. But this activity is unsatisfactory and we should improve the inspections and increase the responsibility of those who perform them.

Development and application of technical measures to lower the specific consumption of fuel in the coal-based power plants are further main objectives of the institute's researchers' and designers' efforts. It goes without saying that reductions in specific consumption permit corresponding gains in the electric power output, and scientific research and technological engineering have a broad field here, namely prevention or elimination of the causes of increased specific consumption and of technological consumption properly speaking; analysis and tight control of the inputs and possible deviations from the set standards, using electronic computers for the purpose, and modernizations permitting better combustion of the fuel. The same is true of the studies to reduce and even eliminate consumption of hydrocarbon additives to sustain the flame in coal-burning boilers. A significant example is provided by the successful studies to modernize some boilers at the Oradea Heat and Electric Power Plant, causing them to operate at their normal discharge without the support of hydrocarbons.

The new coal-based heat and electric power plants are in advanced stages of design or construction. But we must redouble our efforts to determine optimal structures for the technological installations and to make the quality specifications for the equipment to be used, especially for their approval, inspection and activation. A high operating quality of the coal-burning 420 tons per hour steam boilers requires the most immediate solution possible of all technical

problems that are still unclear by the joint efforts of the energy engineering researchers and the specialists in heavy equipment construction in order to prevent any delays in activating the new heat and power units. It is also highly important to develop modern methods of managing solid fuel in power plants, to further determine the main energy characteristics of the fuel, and to mechanize and automate unloading and handling of the coals, especially under difficult climatic conditions. All these affect automation of the energy processes properly speaking, with direct consequences for reduced specific consumption, greater operating safety and better labor productivity.

Complete, Most Efficient Use of All Energy Resources

The program to develop energy production calls for complete use of the national energy potential, and exploitation of the hydropower resources has an important role in this. Naturally hydropower improvements of the national territory began with the capacities with the most favorable natural conditions permitting high technical-economic indicators for investments and operation. As a rule the new hydroelectric power plants are built under increasingly difficult natural conditions the further the hydropower potential is exploited, so that the specific investments tend to increase and the technical-economic indicators tend to deteriorate. Therefore we must provide, through our pertinent institutes and jointly with those that design hydropower equipment, new measures to restrict the effects of those trends in order to accelerate the program to build hydroelectric power plants (especially the small ones) and make it cheaper.

Cutting costs through new designs and innovations (of course with no losses in quality, safety, performance or economically effective operation) is an urgent task of scientific research and design applying to all kinds of energy investment projects. Decreasing the investments by means of new technical and building methods will lead to faster construction of more energy capacities with the same financial and material resources, thus meeting the energy requirement sooner for further intensive development of the national economy. It is also a priority requirement to reduce the energy consumed in building the energy constructions themselves (both that incorporated in the construction materials and that at the construction site) by using new building and technological procedures.

Our institute also has important tasks in connection with punctual and optimal implementation of the construction program for nuclear-electric power plants. The energy engineering researchers and designers are concentrating on developing technological and structural measures for the installations in these plants and especially for their traditional, nonnuclear components (boilers, turbines, generators, auxiliary equipment, hydraulic circuits, internal services etc.) In fact even the design and construction of the traditional components of the nuclear power plants require measures quite different from those used in the thermoelectric power plants as well as materials meeting particular quality specifications and equipment and installations with high operating parameters. Research efforts are also being made to perfect the cooling systems of the nuclear-electric power plants and to recover the residual heat as well, since the nuclear plants require far more cooling water than the traditional ones do.

In order to permit future development of the applications of nuclear energy, the researchers and designers will now prepare the plans and technological measures

for the use of nuclear reactors in heat supply installations, both by designing heating and nuclear electric power plants, permitting better use of the nuclear fuel, and by creating thermonuclear power plants capable of supplying medium-size urban localities with heat. Studies must also be developed to start new and more advanced generations of reactors including those with rapid neutrons.

In regard to the technologies for exploiting the new and renewable energy sources (solar, wind-power, geothermal, biogas, biomass etc.), in addition to the novelty and diversity of the particular technical measures the close association should be pointed out that we must make between the technologies for receiving and converting the energy and those for effective use of the obtained energy in local installations. In this field too the chief research effort will be to develop technologies, materials and building methods that will permit greater productivity and economic effectiveness in exploitation of renewable energy sources, especially by standardizing and industrializing the production of the components and subassemblies.

Contribution of Scientific Research to Energy Restructuring

Pursuant to the party policies, a process of twofold energy restructuring is being promoted in Romania, namely replacement of petroleum and natural gases by low-grade coal, hydraulic energy, nuclear energy and new sources accompanied by a shift from energy-intensive economic development to one based on better conservation and use of energy. Both aspects of this process inherently require scientific research and technological development because it cannot succeed with the well-know, routine technical procedures but only with the latest advances of contemporary science and technology. As Nicolae Ceausescu pointed out in his address to the Congress on Science and Education, "Humanity is in a developmental stage wherein science is the strongest force for economic and social progress. Accordingly we must not for a moment forget that socialist and communist construction is possible only on the basis of the latest advances of science and technology and on the basis of human knowledge in general."

In accordance with the policies set by the 13th Party Congress, the 1986-1990 Five-Year Plan will specially emphasize the transition from extensive to intensive development in the economy and in all activities. Intensive development requires the most efficient possible use of energy resources providing for steady economic progress while the growth of energy consumption is limited and the energy we have is conserved. To this end, in addition to accentuated development of the sectors and subsectors with a high degree of processing while limiting development or even minimizing the production of the energy-intensive subsectors and processes, it is an important objective to perfect the technologies and technological installations in all energy-consuming processes, so that specific energy consumption will be reduced by technical progress and especially by perfecting the organization and management of the technological processes and the economic activities.

Achievement of a high quality in production and investments, through planning and execution on a competitive level, is essential to the lowest possible energy inputs. At the same time high-quality planning and execution permit increased production of primary energy resources and electric power through energy investment projects that will reach their planned parameters rapidly and maintain them steadily, delivering the entire planned quantity of energy.

In view of these requirements and the major aims set for the next five-year plan the units of the Central Institute for Energy Research will do intensive work in scientific research and technological engineering. In keeping with the tasks assigned at the meeting of the Political Executive Committee of the RCP Central Committee on 7 December 1985, we shall give priority to studies for expediting, assimilating and introducing production of technologies and products consuming less materials and energy, limiting all capacities to their planned inputs, and modernizing obsolete installations and equipment, for purposes of complete implementation of the adopted programs. The technological experts and energy engineers in the consumer sectors will also contribute directly to the solution of these problems. As Nicolae Ceausescu said at the Plenum of the RCP Central Committee in November 1985, "More responsible action must be taken in all sectors to apply the new technologies for reducing the energy inputs, which are still very high."

Our institute also has extensive tasks (in conformity with the functions as sole administrator of all energy sources assigned the Ministry of Electric Power by the party and state administrations) in connection with solving the problems of correlation among sectors and for all sectors; determining optimal technological energy connections and channels on the scale of the national economy; solving complex energy problems, wherein the energy supply methods (sometimes with different kinds of carriers) are closely connected with those for using the energy; initiating, preparing and perseveringly promoting measures for general use (applicable to various kinds of processes) for exploiting, conserving and recovering energy, including standardization of the installations and the sizes of the energy equipment and parameters; development of uniform methodologies for regulating energy inputs; uniform analysis of the levels and effectiveness of the use of energy in various sectors and activities in the economy, etc.

In the future the main directions of technical progress in conservation of energy, toward which our research will be directed in correlation with the technological studies in all the consumer sectors, concern application of new technological principles instead of the energy-intensive ones in order to cut the losses considerably in the stage of final use of energy; combining technological flows for maximum use of the energy contained in the primary energy resources, and complete and most efficient use of the material and energy resources by means of technologies that forestall any waste or cause minimum waste. We are going to prepare for this future now through scientific and technical studies, including basic research. As Academician Dr Eng Elena Ceausescu, Chairman of the National Council for Science and Education, pointed out in her speech at the conclusion of the proceeding of the Congress on Science and Education, "Along with the gain in energy production the researchers must prepare the most rational standards for energy consumption and help to perfect the installations for recovery and recycling and to replace the energy-intensive technologies so as to ensure in this way a reduction by at least 20 percent in energy and fuel consumption."

Aware of the great importance of the supply and efficient use of energy as an essential requirement for rapid development of the national economy and all society, all workers in scientific research, technological engineering and energy planning are firmly resolved to increase their efforts toward proper operation of the installations for producing, transporting and distributing heat and electric power and toward further improvement of all activity in this important sector of socialist construction in Romania.

PAPER ASSESSES RISE IN CONSUMPTION STATISTICS

Prague RUDE PRAVO in Czech 29 Dec 85 p 5

[Text] An important factor in the rise of standard of living is the volume of consumed products and services. In terms of the consumption of basic foods and caloric intake per consumer, CSSR is reaching the level of the economically most developed countries in the world. According to the statistics of the World Organization for Agriculture and Nutrition, the daily caloric intake of a person living in the CSSR in 1980-1982 was 3508 calories, as opposed to, for example, 3544 in France, 3484 in NSR, 3553 in Netherlands, and 3210 in the United Kingdom. Before the war [WW II], the caloric value of foodstuffs consumed in our country was, in comparison to these countries, 10 to 20 percent lower.

Illustrative of the quantitative and qualitative rise in food consumption in CSSR is the per person meat consumption. Before the War, for example, it was one-third lower than in Austria, one-half in comparison with the United Kingdom. At present, consumption of meat per consumer in the CSSR equals that of a consumer in Austria and other capitalist countries, and is even higher than that of United Kingdom. Less satisfactory is the consumption of vegetables that, in comparison with other countries, remains lower.

Comparison of our households is also favorable in respect to home appliances with other economically developed countries. Practically speaking, all our households have a refrigerator and a washing machine. As for television sets per one thousand of population, the CSSR's level is comparable to that attained in other, economically developed countries. As for personal automobiles, CSSR ranks lower for the time being, but the disparity is diminishing steadily.

There has been also significant progress here in the area of housing. In the year 1984, there were 364 apartments per 1000 of population, which is nearly as much as in other European countries with good housing conditions. The CSSR has been prominent, by European and world standards, in the intensity of its housing construction. As to the average floor space of the newly built apartments, CSSR ranks among the leading CEMA countries, not reaching, however, the average size of newly built apartments in some developed capitalist countries. However, nearly all newly built apartments in CSSR are equipped with running water, a bathroom or shower, and a central heating system.

The rise in personal consumption is assured, above all, by the rise in wages. During 1970 through 1984, basic wages in CSSR have risen by more than 70 percent. The increase in personal income in the CSSR is not, as in the case of developed capitalist countries, offset by inflation. During the period of 1970 through 1984, the average rise of consumer prices in the CSSR was 21 percent. By contrast, during the same period consumer prices in Italy rose 553 percent, in the United Kingdom 381 percent, in France 275 percent, and in Austria 128 percent. At the same time the cost of foods in a number of capitalist countries has been rising more rapidly than the average of the price increase.

Part of the standard of living is also growth in culture, education and health care. In these areas, the level attained in CSSR is not only on a par with developed countries of the world, but in a number of areas it is even higher. There exists in the CSSR a network of cultural arrangements of all kinds that are accessible to all working people. Czechoslovak cultural activity is reaching a high, internationally recognized level. Education in Czechoslovakia is accessible to all segments of the population, with all expenditures for education paid for by the government. Similarly, health care is free in Czechoslovakia for all citizens and is assured throughout the entire country. The level of preventive health care is very high in our country. The rise in the number of health care professionals contributes, among other things, to the high level of health care in CSSR. According to the statistics of OSN, there is one physician for every 350 people, which ranks CSSR among the best in the world. In terms of hospital beds per 10,000 of population, CSSR surpasses a number of such developed countries, as for example, Belgium of France.

In socialist countries, as opposed to capitalist countries, the standard of living is not made up of consumption alone, whether material or cultural. Its integral part is the social certainty people have in the working process (the right to work and elimination of unemployment), the the pre-employment and post-employment years, or at the time when a person of working age cannot, for reasons beyond his/her control, become part of the work process. In Czechoslovakia and other socialist countries the rise or maintenance of standard of living is affected by the use of resources from the public fund. Cost free education, medical care, support of young couples, contribution to certain needs (housing, services) etc. are financed from this fund. Benefits from government funded programs augment earnings in CSSR by about two-fifths.

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