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DICTATORSHIP OF PROLETARIAT HAILED AS TRUE DEMOCRACY

Tirana ZERI I POPULLIT in Albanian 4 Dec 76 p 2

[Article by Haxhi Lleshi, secretary of the Presidium of the People's Assembly: "The Dictatorship of the Proletariat--the Most Complete and True Democracy for the Workers"]

[Text] Our party, faithful to the end to the immortal teachings of Marxism-Leninism and determined to materialize those teachings in practice, has held and continues to hold a correct attitude toward the very important question of the dictatorship of the proletariat. From the beginning, the party has evaluated this problem correctly and has considered it the very essence of Marxism-Leninism, as a weapon of the proletarian revolution until the complete construction of communism throughout the world. It has always been clear about the general Marxist-Leninist truth that the class struggle of the proletariat and the proletarian revolution must necessarily be crowned by the establishment of the dictatorship of the proletariat as a powerful weapon for subverting the old oppressive and exploiting world and building a new one. At the same time it has stressed that from that moment on until the construction of the communist society an uninterrupted war must be waged to strengthen the dictatorship of the proletariat and the sole and indivisible leading role of the party in it, which are decisive for the creation of a system of true democracy for the workers, such as is our system of socialist democracy. This system was born from the people's revolution, and has grown and developed through a sharp class struggle against the fierce and redoubled resistance of the overthrown exploiting classes and their remnants, against the new antisocialist elements and all the traitors to the revolution and socialism, against the assaults and all-around aggression of the imperialists and revisionists. It has been annealed and perfected by the great revolutionary practice of our socialist construction.

As a necessary aspect of the dictatorship of the proletariat, socialist democracy has always been viewed by our party in close conjunction with the class struggle to insure the final total victory of the socialist way over the capitalist. There cannot be any true socialist democracy outside of this framework. Any "democracy" that does not serve this purpose is nothing but a delusion of the workers, and at the same time supplies the class enemy with weapons to liquidate the socialist order.

The enemies of socialism, the servants of the bourgeoisie, ferociously assault the dictatorship of the proletariat in order to topple it wherever it is established and to prevent it from ever being established in other countries, for they see in it an insurmountable obstacle to the realization of their counterrevolutionary aims. They aim the thrust of their struggle primarily against the dictatorship of the proletariat, in order to undermine and strike at our socialist order. Allegedly in the name of liberty and democracy, they incite its liberalization by every means through an all-around ideological, political, economic, military pressure, so as to set up in our country, too, their "refined" and "supra-class" democracy," which in reality means the reestablishment of capitalist oppression and exploitation. They carry on unbridled demagoguery, falsify and distort the theory of the dictatorship of the proletariat and its relationship to democracy. The bourgeois and revisionist ideologists want to deny and attempt to conceal the class nature of the bourgeois state and bourgeois democracy, claiming that their state is "impartial," "above classes" and "for everybody." Engels' teachings are ever timely: "When a state finally becomes truly representative of all society, then it itself becomes superfluous." And farther on: "...so long as the proletariat still needs the state, it needs it, not for the sake of freedom, but to repress its own opponents; and when it is possible to speak of freedom, then the state as such will cease to exist."

Our party has never concealed the class character of the state of the dictatorship of the proletariat and socialist democracy. On the contrary, it has stated clearly and openly that the proletarian state is a democracy for the majority and a dictatorship against the minority; that our state of the dictatorship of the proletariat defends the interests of all workers, unmasks, strikes with an iron fist and tosses into the trash basket anyone who dares touch the victories of the socialist revolution gained with the blood, sweat and sacrifices of our people. In the face of the vigilance and revolutionary struggle of the party and people headed by Comrade Enver, in face of the Marxist-Leninist unity of the party ranks, in face of the unbreakable strength of our dictatorship of the proletariat, the traitorous and plotting antiparty elements Fadil Pacrami and Todi Lubonja, Beqir Balluku, Petrit Dume and Hito Cako, Abdyl Kellezi, Koco Theodhosi and Kico Ngjela have been discomfited.

Our party defends the dictatorship of the proletariat and wages a hard and courageous fight against all bourgeois-revisionist theorizings about overcoming it as unnecessary under socialism, or about converting it into "a state of all the people" and allegedly re-establishing a lost democracy, since the dictatorship of the proletariat has meant only oppression and violence for us. Marxism-Leninism has argued scientifically and revolutionary practice has confirmed that there can be no "democracy in general," no "absolute democracy" so long as the rule of the working class is threatened by internal and external enemies; so long as imperialism, social-imperialism and reaction exist; so long as blemishes and influences of alien ideology, which embody the danger of falling into liberal-anarchistic,

bourgeois-revisionist positions, continue to exist in the consciences of men. Socialist democracy is not an abstract notion devoid of content. It has a pronounced political significance and an urgent class content. It cannot exist outside of the dictatorship of the proletariat; only in close unity which it can the only true democracy for the people exist and be realized. "Democracy for the overwhelming majority of the people and forcible suppression, that is, exclusion of the exploiters and oppressors of the people from democracy," said Lenin, "is the change undergone by democracy in the passage from capitalism to communism."

In accordance with these teachings of Marxism-Leninism and on the basis of our country's revolutionary experience, our party has viewed the existence of the dictatorship of the proletariat as a decisive condition and a fundamental political guarantee for the existence of a true democracy of workers, for developing and deepening it incessantly; on the other hand, it considers the insurance of a broad, deep and complete socialist democracy as a fundamental condition for the very exercise, preservation and continual strengthening of the dictatorship of the proletariat. Comrade Enver, in his report to the seventh party congress, stressed that "our socialist democracy has assured the workers of the great right of having their say in the solution of social and state problems, exercising control over everyone and everything, taking an effective part in governing the country on a wide scale, in an organized manner and in the most diverse forms.

Under the special care of the party, our socialist democracy is being strengthened and deepened more and more every day by the consistent application of the Marxist-Leninist principle of the line of the masses. Our state stands unshaken before the counterrevolutionary attempts of internal and external enemies, old and new, for the popular masses are taking an active part in the hard class struggle. We have resisted and are resisting successfully the imperialist-revisionist enemy blockades, marching resolutely along the path of socialism where the unity of the people with the party has been further steeled, for the line of the masses is being rightly enforced. All the working masses, headed by the powerful working class, have risen up to fight against bureaucratism, liberalism and every alien manifestation, and to strengthen socialist democracy. A living expression of this democracy and of true popular sovereignty has been the direct participation of the masses in drafting the new Constitution. The discussion showed in practice that in socialist Albania the people are the masters, and that nothing is done without their will. Our working masses themselves, led by the party, take part in drafting and enforcing the plans for developing the economy, culture and defense, which incarnate the party line for the development of the productive forces, the further perfection of socialist relationships in production, the all-around development of our countryside toward further narrowing of the differences between it and the towns, and so forth. Socialist democracy pervades the whole structure of our socialist state, since the working masses in our country are plenipotentiaries of the state government. They exercise this government through the representative organs, as well as directly. The representative organs elected by the people, from the people's councils up to the

People's Assembly, exercise state government fully; they direct the whole social life, in the political, economic, social-cultural and national-defense fields and the preservation of the socialist judicial order. The party and Comrade Enver have stressed that the people's councils, as local representative organs, must play better and better their directing and controlling role so that the executive organs, from the government down to the executive committees of the people's councils, may be under the full and effective authority of the elected organs, be subject to them and render accounts to them. In our system of socialist democracy, the elected representatives of the people have the right and duty to control the state and economic organs, and to intervene with them for the exact enforcement of the laws, while these organs are obligated to examine the comments and requests of the people's representatives, reply in due time and take the necessary measures to put them into effect.

In the capitalist and revisionist countries, by contrast, the general tendency is to concentrate the power in the hands of the executive organs, in the hands of a whole bureaucratic apparatus, a minority that ferociously oppresses and exploits the working masses. The representatives of the people in our country are not professional politicians who keep their distance from the masses, such as the deputies in the bourgeois and revisionist states, who have no ties whatsoever with the interests of the people. Our deputies and councilmen are persons born, reared and educated in the bosom of the working class, the cooperativist peasants and the other workers, the overwhelming majority of whom work directly in production; they perform their duties as deputies and councilmen without recompense. Since they are tied closely to the people, they listen carefully to their words, express their will, and correctly resolve the problems that arise. The people's representatives and, in general, all the cadres, as their faithful servants, are under the daily control of the working masses, respond and are accountable to them, and the voters have the right to recall those representatives who do not justify their confidence. This is a living expression of the broad and most complete democracy insured by the working masses in the state of the dictatorship of the proletariat.

Comrade Enver, also in the seventh party congress, set important tasks for the continual strengthening of the government organs, for elevating their role, for the closest collaboration between those organs and the mass organizations, as well as for greater activation of elected persons in dealing with problems relating to the government of the country. The councilmen and the deputies of the People's Assembly, in order to perform the very important tasks set by the party in that Congress and show their feeling of responsibility as representatives of the people, will stand in the forefront wherever people work, learn or build; wherever life and the struggle of our working masses are going on for the fulfillment and over-fulfillment of the tasks of the Sixth Five-Year Plan.

The line of the masses is a living expression of the truly popular and democratic character of our government; it is an expression of the further deepening of the uninterrupted socialist revolution and the strengthening

of the dictatorship of the proletariat. One of the liveliest forms of mass participation in governing the country is the direct organized control by the working class and the cooperativist peasants over all the activity of the state organs, and the economic and social organizations. Direct worker and rural control is one of the most important directions of development of the class struggle to insure the full victory of socialism; it is a necessity and a general and permanent principle of our society during the whole historic period of socialism. This control is serving ever better to further revolutionize the government and deepen socialist democracy in the struggle against bureaucratism and liberalism, to avoid the danger of the birth of revisionism and a return to capitalism.

The party and Comrade Enver teach us to see the strengthening of our socialist democracy in close conjunction with the application of the principle of democratic centralism and the maintenance of a correct relationship between centralism and democracy in every stage of development, between centralized management and local initiative, with struggle against bureaucratic manifestations and liberal concepts about socialist democracy, about the rights and duties of citizens, about the relationship between general and personal interests; and so forth.

The sanction and insurance of the democratic rights and freedoms of the citizens in our country are concrete expressions of true democracy. It is important in this respect that not only are these rights and liberties proclaimed in our socialist society, but that all the conditions are created for realizing them. Our whole socialist development clearly testifies to this. Thus, the right to work has been proclaimed in our country by assuring the citizens of all the guarantees necessary to realize it. Work is considered a matter of honor and a duty for all citizens who work with devotion wherever the fatherland needs them. They are acknowledged the right to rest, and to insure the means of livelihood in case of disability and in old age. A great achievement in building socialism with secure strides in the countryside, too, is the granting of pensions to the members of the farm cooperatives as well. The insurance of the right to an education, the defrayal of those expenditures by the state, free health service and other measures in the service of raising the welfare of the workers bespeak the full, true democracy for the workers in the state of the dictatorship of the proletariat, the work of the party, which has made Albania the first country in the world without excises [taksa] or taxes [tatime]. In our country, the political and personal rights and liberties of the citizens, freedom of speech, of the press, of organization, the right to elect and be elected to organs of the state government directly by general, equal election by secret ballot are proclaimed and effectively insured; and the right of inviolability of domicile and confidentiality of correspondence is guaranteed. Likewise recognized and realistically guaranteed is the right to make requests, complaints, comments and proposals both about their personal affairs and about social and state matters, which is an effective means of enforcing socialist legality, and defending the legal rights of citizens. They are assured of full equality before the law, excluding every limitation or privilege in

rights and duties for reasons of sex, race, nationality, education, position or material situation. In the epoch of the party and the people's rule, a great victory has been the emancipation of women, the insurance of their equal rights with men in all social and political activity. The Albanian woman, once oppressed and exploited, has now become an active fighter for the socialist construction and defense of the country.

The constitutions of the bourgeois and revisionist countries speak of the rights and liberties of citizens, but in reality they are wholly false in character. In those countries where the social and state system is based on private ownership of the means of production, where the majority of the population is frightfully oppressed and exploited by the bourgeois and revisionist minority, one cannot speak of social equality. True social equality, and full freedom and independence of the oppressed and exploited peoples are attained only the the proletarian revolution of the dictatorship of the proletariat, led by a true Marxist-Leninist party. This is the inevitable course of social development by which our party has marched forward and triumphed. The years of the bright epoch of the party headed by Comrade Enver have been years of effort and battle by the people rallying to it; they have been years of grand successes on the path of the development and strengthening of our state of socialist democracy, to which the glorious seventh party congress has opened still greater prospects.

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## CZECHOSLOVAKIA

### CPCZ MEMBERSHIP RECRUITMENT IN ARMY MUST BE IMPROVED

Prague ZIVOT STRANY in Czech No 23, Nov 76 pp 21-24

[Article by Lt Col Rudolf Bortel: "Upgrading the Party Membership in the Army"]

[Text] The task posed by the continued purposeful effort to upgrade and increase further the membership base is highly topical also in the party organization of the army. In accord with the resolution of the April CPCZ Central Committee session of 16 June 1976 and the guidelines of the central political administration of the CSLA [Czechoslovak Peoples Army] political organs are analyzing these days the state attained in the development of the membership base, charting its future directions and taking measures to render differentiated and effective assistance to basic organizations which will discuss the current status of their membership base at their December membership meetings and adopt effective measures for its continued growth.

#### Results of a Purposeful Effort

An indispensable condition of the continued purposeful upgrading of the party membership and its increase is an analysis of the existing state and of experiences gained in the implementation of the CPCZ Central Committee Guideline for the Systematic Upgrading of the Party Membership Base adopted after the 14th CPCZ Congress in September 1971. According to the analysis carried out by the main political administration of the CSLA the experiences gained in its implementation demonstrate that, thanks to the purposeful effort of the political organs and party organizations, significant qualitative and quantitative changes have taken place in the membership base since the 14th congress.

The number of communists increased by more than one third, almost every fourth member of the CSLA is in the party or a candidate for membership, which makes it possible to maintain effective party influence in all areas of life of the CSLA. Of special importance for the army party organization is the fact that the necessary increase in party membership of professional soldiers was attained, which undoubtedly contributed to a further consolidation of the political reliability of our army as an instrument of power

of the working class and the other working people and a further increase of the action potential and stability of the basic party organizations, especially at the lower echelons of the army organization--in formations and units. Important areas of life of the CSLA were politically strengthened in elements which are directly responsible for high combat readiness and preparedness; an increase was registered in the number of communists especially among young commanders, pilots, technicians, physicians, and other specialists. Also the careful and purposeful selection, training and admission of students of military schools into the party contributed to the increase in the number of professional soldiers organized in the party. Not infrequently almost half the graduates of some military schools enter the army already as candidates for party membership.

Of course, also the number of organized soldiers in basic service, who today represent almost one-fifth of the entire membership base, increased considerably. In comparison with 1972 their party membership increased more than fourfold. In this way direct party influence within military collectives among soldiers of the basic service was considerably strengthened. The fact that each year more communists enter the CSLA from the ranks of recruits, proof of the increased effort to educate and admit young people into the party on the part of territorial party organs and basic organizations, ought to be taken into account in this connection.

Also the requirement of improved class and social composition of the membership base is being met successfully as demonstrated by the fact that of the newly admitted communists--soldiers in basic service and civilian employees--almost three-quarters were from the ranks of workers and JZD (unified agricultural cooperative) members or employees. Also the age distribution of communists in the CSLA has improved significantly. Today the party organization in the CSLA up to the age of 30 forms almost 40 percent of the current membership base. This rejuvenating process manifests itself most markedly in basic CPCZ organizations, in units and also in military schools. In these organizations young communists constitute usually half or even the majority of the membership base.

The increase in membership also created more favorable conditions for a more purposeful distribution of communists, the founding of new basic organizations and party groups, an increase of the action potential, more effective maintenance of party influence in all formations, units and work places in the CSLA, better implementation of the leading role of the party, and more effective propaganda by communists among the mass of soldiers and other members of the CSLA.

The fact that political organs and party organizations paid constant attention to the standard and quality of the internal work of the party, the consistent implementation of Leninist norms of party life and principles of party leadership, the consolidation of democratic centralism and the development of intraparty democracy, that they kept increasing the demands on the work of each party member and candidate for membership was of no

little importance for the consistent upgrading of the membership base. The result is the active participation of the absolute majority of communists in the life of the party and the implementation of party resolutions, their active political involvement in social organizations and among the public, the exemplary fulfillment of the tasks of combat readiness and political preparation and in their work activity.

The political organs and party organizations paid systematic attention to the political and ideological growth of communists. The majority of the base organizations systematically evaluated the results of their education in and study of the basic forms of ideological training by the party, and saw to it that the Marxist-Leninist doctrine and current party policy were reflected in their practical every day activity and were explained and spread among non-party members to win them over for active participation in their realization.

Also the selection for higher forms of party education, primarily in party schools and evening schools of universities of Marxism-Leninism, from the ranks of the basic aktiv of functionaries was carried out more purposefully. The standard of the ideological political education of candidates and young party members is rising.

#### The Comprehensive Approach and Qualitative Criteria

Actually, quite a lot was accomplished in raising the quality of the party ranks and in their growth and control. Still, not everything that the steady development and upgrading of the membership base of the party as the leading force of the socialist society requires was accomplished. Which are the predominant problems at the present time?

In the first place not every party committee nor every basic organization is exacting enough in its demands when assessing comprehensively the qualities of each candidate being admitted. This concerns primarily the moral and political qualities of the candidates being admitted, their previous active work in the organizations of the CSM [Czechoslovak Union of Youth] or ROH [Revolutionary Trade-Union Movement]. The problem is that hitherto some organizations do not devote extensive, early and comprehensive enough care to the preparation of young people for party membership; this is sometimes done only after his admission as a candidate or at best only shortly before that. And this is really not enough, the future candidate's personality must be observed over a longer period of time, not only passively but on the basis of his active political work.

It also cannot be overlooked that instances still occur where a young communist admitted to party membership at the time of his basic military service fails to be sufficiently politically active at his place of work and show interest in party work after his release into the reserve. Such occasional cases are due usually to insufficient knowledge of the candidate being admitted, to weak individual work with this comrade before his admission and during his trial period as a candidate.

Some problems also exist when candidates are being trained in practical tasks. Most organizations assign specific party tasks to candidates being admitted and additional ones after their fulfillment. But it also happens that candidates are being assigned rather non-specific nebulous tasks which do not flow from a need of the basic organization and collective where the candidate lives and works. They are of a general uncontrollable nature. Then of course the guidance of the candidate is lacking in substance, as is the evaluation of the fulfillment of the assigned task and it is little wonder that no strong feeling of responsibility to the party is being engendered in such a comrade, but instead a formal attitude to the fulfillment of party tasks and to the work of the organization.

The fact that the fulfilling of party tasks with which the young, mostly inexperienced candidates are being charged with--such as, for example, active work in organizations of the SSM (Union of Socialist Youth), propaganda among soliders, the explaining of party policy and other assignments--represent for many candidates rather difficult tasks requiring concrete guidance, advice and sometimes also assistance from older more experienced communists, is not sufficiently appreciated. This task is mostly being fulfilled successfully by sponsors, assigned activists, communist leaders and political workers. But even in this case the activity, especially of sponsors and activists, calls for the systematic guidance, evaluation and preparation by political organs, committees in formations and basic organizations. A number of political departments and CPCZ committees in formations work purposefully and regularly with an aktiv of sponsors, a group of activists charged with helping committees train candidates (primarily in organizations with a predominant number of candidates), evaluate systematically their activity and generalize experiences gained in the process. Without this assistance some basic organizations with a majority of candidates in their ranks would frequently be incapable of fulfilling by their own efforts the task of the well-rounded preparation of candidates and young party members.

The need to strengthen and intensify direct party influence at each place of work and in every unit emphasizes the importance of the purposeful placement of communists. It can be said that this is generally the case. But there are also cases when placement of individual communists in units, for example of recruits, soldiers in basic service, but especially of graduates of schools for NCO's and young graduates of military schools is not always coordinated in time and purposefully with the intentions of the command organs.

There is no doubt that a great deal of work was accomplished in focusing the attention of the party organizations on the growth and upgrading of the membership base and the absolute majority of basic organizations fares well in this respect. Still, some organizations continue to turn inward, fail to engage in political work among the masses within their reach, show little interest in the problems of the life and work of non-party members and social organizations and do not engage in carrying out a purposeful

selection and training of people with qualifications necessary for entrance into the party.

One of the indisputably decisive factors influencing the upgrading of party ranks and the formation of the profile of every communist is the level of activity of the basic organization, its overall action potential which depends primarily on the quality of its internal life and on how the problems connected with party work are being tackled and how relevant the scope of the life of the organization is to the problems of the work place; how Leninist norms and principles, primarily those of democratic centralism, internal party democracy, party discipline, the consistent control of the fulfillment of party resolutions and tasks by all communists are being implemented in the organization; how the principles of collective leadership and reciprocal high expectations of the committee and the membership base are being applied; how basic comradely relations are being developed inside the organization.

Even though quite a bit was accomplished in upgrading intraparty life in basic organizations as manifested by an increase in their action potential and effectiveness of their party work, the problems of inadequately active participation of every communist in the life of the organization and the fulfilling of party resolutions, the control and evaluation of the work of the party and of every communist, the development of principles and specific criticism and self-criticism and of organizational work of committees still persist. Experience has demonstrated clearly that the process of upgrading the membership base is indissolubly connected with the effort for the general development of party work on the basis of consistent compliance with and implementation of the party statutes.

It is also beyond doubt that the process of upgrading and increasing the membership base must be guided consistently and purposefully. Here the role of the political organs in direct charge of the basic organizations is decisive. It is their duty to guide this process constantly on the basis of thorough knowledge of the situation in each organization; check regularly on the state of growth and upgrading of the membership base, generalize the best experiences gained in the work of the organizations and solve operatively the problems which arise. Most political organs work in this manner and it can be said that they gained ample experiences in directing and guiding this process.

Improving further the direction of the process of upgrading the membership base by the political organs is contingent on the consistent implementation of a comprehensive approach with emphasis on its qualitative aspects, on the avoidance of the application of only general, global criteria which are frequently based only on numerical statistical data weighted lawfully in favor of quantitative indicators in the analysis of their results. This means the application of an approach which is based on a profound, concrete and omnilateral analysis of the membership base in each basic organization, its real needs and possibilities in close connection with an analysis of

the total work of the organization, its internal life, through the strengthening of the influence of the party in decisive areas of its activity. It also calls for the more consistent overcoming of some surviving manifestations of departmentalism and for keeping the question of upgrading and increasing party ranks in the forefront of the attention of entire political departments, committees of whole formations and basic CPCZ organizations.

#### To Consider the Requirements of the New Stage

Now, after the 15th CPCZ Congress, the entire process of upgrading the membership base is entering a new stage. The demands for high quality, exacting and purposeful direction and guidance of this process in basic organizations are emerging into the foreground much more prominently. The principal document governing further work of political organs and party organizations also in the CSLA is the resolution of the CPCZ Central Committee of 16 June of this year. Its implementation must lead to the consistent raising of the ideological and political maturity of the entire membership base, increased activism of every communist and continued growth and consolidation of the party ranks.

Even though the current state of the membership base in the party organization of the army creates favorable conditions for the effective implementation of the leading role of the party, the increasing demands on party work, the constant turnover of communists in the ranks of soldiers of the basic service and the rejuvenation of the corps of commanders underline the need of paying continued systematic attention to admitting new candidates for party membership, primarily from the ranks of young professional soldiers and students of military schools. This will constitute one of the basic conditions for continued increase of activism in basic organizations also in the future.

Of course, the admitting of young soldiers from the ranks of the basic service into the party will continue to form the center of attention of political organs and party organizations. Since the current state of their enrollment in the party corresponds roughly to current needs a significant increase in enrollment will obviously not be an issue (except in some organizations), rather, attention will have to focus on the quality of the comrades being admitted, the strict observance of all conditions for admission into the party, the systematic care for the ideological and political maturation of young communists from the ranks of recruits entering the CSLA to discharge their basic military training and also of the new candidates being admitted into the party in its course. Emphasis will continue to be put on admitting young workers, JZD members and employees, on the strengthening of the class character of the party.

It can be assumed that in the coming 5-year period the number of young communists with shorter membership in the party will increase so that the young generation of party members will gradually constitute the majority of the membership base while the number of communists who, while still young, have been party members for several years and acquired greater

experience in party work will increase. Political organs and party organizations have to keep this fact in mind and must constantly analyze the situation, foresee trends, insure a steady rise of the ideological and political standard of the entire young generation of party members, assign young communists more demanding party and other tasks and use the most effective forms of their ideological and political growth.

The education of candidates and youngest party members will continue to require extraordinary care. In addition to forms which proved successful in practice, forms which are in accord with current conditions and developmental trends in the party and society will have to be used to a greater extent. This means, for example, reacting more effectively to the rising cultural level and education of the young generation of soldiers in basic service and of young professional soldiers, selecting them more boldly for higher forms of training in party work and raising correspondingly the scope and methodological standard of the schooling which is being organized for them. In the coming period also the preparation of the basic aktiv of functionaries must be bolder, especially in party schools and evening schools of Marxism-Leninism, bearing in mind that the process of its rejuvenation will continue and its ideological and political growth must be assured.

Candidates and young party members in the CSLA constitute currently around 45 percent of the entire membership base. This numerous generation of young party members urgently needs to gain the necessary experience in party work. This calls for the systematic purposeful and planned assigning of responsible party functions to its members and for their proper training in such activity. Naturally, their active work, primarily in committees of the SSM and ROH, in public life, organs of national committees, in agitation and propaganda work must not escape attention. All this calls for paying the greatest attention to the well-rounded and thorough preparation of young communists by political organs, formation-wide committees and basic organizations because it will largely determine the effectiveness of many basic organizations in the near future.

The current state of the membership base of the army party organization, the tasks assigned for its further development by the 15th congress and by the June session of the CPCZ Central Committee require that political organs assisted by control and audit commissions, CPCZ committees in formations and political workers improve purposefully and systematically the standard of directing this process, assist basic organizations more effectively and specifically and guide its course in accord with the resolution of the CPCZ Central Committee from June of this year.

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REORGANIZATION OF SECONDARY SCHOOLS EXPLAINED

Prague UCITELSKÉ NOVINY in Czech No 42, 28 Nov 76 p 3

[Article by Vladimír Čára, PhD., section director, Ministry of Education of CSR: "Toward a New Concept of Secondary Schools"]

[Text] The social mission, program and organization of education on the secondary level are rightfully coming to the forefront of the interest not only of the educators--theoreticians and active teachers--but also of the general public, because the rapidly developing scientific and technological progress of our society has generated the demand as well as the necessity that all our young people gradually acquire secondary education. The arrangement of conditions for the fulfillment of that objective is a proof that the democratic character of our school system continues to grow stronger.

Among the important functions of education and learning under present conditions is training for professional activity in various areas of life and work in the socialist society, while the program and the requirements of the skills are changing according to the level achieved by technical progress. Meanwhile the prospective tasks in the development of our society and the rapidly changing technical and technological situation in industry and other areas of social activity demand not only an incessant increase in the number of highly educated specialists in the fields of social and natural sciences, economy and, particularly, in technical fields, but also make increasing demands on the workers' considerable adaptability and ability to obtain the necessary training in various activities in the course of their productive age. The need to expand the level of education in workers' professions continues to grow and there are increased requirements to provide a third level in the fields of information service and scientific research as well. In this sense the document on further development of the Czechoslovak educational system, discussed on 4 June 1976 by the executive council of the CPCZ Central Committee and then by the federal government, as well as by the national governments, presents new and more demanding tasks concerning the secondary schools.

As an important factor of secondary education the secondary school must fulfill its tasks regarding preparation for study in institutions of higher

education and in the development of the level of our working people's education, while respecting the multiformity of the current and future social activity. For that reason the interpretation and the concept of the entire secondary general education are changing; its program is being expanded by the field of technical and economic education. If we look back at the development of our secondary schools of general education, we reach the conclusion that in its program this change is quite revolutionary, yet at the same time a correct and necessary one. In connection with the development of society the program of education has progressed from the concept of pure classics to the concept of natural sciences and now--in the era of scientific-technical development--it is necessary to improve its quality by means of technical training.

The means of obtaining the required qualification of a secondary school graduate is the newly conceived program of secondary education, anchored in the instruction program and the curriculum of individual subjects which is now being prepared. An essential change will appear in the turn from the one-sided direction of study to a more productive form of education based on a thorough assertion of the unity of both the informative and the formative factors. The principal adjustments in the structure of the curriculum observe the due balance of the humanities, mathematics and natural sciences and of the technical-economic education, while emphasizing the needs of the prospective development of our society, i.e., the growing demand of skilled specialists with higher education, particularly in the fields of natural sciences and technology. The secondary school graduates will be able to acquire legally recognized professional qualification on the basis of theoretical preparation and practical training in general polytechnic and basic professional education introduced in proper balance. Thus, the difficulties arising in the placement of said graduates in practical employment will be eliminated.

The new study plan for secondary schools is therefore conceived in such a way that the common base of general education in the first 2 years of study will be further developed by an organically incorporated system of electives in the third and fourth grades; moreover, beginning in the first grade, every student will have the opportunity of applying for a course in some optional subject. Such a choice will make possible a differentiated training of the students for various fields of study on the higher level as well as for his work in society. The organic link of the theoretical and practical factors of education will be strengthened, among other things, by an introduction of the students' continuous training in the production and by a more thorough polytechnic study, especially in the subject of natural sciences.

The student's preparation for his profession or for study in higher educational institutions will also be enriched by the study of two foreign languages, of which the student should actively master the Russian language. The student may improve his skill in foreign languages, which he studies as obligatory subjects, in conversation classes offered as elective or

optional courses. The students will improve their skills in the Russian and German languages by exchange visits to the USSR and GDR with no currency exchange.

In their approach the subjects of general education as the basis of the secondary school program will stem from the theory of the basic school with which they will be connected and of which they will be a continuation. In the further process of education and training the relations between subjects will be consistently balanced so that the students will be able to make a practical application of the definite forms of theoretical knowledge of the phenomena, processes and laws of objective reality. Practical aspects are reinforced not only by means of their application in traditional subjects of general education and by the introduction of the polytechnic principle in other factors of the educational and training processes, but also by an inclusion of an independent factor of technical and economic education realized in special subjects of polytechnic direction and in subjects of the professional type grouped according to their conceptual direction in the elective course of study in the higher grades of the secondary school. The polytechnic education which permeates the entire school activity makes it possible to recognize the students' qualifications for further study, to give a direction to their interests or, in connection with subjects of vocational training, to prepare them directly for employment. Thus, in a time of increasing speed in technical, economic and cultural progress, the secondary school may fulfill the fundamental principle of linking the school with life and theory with practice.

Therefore, the concept of the secondary school education program is an integration of two independent factors: the general polytechnic part and the professional part. One of its objectives is to give the graduate a better preparation for study in institutions of higher education, primarily in the fields of technology, agriculture, economy and natural sciences, which should be reflected in a more conscious selection of said fields and in the students' continued study in institutions of higher education. Instruction in polytechnic and professional subjects helps in achieving thorough polytechnic education, in linking the school more closely with life and with industrial establishments, in developing creatively the relations between subjects which are expressed particularly by an improved quality of the work in related subjects of natural sciences and mathematics.

Professional training of the students in secondary schools is implemented by the introduction of a 2-hour obligatory subject "Industrial Enterprises and Professional Training" in every grade. In the first and second grades this subject is conceived in a purely polytechnic way; it includes disciplines common to all directions, such as, for instance, the management and organization of labor, computer technology, hygiene and labor safety, ecology; later the students are introduced, as much as necessary, to problems of the basic sectors of industry. Thus, they acquire a clear view and a basic orientation which not only help them consciously approach their choice of vocation to the benefit of the entire society, but which also

inform them about the outlook for their further studies in the third and fourth grades. In said grades the professional specialization proceeds in the following direction of instruction: principles of machine engineering; electromechanical engineering; chemical technology; building industry; agricultural production; economics; computer programing and operation. The selection of professional subjects is oriented toward technical fields that are taught mostly by expert technicians from industrial establishments who are trained as instructors.

An indivisible part of the subject "Principles of Production and Professional Training" consists of the students' continuous 2-week training in industrial enterprises. Its purpose is to better acquaint the students with the problems of the factory in the particular field corresponding to their chosen direction of study. The students are directly involved in the process of the operation in various industrial and agricultural plants and organizations. Such a practical training in production fosters the students' unity with the working class, helps strengthen their working morale, their responsibility and their attitude toward socialist ownership, and helps them apply in practical experience the knowledge obtained in the course of their studies. The fulfillment of these tasks is also aided by properly planned and well organized field trips which acquaint the students with the complex operation of the entire plant where they are in training.

The study of the subject "Principles of Production and Professional Training" also significantly affects the competence of the secondary school graduates in practical vocations. To those students who will not continue their studies, professional training offers qualification for certain vocations and for employment. Thus, they obtain equal standing with the graduates of secondary trade schools primarily in those professions where next to professional training a broad secondary general polytechnic education is required. Consequently security of employment and livelihood is provided for those graduates who, having successfully passed the examination of maturity, do not continue higher education. Also, this strengthens the position of the secondary school in the system of secondary education because it provides for its graduates immediate opportunities of employment without graduation from additional expensive courses of higher education. On the other hand, the graduates of secondary schools and of all other types of educational institutions on the secondary level will be able to continue improving and advancing their hitherto obtained education or perhaps specializing in a new field after their graduation from secondary school by studying in an organized work-study program.

The students' vocational training is inseparably linked with polytechnic education; this should enable them, on the one hand, to apply in practical experience the information acquired in the school and, on the other hand, to become closely acquainted with the environment of factories and to come into immediate contact with the working people. Such a job training will be conducted in three ways: by the students' regular participation in seasonal teamwork in agriculture, by regular 14-day continuous job training

of the students in industrial and agricultural establishments at the end of the second and third grades, which will become a part of the program of professional subjects, and by organized placement of the youth into manufacture during their summer vacations as the youth summer activity. In addition to practical application of the theoretical knowledge acquired, all three forms of the students' work activity considerably affect the national economy--during their course of study the students already create certain values and participate actively in the fulfillment of tasks of individual enterprises.

The introduction of a new program of education into secondary schools demands thorough and all-round preparation. Therefore, one of the provisions which the Ministry of Education is preparing is an experimental evaluation of the new curriculum in a selected sample of schools in each region, which will be conducted on two levels:

Due to its novelty and complexity in providing the material conditions and the personnel, the introduction of professional training into the curriculum of secondary schools is being assessed over a long period of time, to be exact, since 1972. In agreement with the establishment of required conditions the number of schools where technical- and economic-type subjects are being taught will be gradually expanded until 1984, when the new program will be introduced in all secondary schools.

An experimental study of the new concept of subjects of general education will begin in the school year of 1979-1980 and will be introduced on a broader scale from 1 September 1980, when the testing will be completed in the basic school in general. Continued with the schools of the first cycle the instruction in secondary schools will follow the new educational program, curriculum and educational texts so that in the school year of 1983-1984 the test will be completed with the fourth grade. The experiment will be studied and continuously evaluated so that certain partial adjustments may be made prior to the general introduction of the new program before 1 September 1984.

The subject of the experimental survey also concerns a gradual transfer of the students from the eighth grades of the basic nine-grade schools into the secondary schools which, as one of the conclusions of the plenary session of the CPCZ Central Committee concerning socialist education of the young generation and its training for life and work in a developed socialist society issued in July 1973, has been introduced into secondary schools since 1974. The assessment of the transfer of 14-year old students into secondary schools stems from the requirements to cut the period of daily study necessary for the completion of secondary education to 12 years. Although the transfer of the students involves certain problems connected with the students' adjustment at a younger age to new and more demanding methods of work in secondary schools, we can say that on the whole the hitherto obtained results are good and justify further extension of this road. The results of training and education in those classes which accepted the students from eighth grades of the basic nine-grade schools

are regularly assessed and on the basis of the obtained data and experience the Ministry of Education issues provisions for a gradual transfer of the 14-year old students not only to secondary schools but also to other educational institutions on the secondary level according to the approved working schedule of the introduction. The necessary preconditions for the curricular and organizational implementation of the reorganization have been in preparation for several years. Educational research institutes in Prague and Bratislava are conducting an evaluation of the hitherto used curricula and textbooks of other states; in selected schools they are testing proposals for the new concept of individual subjects of study, for modernization of the content of the study material and for a new methodical form of teaching; they are testing the extent and the content of subjects aimed at the students; professional training. At this time intensive work is being done to complete new study programs so that as soon as 1977 teams of authors could begin the first drafts of the new textbooks which will be experimentally used in selected schools in the near future and on the basis of the experience thus obtained they will be revised.

The new concept of secondary schools whose fundamental characteristic is the close link of the school with the needs of the development of the socialist society demands not only modernization of the curriculum but also modernization of the method of the entire educational and training activity in this type of school. The emphasis is placed primarily on a consistent enforcement of the unity of training and education. The entire educational process will be distinctly permeated by systematic education in the spirit of the principles of Marxist-Leninist philosophy and socialist ethics organically connected with the teaching of individual subjects with regard to their interrelation. The formative aspect of training is stressed, which requires the application of more demanding methods. This concerns methods and forms which directly involve the student in the training process, place before him problems to be solved, force him to analyze and deduce, enable him to develop his talents of abstract thinking and generalization in the area of social and natural phenomena. An inseparable part of the study consists of practical and laboratory training and seminars which lead the student not only to apply in practice his theoretical knowledge but also help him adopt basic methods of research and experimentation.

The development of the student's personality and the attention to extraordinary talents will require a more individual approach by the teacher. Such methods and forms of work will be selected that will foster independent logical thinking and ability to apply theoretical knowledge; individual interests will be developed and the students will be protected from being overtaxed by verbal methods of teaching.

The concept of the student's classification is connected with the above-mentioned data. In the evaluation it will be necessary more than now to stress independence, alertness and logical thinking, the ability of generalization of obtained information and fluency and accuracy of expression.

When introducing the new program in education our objective is to strengthen the students' ideological political education, to foster in them principles of the scientific view of the world and communist consciousness and conviction, to form their socialist political and civic attitudes and to prepare the younger generation for an active life in the socialist society. The entire educational work in the class, outside the class and outside the school must be directed so as to attain that objective. The educational aspect in all subjects as well as in special-interest activity must be consistently linked with the vocational factor. We must make efforts so that the educational factors--the school and the entire society--act jointly and in unity in the spirit of the policy of our party.

Not only the properly chosen methods of work in individual classes but also selected forms of work in the special-interest activities help involve the youth. All the opportunities for the formative functions of the subjects of study and of the fields of the special-interest activity must be employed exactly here to increase the effectiveness of communist education. As a part of communist education the special-interest activity involves the youth and fosters their creative thinking and initiative in situations where problems are to be solved and helps them acquire common study habits; it detects and develops the youth's talents; it helps enrich their professional knowledge and skills; it fosters the sense of their personal usefulness and the effort to prove themselves in individual fields; it aids in their choice of a profession, etc.

One of the effective methods of expanding one's knowledge will be even in the future various special-interest competitions related to individual subjects, for example, the Russian-language Olympiad, competitions in the skills in other foreign languages which the students are studying, and furthermore, Olympiad in mathematics, physics, chemistry and various natural scientific and technical contests. Olympiads in the Russian language, mathematics, physics and chemistry are held internationally as well and offer an excellent opportunity for directing the young people's energies to the international arena in the finest sense of the word.

This special-interest activity is organized in schools, in other educational institutions, in the Union of Socialist Youth and other social organizations. The special-interest activity is closely joined with summer-vocation activity whose program expands and integrates the regularly conducted special-interest activities and professional training and represents an activity that is beneficial to the public as well. The program to implement and further develop the system of Czechoslovak education and culture stipulates that the training and educational programs of the special-interest activities for the youth in secondary schools be established in cooperation with the Union of Socialist Youth, Revolutionary Trade Union Movement and other social organizations, such as Czechoslovak Union of Physical Training, Union for Cooperation with the Army, etc.

An important factor in the process of education and training of a young citizen's versatile, harmoniously developed personality is reflected in the close connection of the school with social life, with the life of the community, district or region. Observation of regional aspects, historic and political anniversaries and events, acts of public welfare, contacts of friendship among schools, strengthened relations with sponsoring factories--that will considerably aid the pursuit of our objectives. It requires a close cooperation of schools and of all social organizations, particularly of the Union of Socialist Youth, mass communication media, enterprises and institutions--of the whole society. In addition to the aforementioned factors an important place in the work of ideological education belongs to the family. It is in every child's and every young person's interest that the educational effect of the family, school and other educational factors be unified. Therefore, the reorganization of the secondary school program that is in progress counts on a close cooperation of the school with the family and on greater participation of the Parent-Teacher Association in determination of the concept and problems of educational work in individual schools.

A factor in the complex care for the students' healthy psychological and social development is the solution of psychological and pedagogical problems so that the students' personal interests are coordinated with the needs of the socialist society. Precisely in this area we are facing tasks that require maximum concern for the problem of professional orientation of the secondary school students. Therefore, the office of educational guidance counselor in schools is entrusted to certain selected experienced teachers who attended the specialized course in counseling in regional pedagogical-psychological consultation clinics. Postgraduate courses will begin in departments of philosophy in higher educational institutions in the academic year of 1976-1977, which will increase the specialization of educational guidance counselors in secondary schools.

Said teachers' work in the school not only includes basic guidance to students and their families but also deals with professional tasks of methodical, diagnostic and educational consultation and coordination. The educational guidance counselor helps the parents and students not only to eliminate problems in studies and training but especially solve problems of professional orientation concerning the choice of professional direction in the third grade, as well as the prospective field of higher education or of immediate job placement.

While fulfilling the tasks of the secondary school stemming from the further development of the Czechoslovak educational system it is necessary to proceed with maximum economy in the utilization of school premises and in the deployment of educational workers. In the course of the Sixth Five-Year Plan the number of classrooms in secondary schools will increase. The need for classrooms and laboratories must be solved first of all by utilization of the existing classrooms and for the time being, also of those of ninth grades of the basic 9-year schools. To a lesser extent, necessary premises for secondary schools could be obtained by constructing new buildings.

Although we are aware that we have much work before us and that many problems must be solved before we are able to introduce the new program in general in every secondary school, one thing is certain. Without the teachers' active cooperation, without their understanding of the new concept and without their creative support, without their enthusiasm and dedication to the cause, even the most thoroughly prepared theory and the most logical concept are without any realistic hope of successful results. And in this respect it should be noted that, aware of our teachers' often demonstrated quality, we rely very much on their active cooperation in the experimental test of the new concept, as well as in its introduction and creation of necessary conditions. The first step concerns a thorough study of the documents concerning the further development of the Czechoslovak system of education and culture and understanding of the principles of the new concept. In order to expand the teachers' theoretical and practical preparation, seminars will be held and study courses to expand or to gain new teaching qualifications will be organized. And it is entirely correct that thereby the necessity of the teachers' life-long study is recognized because the teachers themselves must always be advancing to the vanguards on the proper level.

9004

CSO: 2400

## CZECHOSLOVAKIA

### FRANKFURTER ALLGEMEINE CRITICIZES REFUSAL TO ADMIT CORRESPONDENT

Frankfurt FRANKFURTER ALLGEMEINE in German 15 Dec 76 p 6

[Article: "What Is Prague's Objective?"]

[Text] Something horrible has recently happened to Czechoslovakia, something worthy of nation-wide publicity: correspondent Viktor Meier of the FRANKFURTER ALLGEMEINE, a resident of Vienna covering Prague, had applied for a visa with the comment that he would consider his application rejected if it was not favorably acted on by a certain date. To that he added 3 or 4 lines about the German-Czechoslovak relationship at the level of media, about Helsinki and also about past discussions and other attempts to find a rational relationship with Czechoslovak authorities as in the case of other socialist countries which unfortunately failed because of the attitude adopted by Prague. The Czechoslovak authorities apparently promptly adopted once again a rejecting attitude, sounded immediate alarm and gave free reign to fantasy. "Ultimatum," wrote RUDE PRAVO on 18 November and reported even to have read about "the threat of consequences on the part of the authorities of the Federal Republic."

All this could be passed over in silence, were it not so obvious that behind it is the intention to prevent a respected West European newspaper from reporting to its readers about politics in Czechoslovakia in the foreseeable future from direct sources and direct observation, in spite of all the declarations of Helsinki. This is no accident at a time when public opinion in West Europe is taking increasing note of the violations of human rights and other measures instituted in Czechoslovakia. This includes also to a growing extent communist parties of West Europe, which take interest in and disapprove of such procedures. Their newspapers are therefore becoming an object of attack in Prague almost as much as the bourgeois newspapers.

Since the position adopted by Prague in international relations between media is not only exposed but also isolated, it is evidently looking for allies. RUDE PRAVO therefore attempts to portray the correspondent of the FRANKFURTER ALLGEMEINE as a "slanderer" of socialist countries. Of two specific claims which it makes one can be disproved easily by a look

at a calendar but is otherwise of no interest. The second one, however, is of interest because for one thing it refers to an event which happened no less than 20 years ago and for another concerns Bulgaria, situated far from Czechoslovakia. RUDE PRAVO writes that Viktor Meier allegedly reported on a "worker uprising" in a Bulgarian town which does not exist. The correspondent recalls that once around 1957 he confused the two localities Dimitrovo and Dimitrovgrad when passing on information--by the way originating from Yugoslav sources--about a strike (not an uprising) in Bulgaria. That was a blunder. But if we want to go 20 years into the past--then the mistakes made by RUDE PRAVO itself at the time were more than blunders. They concerned, for example, the current state president, who was then still in jail.

The FRANKFURTER ALLGEMEINE and its correspondent will take the liberty of applying again for a visa when the occasion arises. As to reporting about Eastern Europe, the FRANKFURTER ALLGEMEINE and its correspondents have their views about the communist system, just as communist newsmen reporting about Western countries have theirs. In this question, which can also be seen in the light of reciprocity, most socialist countries have with the passage of time adopted a more realistic and rational position, at the least a readiness for dialog. Czechoslovakia is an exception--a relic--in this respect.

8664

CSO: 2300

## CZECHOSLOVAKIA

### FRG PAPER ANALYZES RELEASE OF PRAGUE SPRING DISSIDENTS

Frankfurt FRANKFURTER ALLGEMEINE in German 13 Dec 76 p 2

[Article: "Is Prague Expelling Released Political Prisoners to the West?"]

[Text] Over the weekend the Prague government prematurely released on probation four prominent representatives of the "Prague Spring" who have been in jail since 1972. They are: Milan Huebl, former rector of the party college, Jiri Mueller, former student association president and the 1968 spokesman of the student movement for liberalization, Jaroslav Sabata, former secretary of the South Moravia party organization in Brno, and Antonin Rusek, an economist from Brno and adherent of Ota Sik's reform movement. A few weeks ago the newly released Milan Huebl went on a hunger strike in protest against bad prison treatment. In an interview for the Austrian television network his wife complained about the discriminatory measures to which her family has been subjected. In accord with the practice directed against children of "unreliable" intellectuals Huebl's daughter and son were barred from admission to a gymnasium and the university in spite of their good performance.

In contrast to their stand towards the Huebl group the Prague authorities reportedly have been reluctant to release the German newspaperman Gegenbach, imprisoned for alleged espionage activity, in spite of his poor health. Such a gesture was expected on the occasion of the third anniversary of the signing of the German-Czechoslovak normalization treaty. Prague published on this day its customary attacks against the FRG "revanchist circles" but was obviously not ready for this humanitarian gesture.

Observers in Prague speculate that the freeing of the political prisoners has to do with the relationship towards the West European communist parties, especially the French. Last week Vavrus, department chief for foreign relations in the Prague party secretariat, visited Paris. It is in the meantime also thought that the pardon was not decided on in Prague but in Moscow, namely within the framework of an apparently new way of dealing with political dissidents. That could mean that the released individuals and their families will soon be expelled from Czechoslovakia to the West.

Signs to that effect already exist. Other adherents of the "Prague Spring" were also recently given to understand that they would have to leave for good. Huebl's children have already been offered places in schools and universities in Austria. While the Husak regime would get rid of a troublesome political burden by expelling the released prisoners the Western communist parties have already repeatedly declared that they consider the situation in Czechoslovakia to be totally untenable and a liability for communism as a whole.

It is only recently that the controversy over the Czechoslovak question has come to a head. The sentencing of the now released prisoners in 1972 was viewed as a clear breach of Husak's promises, made also to the Western parties. One point in the indictment of student leader Mueller sentenced in 1972 to 5 and 1/2 years also claimed that he passed on documents to the Italian Communist Party. Mueller was only recently described by RUDE PRAVO as a "potential terrorist and murderer." Sabata and Huebl were sentenced to 6 and 1/2 years for activities against the state and Rusek to 5 years for the same offense. Many of Sabata's family members and friends who distributed election manifestos in Brno were sentenced with him at the time.

8664  
CSO: 2300

CZECHOSLOVAKIA

DEPUTY DIRECTOR INTERVIEWED ON RECONSTRUCTION OF CZECHOSLOVAK RADIO

Prague TVORBA in Czech No 47, 17 Nov 76 p 8

[Interview with Kvetoslav Faix, deputy director of the Czechoslovak Radio by Jiri Tomas: "Radio Is a Living Organism"]

[Text] The Czechoslovak Radio which, together with the Czechoslovak Television, is the most popular mass communications medium in our country has been undergoing a tremendous reconstruction recently whose purpose is to bring the broadcasting format into harmony with the requirements and needs of the mature socialist society. All these changes have been taking place without interruption of operations, "on the march" so to speak, which places big demands on the work of radio workers. For these reasons we asked Kvetoslav Faix, deputy director of the Czechoslovak Radio, to answer a few questions on the problems involved.

[Question] At the September program conference of the Czechoslovak Radio, the past radio year, that is the period from last to this fall, was characterized by director J. Risko as the "year of the initiative effort to improve the content and form of broadcasting." Can you tell us something more about it?

[Answer] I can say briefly this: in the period just passed we carried out some of the program schemes which had been discussed both in the management of the Czechoslovak Radio and at various seminars and conferences with a broad participation of all workers in charge of the programs previously. Many of the program changes were brought about also by the fact that radio had realized its role in the "concert" of mass communications media particularly in relation to television. In other words, we have clarified for ourselves the specific features of the radio on whose exploitation we concentrate now.

[Question] Several new types of radio programs appeared last year and this year such as "Studio 7 Broadcasts," the "Green Wave," "Interprogram"

and others. What motivated the Czechoslovak Radio to launch them? What was the listeners' response to these programs?

[Answer] These programs which you have just mentioned resulted from the discussions and conferences which had been held in the management of the Czechoslovak Radio and at various specialized seminars and conferences of editors' collectives. In the program "Studio 7 Broadcasts" we have tried to make the best possible use of the possibilities offered by such a broadcasting station as Hvezda. It consists of live broadcasts of news and analyses of current political events and issues interspersed in the program of popular music which, with a few exceptions, are broadcast without a rehearsal. Naturally, we have always been aware of all risks involved in such programs because various slips of the tongue or inaccurate formulations cannot be ruled out. Improvised and directly broadcast interviews or appearances do not always cover accurately the problems involved. On the other hand, however, this direct contact with the listener emanates a special charm which affects especially young people. And we derive pleasure from the fact that they regard the program "Studio 7 Broadcasts" as their own. From the first days of broadcasting, the response of listeners exceeded all our expectations. During the actual broadcast the listeners telephone in their comments and inquiries, then come the letters voicing both praise and criticism. Most of all, however, we appreciate many good suggestions as how to improve the program "Studio 7 Broadcasts." This is a program which is an integral part of modern broadcasting. Naturally, its implementation gave rise also to some problems. Now, we must train above all from among the young editors, radio workers with a general background who can not only write, but also speak directly into the microphone and above all those who know how to improvise. The program "Studio 7 Broadcasts" is namely very flexible. It is actually created during the broadcast itself and there are more than enough changes caused by the inadequate communications equipment or unforeseen political events.

As to the "Green Wave" program, we regard it as service to the drivers. For the time being it is geared to the Prague metropolitan center. Its purpose is to maintain a "green street" for the vehicles of those tens of thousands of drivers who leave Prague for recreation purposes every Friday afternoon or evening and return home on Sunday afternoon or evening. This program, which will be expanded to cover also the Krkonose recreation area during the winter period, could not be carried without the active and extensive assistance of the CSR Ministry of the Interior whose workers provide us with prompt information on the traffic on individual routes, information on desirable detours and so on. This program met with favorable response of our listeners and is most appreciated by the workers of the transportation service of the VB [Public Security Police] according to whom the flow of traffic through Prague became smoother during the peak periods and the traffic accidents declined after the "Green Wave" program started.

Finally, the "Interprogram" which you have mentioned is part of our foreign broadcasting which was introduced as a service to the foreign visitors

of our state. It is broadcast in Czech and Slovak, Russian, German, English and French, and contains news on political events, comments and information on the CSSR in which foreign tourists might be interested. It has become very popular also because of its pleasant entertainment music--above all of Czech and Slovak origin. It has found listeners not only in our own country, but also in many neighboring countries.

[Question] Will the reconstruction of the broadcasting format continue in the future? Why and in which manner?

[Answer] Radio is a living organism and must rapidly and sensitively respond to the changes which have been taking place not only in our society, but also throughout the world. For this reason, the broadcasting format will constantly change in such a manner as to make it possible to implement in the best possible way the tasks ensuing for our radio from the resolutions of the 15th CPCZ Congress. We shall not, however, expand our present broadcasting time because we are of the opinion--and practice has confirmed this--that the broadcasting scope of the Hvezda, Prague, Bratislava, Vltava and Devin stations essentially covers the differentiated needs of all our listeners. As to the broadcasting of political news and analysis of issues of public interest, good experience gained with "Studio 7 Broadcasts" should, in our opinion, warrant its expansion perhaps also on Saturdays and Sundays. We are also discussing the possibilities of changing the present format of the "Radio Newspaper" and of introducing some completely new programs. Such changes, however, cannot be done hastily without proper preparation and adequate technical planning. I cannot therefore tell you when exactly these changes will be made.

[Question] In connection with the broadcasting format we would like to also mention the international program exchange. What is its approximate scope and what types of programs are under consideration?

[Answer] Unfortunately I do not have here the exact data on the scope of this international program exchange. I can assure you, however, that it is very extensive and comprises all areas of broadcasting. During last year alone for example we received 815 hours of prerecorded music from abroad and ourselves made available to the foreign broadcasting companies 1,458 hours of both serious and popular music. It must be pointed out in this context that, in the spirit of the Final Act of the Helsinki Conference on Security and Cooperation in Europe, the Czechoslovak Radio not only has program exchange with the radio companies of the countries of the socialist community which are members of the OIRT [International Radio and Television Organization], but tries to also cooperate with the broadcasting companies in the developing and capitalist countries. Naturally, the bulk of the program exchange consists of music, both serious and popular. It is remarkable that even those Western broadcasting companies whose various political commentators lament about the so-called decadence of culture in our country demonstrate extraordinary initiative in obtaining tapes of serious music performed by our prominent symphonic orchestras.

Their own offers, however, are rather modest and thus we face a situation in which the management of the Czechoslovak Radio will have to make sooner or later some necessary corrections in this area of international exchange.

The Czechoslovak Radio grants a grandiose exchange and even renders assistance--naturally without any requirement of reciprocity--to the broadcasting companies in the developing countries. By its scope, intensity and quality, however, the most extensive is the program exchange with the countries of the socialist community and above all with the Soviet Union. This exchange covers not only musical programs, literary works, plays including comedies and satires, programs dealing with scientific and technical problems, but also comments on and analysis of topical political issues such as "Moscow Speaks," "Berlin Speaks," "Warsaw Speaks" and "Sofia Speaks" which are regularly broadcast by our Hvezda station. As our listeners certainly know, we organize on our waves every year for example the "Soviet Radio Week" and similar programs on other socialist countries, which are very popular because of their high artistic standard. We attach extraordinary importance to the program exchange with the socialist countries because it helps consolidate and intensify our mutual friendship and is a concrete manifestation of international socialist cooperation in the ideological and cultural area. We are very glad that our friends in the radio companies of socialist countries likewise appreciate our programs.

[Question] The problem which is frequently discussed not only on radio, but also on television is entertainment. What changes do you intend to do in this area? Can we anticipate a larger participation of kraj studios and local authors?

[Answer] Entertainment is indeed a problem, to be sure not in our radio alone. There is always lack of it and above all it is not always of the high standard which we would desire. To entertain--and we in radio have really good entertainment in mind--is very difficult indeed. As you had the opportunity of hearing at our recent program conference, a considerable step forward had nevertheless been made and many things are in preparation, including the traditional New Year's Eve evening program. Besides, to tell the truth, the participation of kraj studios is already considerable, particularly if we take into consideration music for entertainment. With your permission, I will make a few observations on this question which do not concern the production of radio programs alone. Our satire still moves along the lines of gentle irony like in I. Hermann's novel "Father Kondelik." It does not know how to lash wittily, but hard at various surviving petty-bourgeois habits which poison our life. It does not know how to pillory these people who still cling to the dead branch of the former bourgeois way of life, who shamelessly exploit the advantages of socialism, who already enjoy the living standard of a communist society, but do nothing positive for the society at the present time. This in my opinion is the problem also with the so-called political song which--the devil knows who invented it--too often indulges in pacifist whimpering about the desire for peace or in lamenting about the destruction

of nature. But the political song after all is no cry-baby, but a militant who for example knows that it is necessary to fight for peace and, moreover, has always managed, with a great deal of courage, to draw a bead on everything that irritated people. In our country, however, we actually see that really militant political songs of young people from the capitalist countries are watered down in translation to such an extent that their original militant spirit is lost from the text. I know that I have somewhat digressed from the subject of your question, but I do think that my comments are definitely related to the problem of entertainment on radio, and to be sure not on radio alone.

[Question] What problems does the Czechoslovak Radio face in the area of political reporting and analysis of issues of public interest?

[Answer] I could answer briefly: we want to continuously increase their political effectiveness and topical appeal. I have already mentioned some of our plans, but other aspects must also be taken into account. We cannot overlook the fact that the reactionary forces in the West are getting ready for a fiercer ideological struggle against the Soviet Union, our republic and other socialist countries, against the ideas of socialism and communism, and against any social progress. They use even the most preposterous lies and slanders for this purpose. The task of our political reporting and analyses is to uncover these lies and slanders, to unmask the class enemy who, in order to penetrate into Czechoslovakia, brags about great humanism and freedoms, and on the other hand cooperates with the Pinochet fascist clique, South African racists, and of all great freedoms ultimately grants above all the freedom of being unemployed to the working people in its own countries.

There are, however, other problems which we are looking into. For example news coverage and discussions of issues of public interest still do not adequately portray life in our entire state. Although we have enough reports from Prague and Bratislava, we provide less information on what goes on in As, Domazlice or Zacler, Bardejov or Michalovce, and yet great things happen also there which frequently are of no small significance for further construction of socialism. For these reasons, we are increasing the number of local correspondents in all krajs. As an extraordinary important task we regard making our radio a great forum for the most outstanding workers, bearers of decorations and orders and prominent experts so that they express their views not only on their own work, but also on life in our entire society. We want to pay more attention to the struggle for the application of latest scientific and technical findings in our national economy and to the entire movement of inventors and innovators. At our program conference, however, we also examined the ways in which for example the news broadcasts could be improved, because we are not satisfied with the present somewhat mechanical conveyance of news by our announcers.

[Question] What is your opinion on criticism of the radio programs?

[Answer] I must admit that we radio workers are not very satisfied with the scope of this criticism. If I am not wrong, TVORBA is the only periodical which systematically publishes critical evaluations of individual radio programs. Among the dailies it is RUDE PRAVO which does it most frequently. In view of the importance of the radio in our society, this is little indeed. By pointing this out I do not want to say that little is written about the radio generally. Most of it that is written consists of strictly informative articles, while much less is devoted to the critical analyses of our work. Naturally, we receive many letters from our listeners who both praise and criticize and this is most valuable for us. But believe me when I say we would welcome more critical competent comments on the pages of our press.

[Question] How is the management of the Czechoslovak Radio satisfied with the broadcasting? Where does it see the biggest shortcomings and how does it intend to deal with them?

[Answer] You had the opportunity of participating at our program conference and you heard for yourself how critically the radio workers discussed their work and how they were imbued with creative dissatisfaction. The management of the Czechoslovak Radio is not satisfied with the work done so far either. On the contrary, we all are convinced that our broadcasting can and must be even better than in the past and that we still have many reserves which can be utilized for this purpose. We analyze in detail all the existing shortcomings and are trying to gradually eliminate them. Nevertheless, we are optimists. We are in fact convinced that very soon we shall be able to solve even such a problem as the inadequate performance of broadcasting facilities which are administered by the federal Ministry of Communications. We have received the promise that the audibility of Prague and Hvezda broadcasting stations should after all improve by the end of the year.

10501

CSO: 2400

RESEARCH ON DRUG-ADDICTION ILLNESSES DISCUSSED

[Editorial Report] In an article appearing in East Berlin SPEKTRUM in German Vol 7, December 1976, pages 16-19, Dr Karl Seidel, director of the psychiatric clinic, Humboldt University, East Berlin, explains the nature and effects of illnesses due to drug addiction. Although his article is based on data obtained from the World Health Organization as well as on recent scientific findings concerning illnesses induced by drug addiction, Seidel makes the following observations concerning the GDR: "However, even relationships in a socialist society do not automatically eliminate the problem of drug addiction. The mere fact that the habit-forming or improper use of drugs is not in the least due to a deep human need for satisfaction, pleasant mood, euphoria, and for contentment requires constant social vigilance and active social measures. In keeping with the humanistic basic concerns of the socialist society, through suitable measures of education and through responsible management of those substances which bring about potential abuse and addiction, preventive means affecting the development of these illnesses must be intensified. We should devote particular attention to the prevention of alcoholism."

CSO: 2300

## HUNGARY

### VIETNAMESE ENGINEERING STUDENT LAUDS HUNGARIAN SMALL ARMS

Budapest NEPHADSEREG in Hungarian 18 Dec 76 p 4

[Article by Istvan Molnar: "Phan Chi--the Candidate"]

[Text] The Vietnamese officer adjusted his glasses and regarded me with expectation. So far I only knew that he was an engineer captain first class and that he was preparing to defend his candidate's dissertation in our homeland.

When I asked about personal matters he answered readily. A portrait of him derived from this conversation.

The young officer, who is now 39 years old, has not seen the city of his birth, Hue, for 22 years. Sometime in 1954 his family moved north. Phan Chi finished school in Hanoi and obtained his engineering diploma there during the war years.

He has lived in our homeland for 4 years and although he feels quite at home among us he is happy that after defending his dissertation and winning the candidate's degree he will again be able to spend Christmas among his loved ones.

He did not speak much about the war. He modestly revealed only that during the American bombings he served with an anti-aircraft unit. Then the party gave him another assignment, for cadre training and preparations for the tasks which would follow victory did not stop in Vietnam even during the most difficult times.

The question that bothered me was why he was doing his scientific work here in Hungary. I asked him about this.

He thought about it a little and then began to talk about how many willing helpers he had found in the institution which supported him, the Military Technology Institute. He spoke with great recognition and appreciation of his dissertation leader, Engineer Lieutenant Colonel Dr Zoltan Kovats, and

others. One could feel from his words that he felt and knew what friendly and comradely support he had received so that he could finish his work and achieve his goal.

"Our homeland has 50 million inhabitants," Phan Chi said. "We need well-prepared armed forces to defend our peace and independence. What is the situation now? We have many weapons of many types.... We received them from the socialist countries, we seized them from the Americans, but we also have weapons of Japanese origin. Some of these are not useful to us because of the small stature of our soldiers, others do not suit the climatic conditions, and some have become obsolete. The party has posted as a goal the development of heavy industry and on this basis, before all else, the standardization and domestic manufacture of small arms. Very knowledgeable experts are needed for this as are, naturally, suitable manufacturing plans and technological prescriptions. My dissertation is connected with these themes."

His argument was simple and clear. I understood why the young officer had devoted 4 hard years to his preparation.

But I repeated the question: Why here in Hungary?

"You know," he explained, "during the war we received from you outstanding sharpshooter's rifles and magnificent submachine guns. We learned that Hungary had what we wanted to study. You have suitable equipment for experimentation and you have well trained experts from whom we can learn. I can say now that I was not deceived. Not only did I receive all support for experiments but I also could learn many technological procedures. I believe that the experience gained here can be well used in our defense industry."

When I no longer inquired about him but rather about his work he warmed to the conversation. He gave a brief and spirited little lecture about calculating sight settings, barrel temperatures, preventing erosion and many other things about the methodology of small arms manufacture.

It could be sensed from every sentence of Comrade Phan Chi that everything he learned and experienced here while he was working on his candidate's dissertation was extraordinarily interesting and novel for him.

Listening to him, let me confess it, made me feel a little proud. Proud because we have something to share in an internationalist manner with a soldier son of the Vietnamese people defending their independence.

8984  
CSO: 2500

INTERVIEW WITH POLISH DISSIDENT JACEK KURON

Rome LA REPUBBLICA in Italian 1 Dec 76 p 9

[Article by Piero Benetazzo: "Intellectuals Challenge Gierek"]

[Text] Warsaw 30. "The countries of Eastern Europe are revisionist and are forced to sleep in the same bed but, deep down, they have different dreams." Mao Tse-tung is the author of this maxim. I was reminded of it by a Polish journalist who tried to console himself and to explain to me the alchemy and the dosages into which Soviet pressure has always forced his country. But in seeking thoroughly to understand all of the dreams of the Poles, one must also take a look at the Committee for the Defense of the Workers at Ursus and Radom, the first example of illegal and organized opposition in modern Poland. It broke out right after 25 June to help workers who had been imprisoned and fired and above all--according to a letter from their leader [Jacek] Kuron--to defend them from ritual slander which every time brands violent dissidence as an act of stupidity.

This kind of opposition is different from all the preceding ones: it has no romantic impetus or illusion behind it and it revolves around a series of specific problems in an effort to seek, in a moment of realism--as Kuron puts it--that welding-together among the working class, the peasants, and the intellectuals which (apart from 1956) has always been absent in modern Poland. In 1968, the intellectuals moved while the working class was indifferent. In 1970 the exact opposite happened: the workers went on strike and in vain tried to get the intellectuals to support them. Recalling these misunderstandings--Kuron says--our objectives are immediate and limited: economic and legal assistance for workers struck by repression as a result of the events of June.

The committee was founded above all by intellectuals and they include some of the most prestigious names of the Polish opposition: the economist Lipinski (who formulated the economic reform draft which was promoted during the early sixties and which was dropped due to the opposition of a suspicious bureaucracy worried about losing its power); the

great writer Andrzejewski (who is so popular among the Poles because of his book "Ashes and Diamonds" and who announced the end of the great Stalinist incubus); Jacek Kuron, the leader of the left-wing opposition (repeatedly jailed because of the public positions he adopted against the regime). All of them are personalities who come from the Communist Party and who were expelled from it because of their courageous criticisms. Along with them--Kuron points out--are persons of all origins and political tendencies: Catholics, Social Democrats, Socialists, and even some priests.

But what is the consistency, what are the survival chances and the impact on public opinion of that young opposition? For the time being it is difficult to estimate that and any evaluation is bound to be temporary; the official authorities refuse to talk about it ("They do not exist" I was told by the managing editor of a newspaper) or they emphasize only their illegality. But I am very certain--says Kuron--that if they only stopped to think they would have to add up all of the protests and resistance.

In his small apartment--squeezed into an enormous and anonymous high-rise apartment house along the outskirts--the telephone rings very often; the callers are friends and sympathizers and people who want to join the committee but there are also threatening anonymous voices. So far--Kuron explains--we managed to collect 1.3 million zloty (something like 40 million lire) for the families of the arrested and fired workers and we are forced to turn down continuing applications for membership because any expansion of the committee would entail many organizational and operational problems for us; however, we have opened two branches in Gdansk and Lodz. We are working very hard, trying to disseminate our announcements as much as possible, in a kind of St. Anthony's chain which recalls the Soviet "samizdat," a kind of opposition hitherto unknown in Poland.

But this seems to be above all a race against time: trying to assert their own presence in the country before the spaces opened by the partial power vacuum created by a party which--shaken by the June events--has withdrawn in itself, relaxing the hold on society. But one can no longer turn to terror and repression, Kuron says rather optimistically; the road now leads toward democracy and we basically represent a moment of dialectic and order; we act as the point of crystallization for the misery of the workers, for the resistance of the peasants, and the restlessness of the intellectuals.

And what about the impact? Kuron does not want to talk much about that. We can testify to the interest and popularity aroused by the committee at the University of Warsaw; it is discussed openly and its position statements are being commented on. In the School of Sociology, its announcements are posted on the bulletin boards (and the President--I am told--did not manage to punish those responsible).

Regarding the long-term prospects, the committee's leader hopes to get out from under this "dictatorship with the human face" and to force the institution of a parliamentary democracy. And then what? "I would devote myself to building socialism but I cannot say it as yet; this is a term that is too discredited here among us."

ROMANIA

CODE OF CONDUCT FOR POSTAL, TELECOMMUNICATIONS WORKERS

Bucharest BULETINUL OFICIAL in Romanian Part I No 101, 15 Nov 76 pp 1-10

/Decree of the State Council No 361 of 1976 Approving the Disciplinary Regulations for Personnel in the Postal and Telecommunications Units/

/Text/ Statement of Purposes

The following decree of the State Council approves the Disciplinary Regulations for Personnel in the Postal and Telecommunications Units.

The regulations include standards for the rights and obligations of personnel, service and control relations in units, rewards and the way they are granted, disciplinary sanctions and the procedure for their application as well as the channels of appeal, and measures to secure the rights of personnel and to organize their working time.

The State Council of the Socialist Republic of Romania hereby decrees:

Article 1. The Disciplinary Regulations for Personnel in the Postal and Telecommunications Units, which are an integral part of the present decree, are hereby approved.

Article 2. The present decree goes into effect 30 days from the date of its publication in BULETINUL OFICIAL.

As of the date the present decree goes into effect, it supersedes Decision of the Council of Ministers /HCM/ No 1400 of 1953 on Institution of the Decoration "Radio Operator of Honor," HCM No 1559 of 1958 on Institution of the Badge for "Merit in the Postal and Telecommunications Service," and HCM No 3 of 1971 Approving the Disciplinary Regulations for Employees of the Ministry of Posts and Telecommunications and Its Subordinate Units.

Nicolae Ceausescu  
President of the Socialist Republic of Romania

Bucharest, 2 November 1976.  
No 361.

## Disciplinary Regulations for Personnel in Postal and Telecommunications Units

### Section I: General Rules for Posts and Telecommunications PT Activity and Personnel Discipline Therein

Article 1. The Ministry of Transportation and Telecommunications MTTc implements party and state policy on PT and functions as a central coordinating organ in this field.

Article 2. The MTTc is legally responsible for uniformly implementing the developmental program for PT, organizing the operation of PT, maintaining and repairing PT facilities, and exercising specialized control in this field.

Article 3. The MTTc uniformly plans and manages PT activity through its specialized units.

Article 4. The PT units' relations with the beneficiary units are determined by the regulatory acts governing the availability of PT facilities and the performance of PT services.

Article 5. Tight discipline is required of PT personnel throughout their entire activity.

Strict discipline is one of the essentials for efficient PT service, since any dereliction of duty in these sectors and any error or negligence can cause interruptions in postal, telephone, telegraph, radio, broadcasting, radio relay and television communications, destruction of equipment, and disturbances in the national economy and the social-cultural activities of the nation.

Article 6. Personnel discipline in the PT units requires strict and precise observance of the legal standards and other provisions concerning PT service on the part of all employees regardless of function, as well as subordination of every employee to his superiors. Discipline is based upon awareness of the necessity of responsible performance of service duties to ensure efficient PT service without interruptions or accidents.

The working collective plays an important part in strengthening PT discipline, since it is required to make an intensive effort to prevent violations of discipline and, if they occur, to take a firm stand and, if need be, to request proceedings against violators of order and discipline.

Article 7. The present regulations apply to personnel in the county PT directorates, the Bucharest municipal PT directorates, and the enterprises and units engaged in PT operation, studies, planning, research and construction and the purchase and sale of stamps and imprints under MTTc, and those in the General PT Directorate under the same ministry, known as PT units in these regulations.

The present regulations also apply to workers attached or detailed to PT units, as well as those regularly performing temporary training or documentary activities in these units according to legal provisions.

## Section II: Rights and Obligations of Personnel

Article 8. In their twofold capacity as producers and owners of the production means, the entire people's common property, employees of PT units become members of the collectives of these units by virtue of the labor contracts they conclude with them. It is their duty to make every effort to serve the units' interests and to make every contribution to the good management of public property, to continuous, irreproachable and secure PT operations, and to the fulfillment of all the tasks of the units that employ them.

Personnel will take the oath of loyalty to the Socialist Republic of Romania when they are hired, as the law provides.

Article 9. Personnel in PT units benefit both by the rights provided in the present regulations and by the legally provided rights flowing from their capacity as employees.

### Part I: General Rights and Obligations

Article 10. For purposes of performing their tasks, employees of PT units have the following main rights:

- a. To be employed according to their aptitudes, occupational training, qualifications or certifications, or ambitions, as well as the needs of the proper operation of the PT units;
- b. To participate in the management, organization and control of the activity of the unit that employs them, and to elect and be elected to its collective management organs;
- c. To benefit by the legal opportunities to improve their professional qualifications;
- d. To benefit by the particular rights provided by law for PT personnel to remuneration according to quantity and quality of work, and by the other legal provisions.

Article 11. As members of the working collectives, employees of PT units have the following main obligations:

- a. To thoroughly master the knowledge needed to perform their service functions, to attend the briefings organized to impart service instructions, and to properly and promptly perform all tasks in the line of duty.
- b. To display initiative, a sense of responsibility and particular care in the use, management, protection and preservation of the PT facilities, installations and other material resources, property and values in their care;
- c. To strictly observe the working schedule, the work norms, the technical processes and the standards of quality set for efficient service, and to make complete and most effective use of working time;

d. To appear at work in a proper condition for good performance, not to bring alcoholic beverages to a unit or place of work, not to drink them on duty, and not to work under their influence;

e. Not to leave the place of work while on duty and not to sleep or pursue other interests while on the job;

f. To observe the rules of admission to PT units and not to admit outsiders to the place of work except as provided by the regulations in force;

g. To observe the labor safety standards, help to prevent labor accidents, and attend the periodic medical and psychological examinations in the prescribed cases and circumstances;

h. To report immediately, at the unit's request, for duty to:

- Prevent or remedy the effects of such disasters as floods, storms, fires and the like;

- Prevent accidents, breakdowns, disturbances or failures of PT facilities and remedy their effects;

i. To observe the regulations for preventing and extinguishing fires and to help protect the property and values of the PT units;

j. Not to leave PT facilities, machines and installations in operation unguarded during working hours and to turn them over or adequately provide for them at the end of working hours;

k. Not to leave the place of work at the end of working hours until the arrival of the next shift, where continuous work is going on, and if the next shift does not arrive to report it to the supervisor so that the necessary steps can be taken;

l. To wear the uniform correctly and proudly both in and out of working hours and to observe the provisions in force governing its use;

m. To preserve state and service secrecy;

n. To observe the secrecy of correspondence and PTTR [Posts, Telegraphs, Telephones and Radio] transmissions as well as that concerning the users of PT services;

o. To avoid loss, theft, damage or misdelivery of parcels, printed matter and other mail;

p. To provide for telephone and telegraph conversations and delivery of mails and printed matter within the specified control periods;

q. To provide for postal exchanges between units and transportation means within the specified control periods;

r. To observe the schedule set for the public and to see that it is always posted;

s. To maintain a proper attitude while serving the beneficiaries of PT services;

t. To observe the conditions of admittance and maintain a respectful attitude toward citizens when delivering mail or telegrams to their homes or residences;

u. To provide for the continuity of radio, television and radio relay broadcasts, to maintain telephone and telegraph installations in good operating condition, and to maintain the equipment and devices regularly;

v. To notify the organs specified in the service instructions immediately if any defects appear in the telephone, telegraph, radio broadcasting, radio communication, television or radio relay equipment, while making every effort to eliminate disturbances and prevent interruptions in operation;

w. In case of disasters, fires, destruction or other exceptional circumstances interrupting PTTR communications, personnel maintaining these installations must be available to the unit management to help restore communications;

x. In case of major disruptions interrupting telephone, telegraph, radio, radio broadcasting, radio relay or television communications, not to turn over the service to the next shift until the installations are restored to operation. The supervisor may approve turning over the service beforehand after he has made every effort to eliminate the disturbances.

y. In case of telephone, telegraph, radio broadcasting, radio communication, radio relay and television services and in through post offices on permanent duty, to remain on duty if the next shift does not report, notifying the supervisor to take urgent measures;

z. To meet any other obligations flowing from the regulations in force, the labor contract or the collective labor contract.

## Part II: Obligations of Administrative Personnel

Article 12. Personnel with administrative functions in PT units have the following main obligations, in addition to those specified in Article 11:

a. To consistently apply the principle of collective labor and management and periodically inform unit personnel how to perform tasks;

b. To notify subordinate personnel of their duties and responsibilities, to provide employees with instructions according to which they are required to perform their activities, and to organize the instruction so as to ensure complete mastery of the service instructions. The unit managers and those responsible for instruction and control are subject to discipline if the personnel under them commit violations because of lack of instruction;

c. To give definite and precise orders and to provide the necessary conditions for their exact and prompt execution.

d. To provide the proper conditions for labor safety and observance of the regulations in force on this subject, and to regularly implement indoctrinational programs to foster mass opinion in favor of enforcing labor safety standards;

e. To organize and provide for improved occupational training of personnel, as well as periodic checks on their knowledge;

f. To know the aptitudes, qualifications and behavior of subordinate personnel and to provide, according to law, for the scientific selection of personnel according to the training and physical and mental aptitudes required for the positions they fill. The managers are directly responsible for hiring, maintaining or promoting those who lack the required certifications, do not know or do not perform their service tasks, or jeopardize the efficiency of the activity by their behavior.

g. To provide personnel, according to the nature of the work and the conditions on which the work norms are based, with PTTR, radio broadcasting, radio communication, radio relay and television installations and equipment as well as the other installations, machines, devices, tools, raw materials, materials, fuel and electric power essential to the proper performance of their activity;

h. To keep the installations, machines and devices in proper condition for the full use of the installed capacities to perform the PTTR services and make complete and efficient use of working time;

i. To keep the places of work provided with postage stamps and postal, telegraph and telephone supplies as well as printed documents pertaining to the activity.

j. To provide subordinate units with the necessary connections to receive and deliver PTTR messages within the scheduled control periods;

k. To provide for the security and integrity of the mails and values at the units' headquarters and on the transportation means;

l. To introduce and generalize new ways of improving operations;

m. To organize the prevention and extinguishing of fires, to install and maintain the alarm system and installations to extinguish fires, and to provide the places of work and workers with fire fighting equipment according to the nature of the property they are protecting;

n. To organize the guard and regulate admittance to the unit;

o. To organize and maintain the proper operation of the service according to shifts as well as the permanent administrative service of the unit outside of working hours;

p. To take steps to reduce motor fuel inputs and conserve electric power and heat.

### Section III: Service Relations

Article 13. The services relations among employees of PT units are those of administrative and operational subordination.

Article 14. According to the relations of administrative subordination, every employee is directly subordinate to a single supervisor.

Orders pertaining to administrative subordination are transmitted through the direct supervisors. Supervisors may also transmit orders indirectly, in which case the receiver of the order is required to notify his direct supervisor.

Article 15. According to the relations of operational subordination, employees are subordinated according to specialty on various organizational levels of the units in the PT network. Relations of operational subordination are determined by order and instructions of the minister of transportation and telecommunications.

Article 16. Supervisors are required to give orders within the limits of their authority, to demand accurate execution of the orders given and the service instructions, and to control their execution. The orders given must conform to the laws and service instructions and must not violate the honor or dignity of those who are to carry them out.

Supervisors are responsible for the legality and soundness of the orders they give, as well as their consequences. They must make sure that verbal orders have been understood by those who are to carry them out.

Article 17. Personnel are required to carry out their orders exactly and punctually.

If the receiver of an order thinks that it is illegal or that its execution would jeopardize the security of telecommunications or might cause damage to or destruction of installations or property, he must immediately report these circumstances to the person who gave the order. If the latter does not rescind the order the receiver of it may refuse to execute it on his own responsibility, notifying the immediate superior of the person who gave the order. These cases will be analyzed at once and steps will be taken to prevent similar situations and to determine the responsibilities.

Article 18. The report on implementation of orders must be entirely factual, and all information transmitted or reported must be accurate and submitted within the specified time limits or within a reasonable time when it is done on personal initiative.

Article 19. Employees of PT units are required to show respect and cooperation in their relations.

Personnel whose jobs bring them in contact with the public must display a proper attitude and behavior as well as solicitude and morality and resolve all problems in the spirit of legality.

#### Section IV: Control in Units

Article 20. PT units' control over operations, maintenance and repair of PT facilities, and observance of order and discipline is accomplished by:

- a. Current vertical control, exercised permanently and regularly by each supervisor over the work of the personnel directly under him;
- b. Scheduled vertical control, exercised periodically by the unit manager, or his deputy in the case of subordinate units, and covering several fields of activity;
- c. Vertical control by spot checking, exercised on schedule or unannounced by the supervisors or their deputies over the work of their subordinates;
- d. Scheduled control via operational subordination, exercised by the managers of the operational sections of a unit, or their deputies in the case of subordinate units, limited to the respective specialty and periodic;
- e. Current specialty control, exercised over operational subordinates.

Personnel are also guided by control in the performance of their service obligations.

Article 21. The organization and exercise of the controls are determined by law and by order and instructions of the minister of transportation and telecommunications.

Article 22. The control findings are reported to the persons controlled and their direct supervisors both during and after the control. The measures to be taken, the time limits and the responsibilities are determined and entered in the uniform control record according to the legal regulations.

Supervisors are required to check the implementation of the measures based upon the exercised controls.

#### Section V: Rewards and How They Are Granted

Article 23. Rewards are the incentives for those who perform exemplary service tasks.

Rewards may be granted as the case may be to those who:

- a. Perform brave, dedicated or heroic acts in PT activity;
- b. Do outstanding work and display initiative in forestalling accidents, breakdowns or other situations that could cause damage or interrupt PT;

c. Make an outstanding contribution in restoring telecommunications and remedying the effects of accidents or disasters;

d. Perform exemplary service in regularly exceeding plan tasks, preserving and protecting public property, and making major savings in materials, fuels and power, or who distinguish themselves by other important service achievements;

e. Display creative initiative in performing service tasks or any actions improving the standard of operations, the technical and maintenance levels of PT facilities, equipment and installations, the qualifications and discipline of personnel, labor productivity and economic effectiveness;

f. Perform operations of great complexity or requiring a large volume of labor in a short time which better resolve service problems;

g. Achieve through their activity any other major progress for the efficiency of the unit.

In order to serve their purpose, the rewards will be granted as soon as they are found to be justified.

#### Part I: General Rewards

Article 24. The rewards that can be granted employees are:

a. Verbal or written thanks;

b. Commendation on the job;

c. Entry on the unit's honor roll;

d. Entry in the unit's book of honor;

e. Commendation through a unit citation, the press, or the MTTC's publications;

f. Bonuses for those who do outstanding work in preventing interruptions or breakdowns in PT facilities or contributing to the immediate elimination of their effects;

g. Raises in base pay with reduction of the minimum length of service, according to the legal provisions;

h. Gratuities;

i. Orders and medals, titles, badges and certificates of honor and distinctive titles;

j. Other rewards.

## Part II: Particular Rewards

Article 25. The following particular rewards may be granted in addition to the rewards specified in Article 24:

- a. For PT personnel, the badge "For Merit in PT";
- b. For radio personnel, the badge "Radio Operator of Honor."

The nature of the badges and the conditions for wearing them are determined by the MTTc with the approval of the Committee of the Union of Trade Unions in Transportation and Telecommunications Enterprises.

## Part III: Procedure for Granting Rewards

Article 26. Rewards are granted or recommended as the case may be by the supervisors. They may also be recommended by section heads, control organs and the working collective to which the respective person belongs. They are granted upon consultation of the party organ and the trade union organ.

The rewards are granted as follows:

- a. Verbal or written thanks are awarded by the supervisors, beginning with the team leader, or by the unit's collective management organs.
- b. Commendation on the job and entry on the unit's honor roll are awarded by the supervisors, beginning with the service chief, with the approval of the assembly of the trade union group.
- c. Entry in the unit's book of honor and commendation through a unit citation, the press, or the MTTc's publications are awarded by the directors of enterprises or outside units, the minister or his deputies.
- d. Bonuses for those who do outstanding work in preventing interruptions or breakdowns in PT facilities or contributing to the immediate elimination of their effects are awarded by or on the recommendation of the units' collective management organs as authorized by law.
- e. Raises or as the case may be higher grades in base pay with reduction of the minimum length of service and other rewards as provided by law are awarded by the minister, his deputies, or the units' collective management organs according to their powers.
- f. Merit badges in connection with PT operations are awarded by the minister, his deputies or the collective management organ of the ministry.
- g. Gratuities and other rewards are granted according to the legal provisions.

The functions the holders of which are authorized to grant rewards are determined by order of the minister of transportation and telecommunications, with

the approval of the Committee of the Union of Trade Unions in Transportation and Telecommunications Enterprises, in comparison with those specified in Paragraphs a-c of this article.

The rewards granted cannot be annulled or modified by the supervisors of the beneficiaries unless the grantors have exceeded their authority.

If the performance of an employee warrants a reward beyond the authority of his immediate supervisor to grant, the latter may recommend it to the competent supervisor.

Rewards may be granted, within the limits of authority, both to the personnel of a unit and to those attached to it.

Supervisors may receive rewards both for their own merits and for the good results of the units or sections under them.

Article 27. Both the beneficiary and his working collective are notified of the rewards granted, which are entered in the beneficiary's personal record.

#### Section VI: Disciplinary Sanctions and Procedures for Their Application and Appeal

##### Part I: Disciplinary Violations

Article 28. Culpable violation of service obligations, including standards of behavior, by an employee regardless of his function or position constitutes a disciplinary violation.

If the acts committed constitute criminal offenses the offenders will also be sanctioned according to criminal law.

Criminal, administrative or material liability or the application of public deterrent measures does not exclude disciplinary liability for the act committed if the latter is also in violation of service obligations.

Article 29. The following acts are considered disciplinary violations on the part of personnel in the PT units:

- a. Organizing or performing any operation or project, or ordering its performance, which has led or could lead to interruption of PT activity, breakdown of PT facilities, material losses, or labor accidents;

- b. Violation of rules and discipline in the operation, maintenance, administration or repair of PT facilities and in conducting telecommunications through a controller;

- c. Any form of theft of property or values belonging to the unit;

- d. Violation of the rules governing labor safety, preventing and extinguishing fires, and admission to units;

e. Introduction or consumption of alcoholic beverages on the premises of a unit or at places of work, reporting for duty in a condition unfit for service, or serving under the influence of alcohol;

f. Violation of the rules governing state or service secrecy;

g. Failure to report at the management's request to remedy the effects of accidents, breakdowns or fires for purposes of immediate restoration of PT operations;

h. Failure to observe working hours or to report on time for a shift, or leaving the post before the arrival of the person on the next shift;

i. Failure to observe the established procedure while on duty, or violation of technological discipline;

j. Performance of operations unrelated to service obligations during working hours;

k. Neglect of order, cleanliness and the necessary measures for proper use and maintenance of the unit's property;

l. Abuse of PT facilities and the unit's property;

m. Keeping records incompletely or improperly, and reporting inaccurate or incomplete data or information;

n. Failure to attend briefings, occupational training courses, periodic analyses of performance or other activities intended to raise professional standards;

o. Failure to report for the periodic checks on state of health or aptitudes;

p. Failure to notify supervisors of any defects likely to impede normal PT activity;

q. Violation of the rules of behavior in service relations, or nonfulfillment of the service obligations in the regulations on organization and operation of the units.

Article 30. The following acts committed by managers are also disciplinary violations insofar as they concern their obligations according to the regulations in force:

a. Failure to perform the functions of organization, coordination and control;

b. Nonfulfillment of obligations to guide subordinate personnel as to service functions, and failure to take firm measures for the prompt and proper fulfillment of the obligations of subordinate personnel;

c. Abuse of authority over subordinate personnel, undermining their authority or affronting their dignity;

d. Unjustified application of sanctions and rewards or other unjust or illegal measures.

The above listing of acts in this article is not exhaustive. Disciplinary sanctions may also be applied for violations of any other service obligations provided by law, in the present regulations, or in service instructions.

Article 31. The managers must take steps to prevent disciplinary violations by personnel in accordance with their obligations, and when the acts have been committed they must apply, according to their authority, disciplinary sanctions without delay and with all strictness or, as the case may be, report them and recommend measures according to the seriousness of the violations.

Once the sanction has been applied, the manager is required to remind personnel under him of their service obligations or to submit the violation to discussion by the working collective, which discussion should serve as an occasion for friendly analysis of the sanctioned person's behavior and consolidation of collective opinion against the violation committed.

Article 32. The disciplinary sanctions should serve an educational purpose and help to correct the violator, while warning all personnel by their nature as an example.

The sanctions are considered in the annual evaluations of personnel and also in their advancement.

Article 33. Only one disciplinary sanction can be applied to an employee for an act constituting a disciplinary violation, even if several service obligations were violated on the occasion. Collective sanctions cannot be applied to all the personnel in a unit or labor section.

## Part II: Disciplinary Sanctions

Article 34. The following disciplinary sanctions may be applied:

a. Reprimand;

b. Warning;

c. Withdrawal of one or more grades in pay for a period of 1-3 months or, in case of employees paid at the base level, reduction of the latter by 5-10 percent for the same period;

d. Reduction of pay and reduction of the administrative allowance by 5-10 percent for 1-3 months in the case of those with administrative functions at a fixed salary;

e. Demotion in function or category, within the same profession, for 1-3 months;

f. Disciplinary cancellation of the labor contract.

Article 35. The reprimand is usually applied in case of a first offense of minor importance.

Article 36. The warning is applied to a person who repeats the violation for which he was reprimanded or who, by violating his service obligations and the standards of behavior in a unit, can interfere with the efficiency of the unit.

Article 37. Withdrawal of one or more grades in pay for a period of 1-3 months or, in case of employees paid at the base level, reduction of the latter by 5-10 percent is applied to a person who repeats the violation for which he was warned or violates his service obligations or the standards of behavior in a unit, interfering with the efficiency of the unit.

Article 38. Reduction of pay and reduction of the administrative allowance by 5-10 percent for 1-3 months are applied to administrative personnel who repeat the violations for which they were warned or who have violated their service obligations or the standards of behavior in a unit, thereby interfering with the efficiency of the unit.

Article 39. Demotion in function or category is applied to those who repeat the violations for which they were sanctioned according to Articles 37 and 38 or violate their service obligations or the standards of behavior in a unit with serious consequences for the efficiency of the unit.

Article 40. Disciplinary cancellation of the labor contract is applied to a person who commits a violation with a very serious effect upon the efficiency of the unit or who repeatedly violates his service obligations including the standards of behavior in a unit.

The following violations may be sanctioned by disciplinary cancellation of the labor contract:

a. Acts which have caused or could cause interruptions, accidents, disruptions, breakdowns or deterioration with serious consequences for the security of telecommunications or postal activity;

b. Any form of theft of property belonging to the unit or entrusted for postal transportation;

c. Reporting for duty or performing the latter under the influence of alcoholic beverages or drinking them while on duty.

Part III: Procedure for Applying Disciplinary Sanctions

Article 41. For the application of disciplinary sanctions, a preliminary investigation of the act will be made by the unit manager, the higher echelons or one or more of their deputies.

During the investigation all the evidence will be brought and analyzed that is necessary for the complete and exact determination of the acts constituting

disciplinary violations and the circumstances in which they were committed.

The employee under investigation will be heard in all cases, and his defense and contentions will be very carefully checked. To determine the truth and the exact situation, any persons may be heard who have knowledge of or can throw light upon the acts and circumstances. The statements of those heard are recorded in writing and signed by them, after their identity has been established.

If the investigation was made by the organ competent to apply the sanction, its findings and conclusions will be entered in a record on the basis of which the sanction will be applied. When a person other than the one who made the investigation is competent to apply the sanction, the investigation dossier will be sent to that person to apply the sanction.

Article 42. The following points will be considered in determining disciplinary sanctions:

- a. The causes and gravity of the offense and the circumstances in which it was committed;
- b. The degree of guilt of the offender;
- c. The consequences of the violation and, if there are several offenders, how far each of them contributed to these consequences;
- d. Whether the accused also committed other violations while on duty and his service behavior.

Also, in establishing the disciplinary sanctions specified in Article 34 Paragraphs c, d and e it will be considered whether the base pay according to the remuneration system in effect was reduced for nonfulfillment of these service obligations or whether a fine was levied.

In case of repetition of a violation of the same gravity, as a rule the sanctions are applied progressively.

Article 43. To ensure the unimpeded progress of the investigations, in the case of serious violations personnel may be required to remain at the disposal of the investigating organs as long as strictly necessary, without performing their functions. In this case the supervisors will take steps to provide for normal service at the place of work.

The measure provided in Paragraph 1, the duration of which will not exceed 15 days, is taken by the manager who makes the investigation or the one who ordered it or by their superiors and is reported in writing to the persons in question. If it was ordered by a manager junior to the one authorized to hire the respective person, the measure will be subject to confirmation by the manager competent to hire, within no more than 3 days.

In this period the person under investigation may be used for other activities and will receive the initial base pay, the increase for length of service and,

as the case may be, the state allowance for children, payment to be made on the basis of written confirmation by the investigating organ to which he was made available. In case the accused is found innocent, he will also be paid the difference up to the sum resulting from calculation of his average salary in the last 3 months before the measure was taken.

Upon expiration of the time specified in Paragraph 2, the respective person rightfully returns to his former function, if the applied sanction does not involve modification or cancellation of the labor contract.

Article 44. Disciplinary sanctions are applied or recommended as the case may be by the supervisors, higher echelons, or the collective management organs of the unit or the next highest unit. They may also be recommended by the section heads and the control organs.

In case of violation of the standards of order and discipline at the place of work, the collective of the offender's section may discuss the violation and request the unit management to apply the sanction, including cancellation of the labor contract.

Disciplinary sanctions are applied as follows:

a. The reprimand and warning are applied by the supervisors beginning with the service chief or by the units' collective management organs.

b. Withdrawal of one or more grades in pay for 1-3 months or, in the case of employees paid at the base level, reduction of the latter by 5-10 percent for the same period, reduction of pay and of the administrative allowance by 5-10 percent for 1-3 months, and demotion in function or category within the same profession for 1-3 months are applied by the units' collective management organs or as the case may be by the unit manager, according to authority to hire;

c. The labor contract is cancelled by the collective management organs or as the case may be by the unit manager, according to authority to hire and upon consultation of the trade union organs.

Any manager may apply the sanctions within his competence to personnel under him. The temporary replacement of the unit manager or of his immediate superior is also authorized to apply sanctions.

If the sanctions are applied by higher echelons, the measures to apply these sanctions, including notice of the sanction, are taken by the management of the unit employing the sanctioned person.

The minister of transportation and telecommunications and his deputies are authorized to apply any disciplinary sanction specified in the present regulations to any subordinate employees.

The functions the holders of which are authorized to apply disciplinary sanctions are determined by order of the minister of transportation and telecommunications, with the approval of the Committee of the Union of Trade Unions in

Transportation and Telecommunications Enterprises, by comparison with those specified in Paragraphs a-c of this article.

Article 45. For disciplinary violations committed by an attached employee, reprimands and warnings are applied by the unit to which he is attached. Disciplinary cancellation of the labor contract is applied solely by the unit management that attached him. The other sanctions are applied by the management of the unit to which he is attached, with the approval of the unit where he is employed.

Disciplinary violations committed by employees while detailed to another unit are sanctioned by the unit manager who detailed them, on recommendation of the unit to which they were detailed.

Apprentices being trained on the job and pupils or students acquiring experience will be sanctioned for disciplinary violations according to the regulatory acts governing their occupational training.

Article 46. When persons with different functions or in different units have been investigated for the same violation or several closely related violations, they are sanctioned by the manager competent to sanction the one with the highest function or by the manager or collective management organ of the highest common unit.

Article 47. The sanction will be determined and reported in writing to the employee no later than 30 days of the date when the person authorized to apply it took cognizance of the violation, but the sanction will be applied no later than 6 months of the date of the violation. Violations may not be sanctioned after the expiration of these times limits unless they were the subjects of a criminal investigation started before they expired, in which case they are suspended for the duration of the criminal investigation.

Those who prevented disciplinary measures from being taken in time are responsible for failure to take these measures.

The notice of the sanction will indicate the avenue of appeal, the time limit for lodging the appeal and the organ competent to resolve it.

Disciplinary sanctions are reported to the sanctioned person's working collective.

Article 48. The sanctions are executed immediately upon notice, even if they have been appealed.

When final, all sanctions are entered in the sanctioned person's record.

Article 49. If the unit has lodged a criminal complaint against an employee or the latter has been held for trial for criminal acts incompatible with his function, the unit management will suspend him without pay.

If the suspended employee is found innocent he is entitled, for as long as he was deprived of pay for this reason, to compensation calculated on the basis of his average salary in the last 3 months before he was suspended. If he was employed in the meantime at lower pay or realized other lesser earnings, the compensation for the respective period will consist of the of the difference between his average salary in the last 3 months before the suspension and the earnings realized in the meantime.

#### Part IV: Avenues of Appeal Against Disciplinary Sanctions

Article 50. The sanctioned person may appeal the disciplinary sanction in writing within 30 days of notice of the decision to sanction.

Except for disciplinary cancellation of the labor contract, appeal of the disciplinary sanction is resolved by:

- a. The immediate superior of the person who applied the sanction;
- b. The workers' council of the PT units, for a sanction applied by the unit manager;
- c. The next highest organ, for sanctions applied by the workers' council in the PT units.

Appeals of disciplinary cancellation of the labor contract are resolved by the law court in the jurisdiction of which the unit or next highest organ has its headquarters, according to their powers.

Article 51. The appeal is filed in writing at the unit that applied the sanction, the next highest organ or the court as the case may be. An appeal submitted to an incompetent organ is recorded and will be sent by the latter to the organ competent to resolve it, with notice to the petitioner of the fact.

Article 52. The competent higher organ must resolve the appeal within 30 days of receipt, and it can order maintenance, reduction, replacement of the sanction applied by a lighter one, or annulment of the sanction.

Until the appeal is resolved, the person who lodged it may withdraw it or file affidavits and other supporting documents.

The decision is explained and reported in writing within 5 days of pronouncement to both the person in question and the unit, which will apprise the person who applied the sanction.

Article 53. A supervisor may aggravate the sanction applied by a subordinate if he considers it too light for the seriousness of the violation. This may be done within the time limits provided in Article 47 and only if the sanction has not been executed.

Article 54. If the sanctions specified in Article 34 Paragraphs c, d, e, and f

are annulled, the person in question is entitled to restoration of his pay level in the function and job he held before the sanction was applied.

The provisions of Article 49 Paragraph 2 accordingly apply.

The annulled sanctions will be expunged from the sanctioned person's record.

Article 55. The supervisor who applied the sanction is disciplinarily, materially or criminally liable as the case may be if he applied a disciplinary sanction, in bad faith, that was subsequently annulled.

If the applier of the sanction or next highest organ discovers, in defense of the sanctioned person, evidence of innocence unknown when the sanction was applied, he is required to annul the sanction ex officio.

Article 56. Final sanctions determined by the administrative organs may be reviewed if new evidence is discovered that can establish the innocence of the accused or prove that their guilt is less.

A review is requested within 30 days of the date the sanctioned person learned of the new evidence and it is resolved by the manager who determined the sanction or the next highest administrative organ within no more than 30 days of receipt of the petition.

Cancellation of a labor contract made final by a court decision is subject to review according to the Code of Civil Procedure.

Article 57. Except for disciplinary cancellation of a labor contract, an applied disciplinary sanction is considered not to have been adopted if the employee has committed no other violation for a year from its execution. The measure does not apply to the financial effects of the applied sanction.

If the sanctioned person meanwhile has committed no further violation and demonstrated by his entire job behavior that the sanction has accomplished its educational purpose, those who applied it can order it to be regarded as not having been adopted, upon consultation of the party and trade union organs and even before the expiration of 1 year but no earlier than 6 months from the execution of the sanction. The measure does not apply to its financial effects.

Erasure of the sanction is entered in the personal record.

## Section VII: Measures To Secure Rights of Personnel

Article 58. Personnel in PT units may complain to the higher echelons about service measures that may be detrimental to their legitimate interests.

Complaints should be addressed to the immediate supervisor but if he has not resolved the problem the complainant may appeal through channels to the next highest authority. It is prohibited to include secret information in written complaints sent by mail. The complaints should refer only to the person in question and should be couched in polite terms.

Article 59. The manager who has received the complaint must consider it as soon as possible but no later than the legal time limits, and if he finds it warranted he must take the appropriate steps at once. If he is not competent to resolve the complaint he will notify the competent manager, and in any case the complainant will be apprised of the measures taken.

Article 60. A manager who has committed a wrong or taken an illegal measure against a subordinate because he made a complaint will be severely sanctioned.

#### Section VIII: Organization of Working Time

Article 61. The measures for organizing working time in PT units will be determined by the managers of these units, jointly with the trade union organs, in the light of the function and nature of the unit. The employees will be notified of them as follows, directly or by posting:

- a. When working hours begin and end.
- b. Organization of the work in shifts and tours of duty, the operating schedule or other particular forms of activity, with indication of the duration and conditions under which the work is turned over;
- c. Duration of the breaks for feeding and care of children granted women with children aged up to 9-12 months, as the case may be, and the hours when they are to be granted, as well as the cases in which the breaks can be accumulated to reduce the working hours;
- d. Organization of the service per unit;
- e. Granting a weekly day of rest when it cannot be on Sunday;
- f. Recording of personnel attendance (time card, attendance book etc.) as well as the record of overtime;
- g. Scheduling and recording vacations, sick leave, leaves, leaves without pay, and leaves for studies;
- h. Rules for admission to a unit, movements of personnel and outsiders within it; determination of the place of work where admission or traffic is permitted only under particular conditions; provision for control over observance of these rules.

#### Section IX: Final Provisions

Article 62. The PT units to which the present disciplinary regulations apply are required to inform all personnel of them. The labor contracts of newly hired personnel will mention that they have taken cognizance of the provisions of the disciplinary regulations.

Article 63. For knowledge of the provisions of the disciplinary regulations for personnel in PT units, they will be studied in the PT schools under the MTTC.

Article 64. Unless the present regulations provide otherwise, their provisions are supplemented by the other provisions of the labor laws.

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CS0: 2700

HUNGARIAN MINORITY IN MURA REGION

Maribor VECER in Slovenian 19 Jan 77 p 9

[Text] The Hungarian minority community lives mainly in eight villages of Murska Sobota Obcina: Cikecka vas, Prosenjakovci, Sredisce, Motvarjevci, Pordasinci, Domanjsevci, Krplivnik, and Hodos. This area amounts to less than 5,000 hectares, which is nearly 8 percent of the land area in the obcina. It is interesting in this respect, that the outflow of population is greater among the Slovenians and less among the Hungarians because of the more favorable size compositions of the farms and for other reasons.

The land areas for a Hungarian farm family are considerably above the average of other farms in the obcina, for they amount to 9.35 hectares total farmland and 5.37 tilled land in this area, whereas the average in the obcina is 4.78 hectares total, and 3.25 tilled land. The average per farm resident in areas of mixed nationalities is 2.42 hectares of total land, whereas in the obcina, there is only 1.56 hectares per resident.

The family sizes are greater in areas of mixed nationalities than in the obcina as a whole. In the 1971 census, a family in this area comprised 3.96 members as compared to 3.05 for the entire obcina. This kind of socioeconomic composition shows up also in the formation of national income, although we can only measure it with the national economy, since 80 percent of the population continue to depend upon it for livelihood. In 1975, 12,760 dinars national income were produced per farmer in the areas with mixed populations, whereas 9,180 dinars were created per farmer in the obcina. In areas where nationalities are mixed there was an income per farm family member of 3,738 dinars, as compared to 3,007 for the obcina as a whole.

Since agriculture provided favorable livelihood opportunities to the population of this area, they were happy to stay home and to reorient themselves to a more modern market production. Thus the number of peasants who have reoriented their production is also greater than in the obcina as a whole. In this area, it is 62, or 12 percent, whereas in the obcina, it is only 8 percent. Some residents have also found employment in the socialized agriculture sector of the business unit of the agriculture of Rakican in Motvarjevci.

The situation is poorer in the non-farm area. Only in the most recent time have workers developed a knitting shop out of small workshops. The knitting shop is in Prosenjakovci, the Tekstil Basic Organization of Associated Labor, which employs 121 workers. A lesser number of residents have become employed in work organizations of Murska Subota.

Finally, we can state that the regions where the Hungarian national minority community lives are developing together with the entire obcina; and if one considered Murska Subota Obcina to be among the underdeveloped, then their development is also somewhat slower. We have to note, however, that obcina actions in recent times have been directed mainly to this area, and it is not by chance that youth in the medium term program of youth work activities have signified the construction of roads and water systems in this area to be their first task (and have also began to put it into action).

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YUGOSLAVIA

BRIEFS

NEW SLOVENIAN INFORMATION SECRETARY--Drago Vresnik, up to now chief editor of ITD (Informational Weekly of DELO), has been appointed Secretary for Information of the Slovenian Assembly. [Ljubljana DELO in Slovenian 22 Jan 77 p 2]

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END