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27 January 1977

TRANSLATIONS ON EASTERN EUROPE
POLITICAL, SOCIOLOGICAL, AND MILITARY AFFAIRS
No. 1345

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EAST EUROPE UNITY BASIS FOR ECONOMIC, POLITICAL STRENGTH

Prague TRIBUNA in Czech No 44, 27 Oct 76 pp 1, 3

[Article by Vaclav Petrov: "Unity in the Struggle of Communist Parties of Socialist Countries"]

[Text] The Berlin conference of European communist and worker parties again confirmed that a reliable peace in Europe and in the whole world depends primarily on the unity and closeness of socialist states and on their unity with other socially progressive forces. In 1975 and 1976 the congresses of communist and worker parties of fraternal states oriented their work towards the strengthening of cooperation between socialist states in material production, ideology and foreign policy.

The Living Soul of Cooperation

General Secretary of the CPSU Central Committee Leonid Brezhnev stressed in his report to the 25th CPSU Congress: "The basis of our close cooperation, its living soul and guiding organizational force, of course, is the indissoluble fighting unity of the communist parties of socialist countries, the unity of their world view and their will."

The importance of cooperation between parties in the overall framework of mutual relations between socialist countries is indicated already by their position as governing parties. It is precisely the Marxist-Leninist parties, equipped with the knowledge of the laws of social development and masters in the art of political guidance of masses, parties which know in what direction and how to lead masses, which are able to recognize new generally valid phenomena and new common traits and use the wealth of the tremendous world-wide experience from their struggle for socialism in the interest of their countries.

The fraternal communist parties are solving the theoretical problems of building a new society, especially advanced socialism, of perfecting socialist democracy, of managing the national economy and shaping the socialist way of life.

The majority of European socialist states is now at the stage of building an advanced socialist society. The Soviet Union has in the main already resolved these problems and started to build communism. It is quite natural that fraternal parties are using Soviet experiences constructively. First Secretary of the Polish Socialist Worker Party Central Committee Edward Gierek said on the subject: "When determining the program of an advanced socialist society we lean on the Marxist-Leninist doctrine, we draw on the wealth of the theoretical and practical experience of the CPSU which was the first to reach this historical goal."

The cooperation of the governing communist and worker parties constitutes a kind of guiding motive which harmonizes all relationships, secures the harmonious coordination of national and international interests and generally helps strengthen the sovereign socialist states.

Documents from the preceding and this year's congresses of leading parties in the countries of the socialist community present a detailed and colorful picture of life in the fraternal states. Of course, each of these pictures has its characteristic traits. The countries in which the socialist system prevailed did not all embark on the revolutionary reconstruction of society at the same time and under identical conditions. This led to differences which still exist among them. But precisely with the victory of socialism in the framework of the socialist community an equalization in the level of development began so that from year to year identical and essentially uniform tendencies are becoming increasingly apparent in all most important areas of life. Common elements are emerging in politics, economics and the social life of fraternal countries. Of course, this process is not developing automatically. As was stressed at the 25th CPSU Congress much depends here on the policy of the communist parties, on how they are able to preserve unity, fight against a stagnant society and national isolation, pay attention to common international tasks and proceed together in solving common tasks.

In recent years this policy of unity has been emerging most prominently in the broad development of cooperation among socialist states.

In economics the Comprehensive Program of Socialist Economic Integration has been implemented since 1971. In the last five-year plan within the framework of this program large projects were started designed to improve the supply of socialist countries with power and many types of raw materials. The combined forces of the CEMA countries were engaged in the building of the Ust-Ilim enterprise for the production of cellulose, the Kijembajev combine for the mining and processing of asbestos, condensed gas is being mined from the Orenburg deposit and a pipeline is being laid to the Western border of the USSR, nickel production is being expanded in the Kuban Republic and large national economic projects are under construction in many other socialist countries.

CEMA countries are exerting great effort to achieve international specialization and cooperation in the production of machines, installations and instruments especially in the ball-bearing industry, in computer production, in transportation engineering and in the production of machine tools.

Now the tendency is towards creating international scientific production complexes working according to a single plan and technology and coordinating the work of hundreds of thousands of workers, engineers and scientists of CEMA member countries. An example of such complexes is the joint Hungarian-Soviet production of olefines in Leninvaros and Kalus.

In addition to the increase in the exchange of goods the broadening of cooperation in industrial production, capital construction, transportation and communications, science and technology is becoming typical for the development of economic contracts. By entering into a new stage of economic cooperation the CEMA countries have crossed over into tomorrow.

Democracy Serves Socialism

An important aspect of the unification of leading Marxist-Leninist parties is their adherence to the main lawful principles governing the building of socialism, primarily with regard to the question of socialist democracy. In this respect the orientation of the internal policy of fraternal countries is identical.

In its attempts to denigrate socialism, bourgeois propaganda likes to present democratism as the Achilles heel of the new system. Bourgeois critics base this conclusion for example on the fact that communist and worker parties play the leading role in socialist countries. Western sociologists have been shedding tears over this fact ever since the Great Socialist October Revolution. They assert that the primary of one party automatically subjects society to undemocratic rule. Incidentally, they quite overlook the fact that a multi-party system or broadly based national fronts exists in a number of socialist states.

Obviously, it is not so much the number of parties that counts as the class-conscious policy they are implementing. The consolidation of the leading role of communist and worker parties in a given socialist country means the perfecting of democratism in society and an ever more complete development of socialist democracy regardless of whether one or several parties exist.

The mere increase in the membership of leading Marxist-Leninist parties proves that hundreds upon hundreds of thousands and millions of people are joining the most active political life. The membership base of communist and worker parties in socialist states has substantially expanded in recent years.

The Bulgarian Communist Party, for example, has grown by 90,320 members in the period between the 10th and 11th congresses, so there are now almost 790,000 members in the party. The Hungarian Socialist Worker Party increased in the period between the 10th and the 11th congresses by 92,000 members, so that today it has more than 760,000 members. In 5 years the CPCZ increased by approximately 340,000 members, so that by 2 April 1976 it had about 1,383,000 members and candidates. In 1970 the Communist Party of Cuba had something over 110,000 members, by the end of 1974 there were about 187,000 members and candidates in the party. An increase in membership, a steady influx of members of the working class, farm workers, the intelligentsia and youth is typical also for other fraternal parties.

The mass character of leading communist and worker parties, the democratic nature of their internal life, the encouragement of criticism and self-criticism, the accountability of superior to lower organs for their activities, collective management at all levels, conscious discipline and of course the broadest contact with all people is helping them fulfill the role of political leaders of society with dignity.

The leading communist and worker parties always attribute the greatest importance to the development of democracy as an enormously strong weapon of socialism. The decisive voice in the highest state organs in socialist countries belongs to workers, especially to the working class, all legislation serves to insure direct participation of the masses in the solution of important and small matters of state.

Democratism in a socialist society manifests itself by a constant strengthening of the social mass organizations of workers--of trade unions, youth, women--of a whole wide network of democratic institutions which enable every citizen to find his place in the social life and share in the shaping of state policy.

A morally and politically increasingly united society with its increasing social uniformity, the close unity of the worker class, agricultural workers and intelligentsia, the support the popular masses lend the policy of the governing parties--all these are today typical traits in the development of all fraternal states.

At the same time each party has its own experience with perfecting socialist democracy, it has tested in practice its own methods of educating masses to citizenship and of involving broad masses of workers in the solving of nationwide tasks. An exchange of experiences in this area is enriching national parties politically and bringing them ever closer together, thanks to the scientific approach to the problems of building socialism and communism.

The Common Struggle for a Lasting and Just Peace

The striving of socialist states for common objectives is becoming increasingly manifest in the international sphere.

In recent years the world has undergone a change from the cold war to a relaxation of tensions and a strengthening of the norms of peaceful co-existence in relations between countries with different social systems. The result of the relaxation is many pacts and agreements concluded between countries with opposite social systems and the successful establishment of an international forum which has no analogy in history--last year's Conference on Security and Cooperation in Europe.

Wherein lies the cause of these successes? There is no doubt that the favorable trends in world politics are the result of a complicated interplay of many factors and forces. At the same time it can be said with certainty that the initiative and leading role in the struggle for the strengthening of peace belonged and belongs to socialist countries and their united stand for the defense of international security.

The socialist states are coordinating their foreign policy in the spirit of the stipulations of the protective Warsaw Pact which was conceived jointly. But in addition to contractual obligations the fraternal countries are bound together also by other very strong ties which derive from the common fate, ideals and goals of the socialist states.

In the course of 3 decades, from the beginning of the world socialist system, the fraternal states have learned from their own experience that their unity and close cooperation are an enormously important key to the solution of their national and international tasks.

At the time of their birth the socialist countries encountered unconcealed attempts by the West to prevent the consolidation of the new social system. The initiative proposals of the young socialist world for the solution of their common problems and the establishment of peaceful relations were rejected and regarded as symptoms of weakness. At the same time the protective measures serving for the strengthening of the defense potential which included the conclusion of the Warsaw Pact as an answer to the creation of NATO were brandished as proof of communist aggression.

To this day the Western press frequently calls the consistent struggle of the socialist states for the consolidation of peace a crafty intent to deceive the "trusting" West. Of course, the socialist countries harbor no opportunist intentions. They strive for peace not solely for today and tomorrow but for all time. And of course they do not act out of self-interest only but in the interest of all nations.

Naturally, they want the kind of peace which will strengthen the good neighborly relations between states, respect the rights of each state to sovereign and independent existence, and place the wealth of possibilities created by the centuries-long development of civilization fully into the service of the peaceful interests of nations.

We have traveled only part of the road, albeit a very important one, on our progress towards this goal. There are still some quite complicated and difficult problems waiting for solutions in world politics.

Recent years brought many examples of the identity of national and international tasks of socialist countries on the international forum. Let us take for example the development of Soviet-American relations. These relations have become largely normalized. The USSR and the US have concluded many important agreements, including agreements on the limitation of strategic arms, on the prevention of the danger of nuclear war, and on the development of economic, scientific-technical and cultural cooperation.

At first glance it could seem that these agreements concern only Soviet and American interests. But it is no accident that the progress in Soviet-American relations found a most favorable response, especially in fraternal socialist countries. A certain improvement in these relations profited not only the US and the USSR but also socialist countries and all the other states interested in the strengthening of peace and international security.

In recent years progress has been achieved in relations between many socialist and capitalist countries. Fruitful relations between them became reality. In this respect the initiative steps of leading Marxist-Leninist parties are helping create a political climate in which relaxation of tensions can be further intensified until it becomes irreversible.

The states of the socialist community always proceed unanimously and jointly not only in the main directions of foreign policy but in the case of specific practical problems. This increases markedly the effectiveness of their policy.

The fighting unity of the fraternal parties is being consolidated and bears ever more fruit.

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CSO: 2400

CZECHOSLOVAKIA

CPCZ SECRETARIAT FEMALE MEMBER ON WOMEN'S ROLE IN SOCIALISM

Prague ZIVOT STRANY in Czech No 21, Oct 76 pp 17-18

[Three questions put to Marie Kabrhelova, member of the Secretariat of the CPCZ Central Committee and chairwoman of the Central Committee of the Czechoslovak Union of Women: "The Purpose of Our Activity Is To Live and Work for Socialism"]

[Text] [Question] 1. At the beginning of this year, Comrade Chairwoman, in connection with preparations for the annual member meetings of basic organizations of the Czechoslovak Union of Women [CSSZ] you wrote in ZIVOT STRANY about how Czechoslovak women are learning the problems of socialist construction, are evaluating it and expressing their opinions about it and also are taking an active part in the creation of values of socialist society and the implementation of the policies of its guiding force--the Communist Party of Czechoslovakia. Can you now, Comrade Chairwoman, tell us something about how the CSSZ carried out this task during the pre-election period and in the important stage of processing and implementing the conclusions of the 15th CPCZ Congress?

[Answer] First of all, I would like to say that we have considered the participation of the CSSZ in the preparation and course of the elections to representative bodies as one of the primary and most important steps in assuring the realization of the program of the 15th CPCZ Congress in terms of our Women's Union and as an opportunity for expanding all areas of activity of our organization in the spirit of the document, "Objectives of the Activity of the CSSZ After the 15th CPCZ Congress," which was approved by the CSSZ Central Committee at its session in May 1976. And since the focus of activity of our organization is in the place of residence, the election preparations stimulated us to a general intensification of our work in obeces, towns and housing projects.

In the course of the pre-election preparations it developed that our Union had succeeded in engaging in high activity which was characteristic for the period before the 15th CPCZ Congress and, furthermore, that this activity developed even more in connection with tasks which the 15th Congress had

prescribed. Contributing to this is undoubtedly the fact that we were able to inform the members of the organization as well as hundreds of thousands of other women through various interesting forms and methods of the conclusions of the 15th party congress and enlist them in carrying them out. At the same time the women are convinced that the program of the 15th CPCZ Congress is a purposeful program consistent with the socialist development of our society.

All this resulted in the fact that Czechoslovak women, on a mass scale, not only manifested unanimous approval of the conclusions of the 15th congress but that they expressed this approval by specific action, primarily by fulfilling the economic tasks of the first year of the Sixth Five-Year Plan. Proof of this is their participation in socialist competition for the honor of election to the representative bodies, their activity in brigades of socialist work, their efforts in raising the quality of work performed, and in the movement for conserving raw materials, resources, energy and labor. It is especially gratifying that our women took part with unusual energy and devotion in the timely harvesting of this year's crops resulting in no losses, and that with like devotion they will participate in the harvest of root crops and all the other fall work. We are succeeding in accomplishing our objective of having the CSSZ organizations in villages combine their activity more than hitherto with tasks of agricultural production, persuade women who work in this sphere to fully accept as their own the program of the 15th congress for the development of our socialist agriculture and the program of self-sufficiency in the production of foodstuffs. Our other organizations active in towns also are persuading their members and other women to consider this year's timely harvesting with no losses as one of the most important society-wide tasks and to actively participate in it as necessary.

Work initiative, however, is not the only expression of the intense activity of our organizations and women in general in the pre-election period. Mass political, propagandistic and campaign activity is very intensive. Our Union organized or jointly sponsored the organization of numerous and varied actions related to the elections. Tens of thousands of female members and functionaries work on campaign committees and in campaign centers. Women's Union organizations successfully helped in the decoration of campaign centers, they even have their displays there and put on a number of interesting get-togethers and actions with women there. Artists creative ensembles, of which there are about 1200 in the CSSZ, have prepared pre-election programs which they present at public meetings of citizens as well as meetings of our basic organizations. The election commission of the National Front consists of 22.7 percent women and one-fourth of the workers in okres and district election commissions are women.

All this attests to the fact that the elections to representative bodies have become for the CSSZ as well as many other women an important happening and that we have done and will continue to do much faithful, enterprising, useful and specific work to insure their success.

[Question] 2. One of the tasks of the pre-election period is to further extend the democratic character of the representative bodies by the election of candidates from the ranks of workers, farmers, from production, women and young people. The positive experiences of the work of women in the representative bodies, their position in socialist society and their outstanding contribution to its building demand that they achieve a higher representation than they currently have. What information do you have on this and how did the CSSZ participate in the selection of female candidates?

[Answer] The 15th party congress in its conclusions called for a continuing greater participation of women in the administration and management of the state and creating conditions for including an ever increasing number of women to work in responsible positions in all areas of political, economic and social life. In the course of the preelection preparations there probably was not a single meeting nor a single gathering where we have not become convinced about the deep appreciation by our women of the confidence of the party and how grateful they are to the party that during the elections to representative bodies this demand of the congress is being implemented. This is proved by the fact that of the proposed deputies to national committees of all levels, 29.8 percent are women as opposed to 23.8 percent and for the legislative bodies 28.6 percent as against 25.7 percent in 1971. It is also expected that the number of women in leading positions in the national committees will be substantially increased.

In our organization it is traditional to consider work with female deputies as one of our primary and permanent tasks. At the kraj aktiv of female deputies to national committees, called at the initiative of the CPCZ Kraj Committee of the East Bohemia kraj in September of this year, Comrade Zdenka Suvova, female deputy to the Okres National Committee in Pardubice and candidate for deputy to the Czech National Council, said she appreciated the Women's Union for its backing of her and its moral support in the fulfillment of her work as a deputy. Yes, our organizations and organs are well acquainted with the work of female deputies and are able to responsibly evaluate their activity up to now. It is gratifying that the absolute majority of them have acquitted themselves well in their positions, earned the confidence of the citizens by their work and thus can quite justifiably seek reelection by the voters. We were also able to find among women a considerable number of other capable comrades who have good political and expert qualifications for carrying out the responsible positions of deputies.

I am convinced that the number of women in the upcoming election period will prove themselves favorably in the work of representative bodies, that there they will apply their deep political consciousness, their socialist patriotism, their international sentiments, their experiences from life, but also their typically women's attributes, such as consistency, persistence, solicitude, a sense of order, and enthusiasm for specific work results. In the representative bodies they will surely manifest their unshakable conviction of the rightness of the policies of our communist party as well as their determination to fully carry out these policies in the activity of the national committees and in close association with the voters.

[Question] 3. The election campaigns of the National Front have become, during the present functional period, an important means of consolidating the efforts of the national committees and organs and organizations of the National Front and an instrument for implementing the policies of the party. Experience shows that one condition for the successful fulfillment of the objectives of the election campaigns is the active participation of all organizations of the National Front already in their formulation. In which way did the CSSZ organizations take part in preparing the proposals of the election campaigns and what role will the new election campaigns play in the activity of the CSSZ in the next election period?

[Answer] I already emphasized that the focus of activity of the CSSZ is in the places of residence--in obeces, towns and housing projects. From this also stems our relationship to the election campaigns of the National Front which, for our basic organizations and organs, are instruments of the highest importance.

In the course of the pre-election campaign I became convinced that our women highly appreciate the fact that in the directives of the CPCZ Central Committee for setting up election programs of the National Front, particular attention is devoted to questions that concern the life, work and fulfillment of women, the life of their families, the education of children and young people. We see in this more evidence of the concern of our party for women and the family, how purposefully it strives to permit women to fulfill their maternal roles in peace and security, to be good workers and citizens.

The assessment of the past and of the preparation of the new National Front's election campaigns demonstrates how deeply this fact is manifested in the approach of women to the election programs, how their initiative and devotion can be energetically and effectively utilized. This concerns primarily the whole complex of problems affecting the life and work of women and their families, as for example, the construction of such facilities as nurseries, kindergartens, children's centers, playgrounds, clubhouses for young people, simple sports fields for children and young people, the expansion and improvement of shopping systems and services in general, the feeding of children and adults, etc. It also concerns, however, questions which in their aggregate lead to raising the consciousness of citizens. After all, our organizations gained much experience even in this area in recent years, due to the differentiated political-educational work with individual groups of women which it wants to systematically enrich in accordance with the goals of our society's development.

Experiences from carrying out past and formulating new election campaigns show that the goal which we set up, that every member of the CSSZ fulfill a specific task, be it ever so small, in carrying out the election program of the National Front in the place of her residence, can be realized.

In its totality, the pre-election period is also bringing to our organizations a multitude of experiences from carrying out the policies of the communist party on the jobs, from developing mass political work and from

the everyday practical application and intensification of socialist democracy. The priority goal, therefore, will be to evaluate all these rich experiences and utilize them in the continuing practical work of our organization in the gradual implementation of the 15th CPCZ Congress program.

Only a few days separate us from the election process itself. In conclusion, I can surely express from my deep acquaintance with the life, work and attitude of Czechoslovak women my profound conviction that millions of our women by their votes for candidates to the National Front will again unanimously demonstrate their confidence in the policies of the CPCZ and their determination to live and work for socialism, peace and the further prosperity of our beloved homeland.

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EAST GERMANY

DECEMBER 1976 ISSUE OF SED THEORETICAL JOURNAL REVIEWED

East Berlin NEUES DEUTSCHLAND in German 7 Dec 76 p 4

[Helmut Caspar review of East Berlin EINHEIT in German Vol 31 No 12, Dec 76, signed to press 9 Nov 76, pp 1299-1390: "Ideas and Actions of 1.6 Million Innovators." Translations and/or summaries of the articles by the six authors referred to below are published in pages following this review. A translation of an article on the transition to industrialized production methods in agriculture (by Dr Kurt Krumbach, pages 1364-1368) will be published in a future issue of the JPRS series TRANSLATIONS ON EASTERN EUROPE ECONOMIC AND INDUSTRIAL AFFAIRS]

[Text] About 50 percent of the planned reduction of prime costs, of savings in materials and man-hours under the plan for science and technology in the national economy are being annually achieved by innovators. Joachim Hemmerling reports this in his contribution, "Innovations and Inventions--Building Blocks of Scientific-Technical Progress," to the December issue of EINHEIT. He states that during the past few years there has been a particularly big growth in labor's influence on content and dynamics of the innovator movement. Last but not least there are the 1.6 million innovators in our country who determine how the acceleration and intensification of scientific-technical progress is being implemented, characterized by Erich Honecker as "the key question of higher performance" under the current Five Year Plan.

The column titled "The Topic" this month deals with the mass initiative of the working people. In its individual contributions--"Experiences of the Finest To Be Made a General Practice," by Fritz Brock; "Higher Effectiveness of the Social Work Potential," by Edwin Stiller; and "Better Production Quality--The Performance Potential of Our National Economy," by Helmut Lilie--valuable information is imparted on how the working people in all spheres of social life are achieving outstanding results for the benefit of our country through a wealth of ideas and elan and how they act as models and initiators in socialist competition.

Little-known details about MASCH, the Marxist Workers School founded 50 years ago, are contained in a contribution by Johann-Lorenz Schmidt. Siegfried Buettner investigates the imperialist intrigues in the South of Africa. The column titled "Figures and Facts" contains revealing material about the permanent inflation in the capitalist countries.

CSO: 2300

EAST GERMANY

SOCIALIST COMPETITION REVIEWED AS POLITICAL-IDEOLOGICAL TOOL

East Berlin EINHEIT in German Vol 31 No 12, Dec 76 signed to press 9 Nov 76
pp 1308-1313

[Article by Fritz Brock, member of SED Central Auditing Commission and department chief in Central Committee: "Experiences of the Finest To Be Made a General Practice"]

[Text] With reference to concrete initiatives like the shift pledge, "initiative 40," and so forth, the greater wealth in the forms and methods of socialist competition is demonstrated. A special point is made of the influence competition has on the growth of productivity and effectiveness, and on the maturation process of socialist personalities. Consequences are derived from generalizing the experiences of the finest for the management activity of the party and of state and economic organs, and for political-ideological work.

A thorough balance sheet was drawn up in the second session of the SED Central Committee on the experiences by the party and by all working people in the implementation thus far of the Ninth Party Congress resolutions. This balance sheet prominently displays the important increase in the working people's creative activities, reflected principally in socialist competition and steadily leading to new results. New impulses during the great democratic debate on the occasion of the People's Chamber and bezirk legislature elections have further raised the political and economic effectiveness of socialist competition. Inspired by their proven slogan, "More of an Intrinsic Value From Every Mark, Every Working Hour, Every Gram of Material!" the working people by their performance are setting new standards for socialist conduct and are fostering socialist intensification through a broad flow of new ideas and initiatives.

These advances, the working people's growing willingness to live up to the standards of the Ninth Party Congress by what they do, are the fruits of the atmosphere of confidence our party's policy has produced among the working people, and they testify to the purposeful political-ideological work of the

party. It has been shown time and again that knowledge is deepened about social interrelations by clear requirements and by frankly presenting the problems in time, which then, through a broad encouragement of creativity, translates into new economic initiatives and new growth of achievement. That is expressed by the fact that very many proven experiences, enriched by new insights and creatively further developed, are being utilized more and more comprehensively. This includes, in particular, the work through personal-creative plans for increasing labor productivity that was developed, on a Soviet model, by comrades Horst Franke and Gerd Pfeiffer, the "notes on the plan" initiated by comrade Karl-Heinz Huebner, and the initiative shifts that have emerged from the "friendship foundries" in USSR combines and GDR steel mills.

Particularly in the months before and after the Ninth Party Congress, the already well tested methods of competition were enriched by numerous new ones. That includes the movement started by comrade Doris Kersten in the Cottbus textile combine toward fulfilling the annual plan in 50 weeks by rationalized driving methods, multimachine use and a high grade of labor. It also includes the procedure of working in accordance with a personal quality program or a personal quality guaranty started by comrade Margerete Koch of the Wilhelm Pieck chemical fiber combine in Schwarza and comrade Anton Schwetz of the pumping plant in Halle. It also includes the initiative coming from comrade Siegfried Langhein at the Warnow shipyards for cooperative projects among project planners, designers and laborers in the solution of scientific-technical tasks and the experiences in competition management and its properly balanced computation gathered by the working people in the Zwickau machine factory. One may also mention the work developed along the lines of the Slobin method for GDR construction by comrade Manfred Boettcher and his collective, or the initiative that came from colleague Christine Holste in Magdeburg's Centrum department store for expertly advising, serving and taking care of the customers. Many other examples could be added to these.

And the special reason why these achievements by the finest deserve to be so highly appreciated and to be popularized is that their examples are catching on. Following those examples, a great number of methods of competition and initiatives have in these weeks been generated in all the bezirks of our republic: the movement coming from the horizontal boring machine operators in the Fritz Heckert machine tool combine in Karl-Marx-Stadt under its slogan "Always High Achievements, Good Quality and, Every Day, According to the Experience of the Finest!"; the "shift pledge" introduced by the working people in the Leuna Plants; "Initiative 40" coming out of the Hildburghausen screw and spare part plant, and others.

The horizontal boring machine operators in Karl-Marx-Stadt let themselves be guided by this consideration: He who wants the best must know the best. In that spirit, they are making themselves knowledgeable about performances worthy of being turned into general practice by the people next to them who are running the machines, by other colleagues in the plant, the combine next door, anywhere in the bezirk, anywhere in the republic. The collective seeks

to apply comprehensively measures of scientific labor organization and to carry out the principle of "new technology--new norms" that belongs with them. The Leuna workers in the nitrogen products department pledged themselves, through their "shift pledge," to hand over their machines and equipment to the workers on the shift taking over from them as if they themselves were to operate them on that shift. Their reporting system enables them to produce high-grade work through smoothly flowing continuity. The Hildburghausen workers with their "Initiative 40" are establishing the preconditions for reaching the full achievement level while the shift collectives are going into the 40-hour work week. Technological measures, the reduction of waste periods, scientific labor organization and other scientific-technical measures are tapping additional reserves so that in 40 hours as much can be produced as in the previous 42.

This becomes evident everywhere: Socialist competition in our country is distinguishing itself through an ever great wealth in its forms and methods, and more and more diverse experiences and initiatives are embodied in it. Yet with all the variety in their manifestations, all the initiatives, all the deeds of the finest in socialist competition, have a common foundation: the political power of the working class and of all working people, the socialist ownership in the means of production and, resulting from that, the common interests of the working people in the growth of socialist production as the basis for improving the material and cultural standard of living.

Whichever initiative we may point to, each testifies to the ever more pronounced fundamental change in the attitude toward labor, which is based on the socialist production relations. Precisely by the policy on enforcing the main tasks in its unity of economic and social policy, which is based on the socialist property and production relations, the shaping of a socialist attitude toward labor, initiative and creativity are powerfully being stimulated. And so the personal experiences the working people are gathering in implementing the main task, their growing realization that the party course agrees with their very own interests, becomes a more and more effective impulse toward raising the productivity and deepening the socialist intensification of production. That finds convincing expression in the attitude of the initiators as well as in what they say in explaining their motivations. Comrade Karl-Heinz Huebner, for example, started taking his "notes on the plan" because the 13th session of the SED Central Committee had figured out that an amount of about M 3 billion in annual production could be gained if all machines and installations could be run one extra hour per week. "I could not get that out of my mind because I could see that in our place more than only one hour could be gained. Now I shall take 'notes on the plan' every day, turn them in to the foreman with my performance report, and get his position on how we could, together, gain extra time." Colleague Margarete Koch started to work along a personal quality program because she was deeply convinced that the party demand applied to everyone, to the effect that "he who wants to purchase quality must produce quality." And so she said: "Each worker should think about what he could do on the job in assuming a greater influence on the processed properties of his product at the next higher level and thus,

on productivity and intrinsic value. It means assuming a guarantee at the last production stage of one's own plant for the first production stage at the next-higher processing plant."

And comrade Siegfried Langhein motivates his initiative by saying that something really complete can only be offered when the project chiefs, designers and laborers all work together. "In taking a stand, we wish to say: he who understands what is right will do what is necessary. Projecting and design are not only matters of science and technology but mainly matters among the people and their relationships, matters of taking a party-bound stand."

These are typical views of those who are in the forefront in the implementation of the Ninth Party Congress decisions. They show how through the process of collective work socialist personalities mature who in many respects will ask more of themselves while they are also making greater demands on the level of management and planning in economic processes as well as on the technology and organization of production. Ultimately, in such motives, such attitudes of thought and conduct, there are expressed elements of a communist work attitude, from which all working people can derive higher criteria for socialist work, study and life.

While initiatives may arise from a great number of different circumstances and all have unique features, there yet is common to all of them that -- with regard to any given concrete conditions -- they are all pointing toward a higher level of intensification. They all are based on a wealth of experiences and thoughts on how greater production achievements can be attained through more prudent labor and without increased physical stress. It follows from the predominant place scientific-technical progress occupies in intensification that especially such initiatives are increasing and are becoming more important as would make the scientists, engineers and technicians participate directly in competition and foster the creative collaboration between production and production preparation. The personal-creative plans by comrade Langhein of the Warnow shipyards in Rostock and by Eisner of the Heidenau Elbe dam, for example, are governed by the desire for ever more strongly contributing, through socialist competition, to the development and rapid introduction of modern technology, new technologies and progressive forms of labor organization.

The Increasing Role of Competition

The growing number and variety of new initiatives and exemplary achievements, and their pioneering and revolutionary influence on all aspects of our social life, reflect the objectively growing role of socialist competition. It affects more and more lastingly the growth of productivity and efficiency, the emergence of effective forms in the working people's participation in management and planning, the formation of new social relations and norms, and the personality development in the process of the further shaping of the developed socialist society.

Socialist competition reflects particularly clearly the nature of socialist society and the character of socialist production relations. Whereas capitalist competition under the conditions of monopoly capital -- nothing has changed in this since Lenin's days -- is characterized by "an incredibly brutal suppression of the spirit of enterprise, of the energy and bold initiative of the masses of the population," socialist competition leads the working people into a field of activities "in which they can excel, develop their abilities, and reveal those talents which the people, like an unquenchable source, keeps producing, and which capitalism has smashed, squelched and suppressed in the thousands and millions."¹ Whereas the laws of social development in the capitalist world are urging the working people to keep, as much as possible, their own experiences to themselves in order to make use of them in the bitter struggle for jobs, between one and another, and whereas capital and its agents leave no means unused for undermining and subverting the solidarity of the working class, the common actions in the interest of the working people, in our socialist enterprises, with the full awareness of their new social position, there grows the desire to make use of production successes and new solutions not only in one's own interest. Here one wants to hand on one's own experiences and working methods to others as well.

Of socialist competition it is characteristic that the ones who are ahead bring about a general upswing. Everything is done for never allowing one to advance at the expense of someone else but to root ever more solidly in life comradely cooperation and mutual aid as the fundamental principle of socialist competition. Lenin regarded this as essential for the political and economic effectiveness of competition. Many of his studies show that the demand for understanding, and materializing, the management of socialist competition in the construction of socialism as an overall state task, mainly was aimed in this direction and in particular, terminated in two tasks. One was to compare work experiences and single out the finest and their experiences. The second was the dissemination of the finest experiences with the idea of turning them into general modes of application.

These management tasks merit steadily greater attention with the further development of the socialist production relations, the growing political maturity of the working people, the increasing dimensions of our economy and the rapid growth of science and technology. As Comrade Erich Honecker underscored explicitly at the second session of the Central Committee, it is becoming ever more important for the management activity of the part, state and economic organs, and of the social organizations, to analyze the experiences of the finest systematically and apply them everywhere. "When referring to the best collectives," he said, "we mean those which have for many years fulfilled their plans by way of intensifying production. Month after month they have reached targets in commodity production with decreasing expenditure and by using machinery and equipment, materials and energy more economically, positive results in cost reduction being a characteristic feature. . . . They provide scientific and technological groundwork in good time and have full control of the process of technical re-equipment, including the preparation and realization of investment projects. The new products introduced into the production process feature a high scientific

and technological level, meet the growing expectations of the population and come up to international standards as well. These excellent achievements set clear social norms in day-to-day practice for the implementation of the decisions taken by the Ninth Party Congress."²

That is a whole program for studying and generalizing the experiences of the finest -- for the political management and leadership activities and the political-ideological work of the party, state and economic organs and of the social organizations. Drawing general conclusions from the experiences of the finest while letting oneself always be guided by the consideration that the working people will make an ever better and broader use of these experiences when they get drawn into the management of planning of social processes as the consciously acting creators and masters of the new techniques, technology and organization of production, this is among the most important requirements for a skilled management and organization of socialist competition. In comparing, duplicating and deriving general rules from the best achievements in competition at a mass scale one must proceed from whatever the concrete conditions are. That includes clearly discernible and demanding plan standards, principally qualitative index figures, targeted performance comparisons between comparable jobs, fields and enterprises, an effective popularization of the top workers and collectives and of their motives and experiences. It includes an atmosphere of mutual trust and comradesly aid, the desire to advance in unison, and also, finally, that it becomes understood that all conditions will be created for the work to proceed smoothly.

Strongly Encouraging Initiatives

If one studies the various factors that affect the drawing of general rules like this from the experiences of the top workers, it will be seen that they are political, ideological and economic in nature. That is the reason why the Ninth Party Congress paid special attention to ever better combining political, ideological and economic considerations in competition management and stressed the "work, study and live socialistically" movement's role here. "In it," as Comrade Erich Honecker pointed out at the Ninth Party Congress, "the conscious striving for great economic achievements, the conscientious and honest work for society, the core of the socialist way of life, combine with the creative appropriation of the working class world-outlook in an outstanding manner. This is the way for work to become more and more a genuine vital need on the part of socialist personalities."³ The new criteria set for the "work, study and live socialistically" movement are becoming ever more visible in the attitude, the work, the achievements of the best collectives and their members. In view of the social role this movement plays in the formation of socialist modes of thought and action, in tapping new reserves for the growth of productivity and efficiency, in enhancing the capabilities of our economy, and in further improving state and economic management, political management activities must pay more attention still to providing strong support to it. That includes elaborating concrete demands and criteria for the further development of that movement, proceeding from the new experiences and in view of the new political management tasks and the developmental stage of political management.

A permanent influence on, and help given to, the elaboration of the programs of the socialist collectives, supporting the socialist collectives in their fulfilling their obligations, is very important, especially now, during the trade union elections. For a more rapid general application of the new experiences and methods, for a more comprehensive use to be made of them, and for creating, at the same time, a leeway for the growth of new initiatives in their whole breadth and variety, one absolutely needs penetrating political-ideological and economic work. Most pertinent to properly approaching these tasks is Lenin's reminder, written down as long ago as in 1917 in his essay "How To Organize the Competition," where he said: "One must fight against any mechanical pattern and any attempt at setting down, from the top, a general scheme. Neither one nor the other has anything to do with democratic and socialist centralism. The unity in the fundamentals, in the most important and the essential, is not disturbed but secured through the variety in details, local specifics and the methods of approaching these matters."⁴

New initiatives must never be seen as dogmas for all enterprises, and the demand for effectively working with the finest is not an appeal for hasty generalization of their concrete actions and for applying them at any cost. General appeals for working according to new methods and superficial propaganda often do more harm than good. Rather, what is indispensable is thorough study, solid analyses and targeted political work proceeding from the concrete tasks and specific conditions and, above all, from the experiences of the top workers and collectives in one's field. The nature of best performances and the means and methods by which they were achieved and under which they are of general application should still be more thoroughly studied and taken account of in management activity.

The criterion for this work thus is not the number of initiatives used more or less formally within an enterprise. Good management activity, rather, must be gaged against the results achieved in the all round fulfillment of the plans, especially through the increase in labor productivity, against how the decisive qualitative index figures were fulfilled and the working and living conditions were improved, and against the improvements in the working people's will to perform and the advance in personality development. In order to advance more quickly this way by means of new initiatives, the proper political attitude toward the new initiatives must be there to begin with, and clear ideas are needed on the political work required for drawing general rules. Combined with it, all economic and technical-organizational tasks required have to be made into firm components of the plan, and of the intensification and competition conceptions, with accurate deadlines given and couched in concrete and accountable terms.

On this basis the party organizations, in close collaboration with the trade union managements and the economic functionaries, will constantly find new ways for prudently using and applying the whole wealth of means and methods for generalizing the experiences of the finest at the overall national scale, and in the various fields, branches, combines and enterprises and within the territories. The trade union elections in progress offer good possibilities

for this work. The wealth of experiences offered at the second session of the Central Committee with regard to the implementation thus far of the party decisions, and what has been added to these experiences and how they were used, all this forms a sound basis for the fulfillment of our higher demands.

FOOTNOTES

1. V. I. Lenin, "How To Organize the Competition" "Werke" (Works), Vol 26, Dietz publishing house, Berlin, 1961, p 402.
2. Erich Honecker, "Zu aktuellen Fragen unserer Innen- und Aussenpolitik nach dem IX. Parteitag" (Current Aspects of Our Domestic and Foreign Policy After the Ninth Party Congress), Dietz publishing house, Berlin, 1976, pp 32-33.
3. Erich Honecker, "Bericht des Zentralkomitees der Sozialistischen Einheitspartei Deutschlands an den IX. Parteitag der SED" (SED Central Committee Report to the Ninth SED Congress), Dietz publishing house, Berlin, 1976, p 115.
4. V. I, Lenin, op. cit., pp 411-412.

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EAST GERMANY

IDEOLOGICAL IMPORTANCE OF INNOVATOR MOVEMENT DISCUSSED

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[Article by Prof Dr Joachim Hemmerling, president, GDR Invention and Patent Office: "Innovations and Inventions--Building Blocks of Scientific-Technical Progress"]

[Text] Scientific-technical achievements in the form of inventions and patents are, as prime intensification factors, of decisive importance to further advancing scientific-technical progress. They reflect at the same time the great power of creative achievements by hundreds of thousands of working people actively engaged in the various forms of the innovator movement. It is important to guide that power still more effectively, to have it focus still more strongly on intensification and thereby to elevate the creative level of research and development.

The working class, the cooperative farmers, the intelligentsia and the other working people have combined their agreement with the decisions of the Ninth SED Congress and of the second Central Committee session with new initiatives for the purpose of accelerating scientific-technical progress and carrying it out so broadly that the targets posed for performance and efficiency increases can be reached and exceeded. "To accelerate, deepen and render effective" scientific-technical progress, as Comrade Erich Honecker emphasized at the second Central Committee session, "has become the key issue for increasing performance throughout the Five Year Plan 1976-1980."¹

The working class party can rely, for realizing that demand, on the working people's creativity in socialist competition, the work of approximately 1.6 million innovators, the creative work of the scientists and engineers, and the intolerance enterprises and combines are showing for scientific-technical backwardness. By looking back at the last couple of years we find that the political task our party has issued, of increasing working class influence in all public domains, significantly determines the substance of

the management, planning and development of the innovator movement in our economy, in all its branches and territories. The workers' influence on the substance and dynamics of the innovator movement in the enterprises, especially in industry, has grown much. Approximately one of three production workers in the socialist economy today, above and beyond his job, is dealing, through socialist competition, with the issues of intensifying the reproduction process in the enterprises. Approximately 40 percent of all production workers employed in the centrally directed industry are innovators. They have a great share in solving scientific-technical problems all around and are no longer mainly involved in tasks of conversion. In the innovator collectives the proportion of production workers amounts to an average of 60 percent.

The important economic consideration is the extent to which the effects of socialist intensification determine the competition management and the content of the innovator movement. Roughly 50 percent in the reduction of planned costs and in the saving of material and working time, measures of the science and technology plan, is brought about in our economy, annually, by innovator achievements. More rational technologies, more effective designs, the use of new materials and the improvement of the quality of the products are the innovators' goals toward enhancing economic efficiency. More emphasis should be placed on the high share innovations have in the reduction of costs, when matters are explained in our political-ideological work, especially when it is a matter of making higher demands on the willingness to perform, the use of labor capacity and the economic efficiency of those engaged in the research and development of socialist competition.

Creative Achievements by the Innovators and Inventors

The consistent orientation by science and technology toward raising the performance level of research and development and assuring the scientific-technical head start required has in recent years led to results with a high degree of innovation and, thus, to a larger number of patent registrations by enterprises, combines and science institutions. The higher creative level and scientific-technical achievements in scientific-technical fields of importance to increasing labor productivity are reflected in a concentration of patent registrations in certain technical fields. Many patents were registered, for example, on the development of modern shuttle weaving, the pressure conversion of metals, the production of chemically hardened glass and the manufacture of vitro-ceramics that mainly serve as substitution for metals. In enterprises and combines where the innovators' activities aimed at a high-level solution of scientific-technical problems and where inventions were rapidly translated into practice, the net efficiency derived from science and technology could be greatly improved.

Let us mention a few examples: The procedure for the manufacture of defluorated phosphate was decisive for being able to produce livestock feed pellets in economically significant volumes and thus contributed significantly to the process of industrialized animal production in our socialist agriculture.

Through the use of the device for wrapping steel wire and steel cable, especially for steel cord production, the export of steel cord machines was boosted. The inventive procedures and devices for the manufacture of concrete structures, especially of tower-type structures with variable perimeters, were an essential premise for the export of a sliding-form cooling tower for erecting hyperbolic cooling towers in the USSR and implementing the USSR powerplant program.

Experiences have shown: The more attention is given to the degree of novelty in scientific-technical solutions, the greater is the economic effect of research and development. How much our research and development are practice-related is reflected by the internationally significant fact that of the inventions registered for patent in the GDR an average of 41 percent gets turned into practice. The number of multi-use patents has increased almost four times within the last 5 years.

The creative achievements by the innovators and inventors have helped us reach stable and high growth rates in industrial commodity production and labor productivity, fulfill the tasks in housing construction and raise the efficiency of investments. They are demonstrating our possibilities but do not allow us, by that token, to become self-satisfied. For that reason the second session of the SED Central Committee has directed us toward purposefully fostering the innovator movement and consistently using its inexhaustible wealth of ideas for accelerating scientific-technical progress. In scientific-technical work it is necessary "to aim the creative work of the scientists and engineers at a higher level for the scientific, technical and economic parameters. To that end, one must encourage in all scientific-technical fields a critical and progressive atmosphere marked by constant and objective comparisons of our own stage of development with the best values internationally achieved, and by tenaciously striving for new and economically more beneficial solutions."²

We have however not reached in every branch, combine and domain the kind of persistent and stable upswing in the innovator movement which we were able to assure on the overall economic scale. Objectively unjustifiable differences in the levels of development among comparable branches and enterprises are too large in part. In some cases, the working people's participation in the innovator movement has grown faster than have economic results and political effects. The cause for that often lies in superficially focusing on a variety of individual proposals rather than making comprehensive arrangements for directing the innovator activity collectively and systematically toward the solution of key issues in scientific-technical progress, so that it will have educational political and personality forming effects. For that reason one should now rigorously attempt in all enterprises to direct the innovator movement onto the proper course, foster the working people's creative thinking, further develop discipline, the sense of responsibility and the striving after high achievements, prepare the workers purposefully within the process of the innovator activity for ever more complicated production processes and involve them in perfecting those processes.

We ought to approach all questions pertaining to the management of the innovator movement, always and above all, from the aspect of the exercise of power by the working classes, its further qualitative development, the materialization of socialist democracy and the further rapprochement between the working class and the socialist intelligentsia. The innovator movement has arisen as a political mass movement of the working class, out of its responsibility for scientific-technical progress, for using all knowledge available in the enterprises with the idea of enriching the technology in the enterprise and making the ideas and thoughts fruitful to the process of intensification, to accelerating scientific-technical and social progress. We never ought to lose sight of the fact that Adolf Hennecke's acts expressed a truth valid still today: Through sound, well considered preparation for the work, its productivity can be significantly improved; the creative control over labor organization and an intensive exploitation of technical possibilities are indispensable for increasing the labor productivity.

Not rarely, in the further development of the technology in the enterprises, it is a matter of accommodating the known solutions in principles to the conditions of an enterprise without any essential modification. It is precisely this aspect of innovator activity, which many people unjustifiably still regard with insufficient appreciation, that also serves fundamental advances in science and technology. Penetrating revolutionary changes in technology, as we all know, do not come by leaps and bounds, explosively. Far more frequently they are the outcome of a gradual accumulation of innumerable technical innovations always replacing old technological elements by new ones. As innovators, the production workers through their innumerable improvements and innovations -- including the smaller ones -- have a decisive share in the control over given technological processes, in perfecting the technology on the whole, as well as in the preparation of fundamental revolutionary transformations in the field of science and technology. And so the working class also through the innovator movement helps deliberately advance the development of science and technology and raise the effectiveness of social production.

Innovator Movement and Management

On the long run no manager can assure a long-lasting and stable upswing in the innovator movement if he looks at innovator activity exclusively from the economic point of view or, worse, regards it as a sheet anchor for a dire emergency. But he also will be amiss if he settles for a staff of innovators instead of doing what he can to have such a staff affect the entire enterprise collective so that it will eventually turn into a genuine mass movement, whereby greater effects are achieved. Prerequisite to that is a management conception for enterprises lending political leadership to the innovator movement.

Everyone of us knows that such a dynamic working class mass movement as the innovator movement day-by-day brings up new questions and problems. For that reason accurate analyses ought to be made on where an enterprise or area stands

with regard to the innovator movement, where and by what means the best results were achieved, where the weaknesses are, how the managers meet their political responsibility and what the causes are for inadequate results or sudden reversals. For providing greater skill to management activity in the field of the innovator movement, one must also present interconnections, a precise study of causes, and one must overcome superficial and one-sided evaluations or purely formal or stereotype features in the work of analysis. A thorough study, and information disseminated on the experiences of the top workers, also will help bring closer to the level of the most advanced the still lagging domains, departments, production areas and enterprises, and that insures for the future too a continuous, stable growth of the innovator movement.

The constantly growing willingness and initiative of the working people with respect to the innovator movement must still be directed more precisely than in the past toward solving scientific-technical and other tasks in intensifying the reproduction process. We cannot be indifferent to the manner and to the performances in which the innovators' initiative and activity crystallizes. That is why one of the most important tasks now is in our management activity to inform the innovators adequately about the major intensification emphasis points within any enterprise, to assign targeted tasks to them, to explain them comprehensively and to combine them through clear economic targeting in socialist competition. And the important point here is for the constantly newly emerging forms through which the working people's initiative become effective in socialist competition to be tied in directly with the innovator movement and to carry out more performance comparisons in order purposefully to draw general lessons from the experiences of the most progressive enterprises.

In a number of enterprises the new forms of initiative of the working people in the management of the innovator movement still play a subordinate role. Their application and dissemination receive too little attention from the managers and are sometimes delegated to the trade unions' areas of responsibility exclusively or to the innovator bureaus. This is so even though examples from numerous enterprises do demonstrate that significant impulses for the further development of the innovator movement are in fact generated by such new forms as personal-creative plans, notes on the plan, or new initiative shifts. The notes on the plan and personal-creative plans contain a great number of points of departure for orienting the innovators toward scientific-technical and other problems in need of solutions. To pick up those problems and translate them into topical tasks and orienting innovator collectives on behalf of their solution is now, and will be in the future, also an urgent task in innovator movement management. With it, these new forms for developing mass initiative are suitable for bringing more and more working people closer to creative labor.

The new forms of the working people's competition initiative are also helpful to carrying out already tested and proven innovations at a larger scale. If, for example, by means of innovations, the most favorable technical, technological and labor organization conditions can be produced for an initiative shift, and

the working people are being prepared for it ideologically, then it is being demonstrated by example to other collectives how through innovations the conditions for high permanent productivity of labor can be created. In this way we shall meet the demand by the party for applying knowledge once attained at a large scale so as to obtain the kind of labor efficiency that is possible and feasible on the basis of the new technical insights under our socialist conditions.

The close connection between the work of the innovators and the goals in efficiency by an enterprise, based on long-range intensification concepts, challenges the personal responsibility of each and every manager. And yet it does not happen too rarely that one simply does without the innovators' wealth of ideas and activities or that one leaves those things to chance. The cause for that often can be found in that the possibilities for an effective labor and production process that lie on the surface have by and large been tapped and that the managers have not yet fully recognized their personal responsibility for penetrating through analytical investigations more deeply the technical and economic interconnections of the reproduction process in the enterprise. But what we are in particular concerned with is to determine those very problems in which generally, and in particular through innovator achievements, changes are needed in the operational and social interest for the purpose of greater efficiency. Thus, following the example of advanced enterprises, collective innovator activity should also be used for perfecting systematically the intensification concepts in accordance with the new qualitative demands.

It is becoming ever more evident that the effectiveness of the innovators' initiative more and more depends on the level of planning in innovator activity, on setting demanding targets and on the proper substantive and scheduled inclusion of innovator achievements in industrial planning, which also includes their material and financial cost accounting. The solution of tasks by the innovators also requires the enterprise to make material and financial allocations. And these are allocations that will grow with the innovators' tasks becoming more complicated and complex. The requirements as well as the effects of innovator activities must be more strongly taken into account in the planning, forming and utilization of material and financial funds and in overall industrial cost accounting. Many advanced enterprises and combines have found that through a close interlinking in planning by innovator activity within overall enterprise planning, innovator tasks can more easily and more quickly be solved and, above all, the transfer of the solutions to being used, and for secondary uses, can be significantly accelerated by making the fullest use of all the possibilities existing within the enterprise.

This is the basis on which collective innovator activity has to be further developed. An innovator gets for a proposal an average of M 4,120. The average economic benefit per innovator performance, however, resulting from socialist cooperative work, at present amounts to as much as M 56,500 in the sphere of the ministries of industry. Contractual collective innovator activity thus

is making its contribution to "seeing all questions in the struggle for higher efficiency in a new light and to solving them with the greatest consistency."³ It is suitable, in an outstanding way, to tapping all those reserves that serve at once the personality development, the economic interests of society and the acceleration of scientific-technical progress.

Creative Level in Research and Development

Greater consistency in the struggle for highest efficiency implies above all that a high creative level in scientific-technical work is assured. "High efficiency inevitably requires for the GDR to help determine the advanced international state of economically particularly important products."⁴ That means that we will have to reach and secure, in areas decisive for our economic development, the quantitative and qualitative growth required for long-range performance and efficiency advances with its new, inventive results of research and development, thereby exceeding the current international state of technology. Our ideological work has the responsibility to make every scientist explicitly aware of the fact that research constitutes a high responsibility to our republic by each and every one. It is part of the scientist's personal responsibility to proceed in his own research from the latest known results in his field, assign high achievement targets to himself and work out economically beneficial solutions. A qualitative and quantitative increase in the benefits of inventions is a necessary and fundamental prerequisite for a higher level and a greater economic effectiveness of science and technology. Economic targets fulfilled short-term or some temporary successes should deceive no one in thinking that research and development results on a low technical level meant anything but vast moral waste, or that one could shorten the optimal timeframe for advantageous economic utilization of results, or that products, technologies or procedures must necessarily become outdated because technical development would always find briefer production cycles.

Of course, inventions leading internationally known technical solutions of principle to production maturity, or improving instruments, equipment and procedures now in production, are useful. But if they dominate all other inventions they are not adequate to keeping in step with the, in part, very rapid development of technology at the international scale, and to help set its pace in important aspects. What one must constantly keep in the center of attention in management activity is to reach a high creative level in scientific-technical activity in order to produce permanently and at favorable costs by means of competitive products at a high technical level. An analysis of some enterprises, combines and associations of state-owned enterprises that were producing a small volume of commodities with the "Q" guaranty seal showed that there, no inventions or only few inventions have in recent years been carried over into production. That underscores the necessity that one must, while proceeding from the economic performance and efficiency targets, determine as concretely as possible all those tasks in the enterprises and combines which can be solved through inventive achievements, that is, through performances on a level of innovation that surpasses the international state of technology.

One must thus do away with the opinion that high economic norms and demands per se are sufficient for producing high-grade scientific-technical achievements. Those economic norms are a basis and a criterion for making the decisions on whether solutions are adequate within the framework of the known effective principles and their effectiveness is sufficient for reaching a desired goal, or whether efforts exceeding them are required. And decisions about this must be made in the enterprise in any given concrete case, lest one leave the determination of the level to chance, or to the subject specialist.

In the development of a procedure and of equipment for the manufacture of polyester fiber one has seen once again that a research collective shaped by socialist relations and modes of conduct can achieve in a relatively short time accomplishments on a high technical level and with a high degree of innovation provided that demanding economic targets are placed before it and it is placed under strict direction and systematic control through accurately formulated scientific-technical targets and tasks. In this project, the whole process received uniform and purposeful direction, starting with the analysis of the state of technology and of the technical problems to be solved, the determination of patent availabilities and the responsible selection of relevant science and technology tasks, the concrete definition of the level requirements for the achievements to be creatively performed, down to the formation and management of the creative collectives. The outcome of this research cooperation between the GDR and the USSR yielded more than 130 inventions in this project, about 40 of them through joint efforts. Essential steps in the procedure and important equipment relied on inventions and could, on that basis, also adequately be protected from infringements by capitalist trusts through the acquisition of copyright certificates and patents.

It can rightly be said that transforming economic and scientific-technical goals of development in an enterprise into scientific performance demands for research collectives occupies a key position in the management and planning of science and technology in the enterprises. Making the appropriate demands presupposes that the managers in the enterprises, combines and science institutions take a critical attitude toward research and development results, that no superficial evaluation of research and development results be admitted. No one benefits from dodging comparisons with the international optimum level, deprecating the evaluation criteria and tolerating the inclinations of thinking too highly of one's own achievements. Objective analysis of one's own work, accurate comparisons with the optimum world level, and clear tasks derived from that, that is the path taken by most of the enterprises for further improving the degree of novelty in export commodities. Any other approach would, given the intensifying conditions of competition, at least encumber the lucrativeness of export commodities in terms of foreign exchange. On the other hand, protective provisions in the export of high-grade commodities under patents often are the only legal handles on securing and further developing the market position obtained, pushing back the competition and holding on to an advantageous price structure. In that sense, a special importance of economic policy attaches to the growing share of patents used in export by many enterprises and combines. And to the extent that protected high-grade

scientific-technical achievements become subject to licenses, a higher revenue can normally also be obtained through these licenses. For instance, the fact that the production of "concrete clinker through the drying process" was based on a complex of protected inventions became an essential precondition for concluding a mutually advantageous license contract between enterprises of the GDR and Austria.

In our ideological work we must focus on the fact that quantitative criteria for properly judging our achievements are not enough. We need a high level of scientific-technical activity, a responsible attitude toward scientific-technical work, which will assure us of more worthwhile solutions, economically speaking, on a continuing basis.

FOOTNOTES

1. Erich Honecker, "Zu aktuellen Fragen unserer Innen- und Aussenpolitik nach dem IX. Parteitag" (Current Aspects of Our Domestic and Foreign Policy After the Ninth Party Congress), Dietz publishing house, Berlin, 1976, p 26.
2. Comrade Hermann Axen, "Aus dem Bericht des Politbueros an die 2. Tagung des ZK der SED" (From the Politburo Report to the Second SED Central Committee Session), Dietz publishing house, Berlin, 1976, pp 13-14.
3. Erich Honecker, op. cit., p 24.
4. Ibid., p 26.

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CSO: 2300

EAST GERMANY

SUMMARIES OF OTHER MAJOR 'EINHEIT' ARTICLES

East Berlin EINHEIT in German Vol 31 No 12, Dec 76 signed to press 9 Nov 76, "For Documentation" addendum

On Lenin's Course

[Summary of review by Prof Dr. Stefan Doernberg, deputy director, Institute for International Politics and Economics; pp 1299-1307: "On the Road of Lenin," speeches and essays by L. I. Brezhnev, Vol 5, Publishing House for Political Literature, Moscow, 1976. A German-language version is scheduled for publication within the next few months. All page numbers in parantheses refer to the Russian-language edition]

[Text] The article, in appreciation of the fifth volume of L. I. Brezhnev's speeches and essays, brings out the role of the Leninist policy of the CPSU and the importance of communist construction in the Soviet Union and its growing strength to the international power ratio, to all progressive development--including the formation and prosperity of our GDR--, to social liberation and to detente and the safeguarding of peace in the international arena. The volume is scheduled for publication within the next few months in German.

Higher Effectiveness of the Social Work Potential

[Summary of article by Prof Dr Edwin Stiller, director, Socialist Economy Section, Bruno Leuschner School of Economics; pp 1321-1329]

[Text] The rational use of the social work potential is an elemental social task and essential factor of socialist intensification. How do we use and develop the high-grade work potential available to reach the goals of economic and social policy? How can work-time losses be countered? What is the reciprocity between the work potential and the basic assets? What demands derive from it for the management and planning of manpower utilization?

Better Production Quality--Performance Potential of Our National Economy

[Summary of article by Prof Dr Helmut Lilie, president, Standardization, Measurement and Commodity Testing Office at the GDR Council of Ministers; pp 1330-1335]

[Text] Improving the satisfaction of the working people through high-grade products and strengthening economic capabilities makes high demands on political-ideological work and on the state management activity. Needed for it are the personal responsibility of the plant director for scientific-technical development, coordinated co-operation with the lower and higher production levels, the application of the complex measures for quality guarantees and standardization in the enterprise, faultless work on the job, inducements to doing high quality work and the organization of a broad exchange of experiences.

International Process of Relaxation and Ideological Struggle

[Summary of slightly condensed article by Prof G. K. Ashin, originally published in Moscow FILOSOFSKIYE NAUKI (Philosophical Sciences) in Russian, No 3, May-June 1976; EINHEIT pp 1336-1348]

[Text] Imperialist ideologists are concentrating on anticommunism and, in particular, on ideological diversion against socialism. Bourgeois theoreticians along those lines are seeking to distort the peaceful coexistence of states with differing social orders into an ideological class peace between the two systems and a political "class peace" within capitalism, and they are demanding the elimination of all obstacles to the spreading of bourgeois ideology in socialism. Thus the attitude toward coexistence itself has become an important aspect of the ideological struggle.

MASCH-- An Educational Institution Rich in Tradition

[Summary of article by Prof Dr Johann-Lorenz Schmidt, Economic Sciences Section, Humboldt University, East Berlin; former director and teacher at the Marxist Workers School (MASCH); pp 1349-1354. EINHEIT published these "recollections" of the author on the occasion of the 50th anniversary of MASCH's opening]

[Text] From his recollections as director and teacher at the Marxist Workers School (MASCH) the author describes the extraordinarily meritorious work at that institution for Marxist mass education, open to all working people, in the time of the Weimar Republic. The founding of MASCH 50 years ago met with an urgent need on the part of the combative working people for comprehensive education, mainly for a deep knowledge of Marxism-Leninism. MASCH gained special distinction in disseminating comprehensive knowledge on the Soviet Union.

Imperialist Intrigues in the South of Africa

[Summary of article by Dr Siegfried Buettner, sector chief in SED Central Committee; pp 1355-1363]

[Text] The economic, political and strategic interests imperialism has in South Africa are shown in concrete terms. The so-called "new Africa policy" of the United States is unmasked as a neocolonialist maneuver meant to shore up the power of the white exploiter minority and protect the interests of the large monopolies. The national liberation movement -- on the side of which the socialist countries and all progressive forces have taken their stand -- has through protracted struggle shaken the racist regimes in their foundations. What matters now is their total elimination and the assumption of power by the genuine representatives of the African population.

5885

CSO: 2300

EAST GERMANY

ORDER REGULATES INDUSTRIAL INSTITUTES AT UNIVERSITIES, ADVANCED SCHOOLS

[Editorial Report] East Berlin GESETZBLATT DER DEUTSCHEN DEMOKRATISCHEN REPUBLIK in German Part I No 44, 10 December 1976 pages 509-510, details an order, dated 26 October 1976, regulating the industrial institutes at GDR universities and advanced schools. The order is broken down into the following sections:

- I. Purview
- II. Status and Functions
- III. Management and Organizational Structure
- IV. Methods of Operation
- V. Selection and Placement of Graduates
- VI. Organization and Course of Study
- VII. Concluding Provisions

CSO: 2300

FIGURES ON GDR REFUGEES ENTERING FRG ANNOUNCED

Frankfurt FRANKFURTER ALLGEMEINE in German 30 Dec 76 p 3

[Text] West Berlin, 29 Dec--According to information from the Federal Ministry of the Interior, 13,774 Germans from the GDR came to the Federal Republic. Of that number 9,016 had an official resettlement permit. (In 1975 the number was 10,274.) The remaining 4,758 persons came as refugees; in 1975 it was 6,011. The number of "barrier breakers," that is, those persons who overcame GDR border barriers at the risk of their own lives, was about 620, according to the Berlin-based "13 August Working Group" ["Arbeitsgemeinschaft 13 August"] (compared with 673 in 1975). Included in the figure for "barrier breakers" were those refugees who were concealed in motor vehicles in inner-German traffic. Thus, the group says, this is the lowest number of "barrier breakers" since the wall was erected on 13 August 1961, although since 1968 the yearly total of those fleeing the GDR runs between 5,000 and 6,000. The working group concludes from this that the methods of fleeing the country have simply changed. The majority of those fleeing, the group feels, come at present into the FRG through third countries. The number of those in political confinement in the GDR has, according to figures given out by the working group, decreased from about 6,000 in 1975 to approximately 5,000. Freedom for about 1,100 prisoners was said to have been purchased in 1976. The number of GDR residents without regular personal identity documents, "who are restricted to their home locality or kreis and who must check in regularly with the police," is said to have increased considerably. Estimates lie between 30,000 and 60,000.

CSO: 2300

EAST GERMANY

BRIEFS

NEW ARTILLERY ROCKETS--The GDR has decided to equip its artillery divisions with the Czech-made Tatra rocket launcher rather than with the Soviet-made BM-21. [Text] [Paris DEFENSE CONJONCTURE in French 1 Jan 77 p 3]

CSO: 3100

POLAND

POLISH ECUMENICAL COUNCIL REPRESENTATIVES' MEETING WITH JABLONSKI NOTED

Warsaw SLOWO POWSZECHNE in Polish 14 Jan 77 p 1

[Text] PAP--On 13 January 1977 at Belweder Palace the chairman of the Council of State and chairman of the All-Polish National Unity Front Committee (OK FJN), H. Jablonski, received the representatives of the Polish Ecumenical Council (PRE) and of the Churches which are joined in the PRE.

The following took part in the meeting: Rev Prof Dr W. Benedyktowicz, chairman of the Polish Ecumenical Council and superintendent of the Methodist Church [in Poland]; Archbishop B. Doroszkiewicz, Metropolitan of the Polish Orthodox Church; Rev J. Narzynski, Bishop of the Evangelical-Augsburg Church in Poland; Rev J. Niewieczerzal, Bishop of the Evangelical Reformed Church in Poland; Bishop T. Majewski, chairman of the Synodal Council of the Polish Catholic Church; Rev St. Kowalski, bishop of the Old Catholic Mariavite Church; M. Stankiewicz, President of the Baptist Church in Poland; K. Sacewicz, chairman of the United Evangelical Church in Poland; Prof Dr W. Gastpary, rector of the Academy of Christian Theology; Rev Z. Pawlik, secretary of the Polish Ecumenical Council (PRE); Rev A. Kuczma, treasurer of the PRE; and B. Enhold-Narzynska, director of the British and Foreign Bible Society in Poland.

During the meeting the chairman of the Council of State was informed about the activity of the Polish Ecumenical Council and the churches which are joined in it in the service for People's Poland. A resolution of the broader meeting of the PRE Presidium, at which the issue of participation of the Christian groups in the implementation of the tasks outlined by the All-Polish National Unity Front Committee on 22 December 1976 was handed over.

The Chairman of the Council of State sincerely thanked the heads of the churches and the leadership of the Polish Ecumenical Council for the actions to date in the service for People's Poland and wished them continued generous involvement in augmenting the forces of the nation.

Also present at the meeting were L. Stasiak, secretary of the Council of State; W. Jarosinski, secretary of the OK FJN; Minister K. Kakol, head of the Office for Religious Affairs, and E. Boratynski, head of the Chancellery of the Council of State.

POLAND

TOURISM PROSPECTS DISCUSSED AT GKKFiT PLENUM

Warsaw GLOS PRACY in Polish 25 Nov 76 p 6

[Text] Tourism in future years is a subject which is of interest to the general populace. Analyses of tourism show its checkered development in Poland and all over the world. The achievements of the past 5 years (1971-1975) in tourism in Poland are imposing. The national tourist movement has doubled. The number of trips by Poles travelling abroad and trips of foreign tourists to Poland has increased considerably. Large sums have been allocated for the development of the tourist base and equipment, for services, and for many other undertakings serving tourism.

A rich program of events and sightseeing activity, extension of the season (read, more and more Poles took vacations outside of the months of July and August and also January and February), designation of a number of new and attractive locations, a significant increase in the lodging base, and a number of other positive measures--this is the incomplete status of Polish tourism. The trade unions have their own large share in these achievements, for the trade unions devote a great deal of attention to and designate considerable sums from trade union dues to these purposes.

These matters were discussed during the plenum of the Main Committee for Physical Culture and Tourism (GKKFiT), which was held last Wednesday [24 November 1976] in Warsaw. Not only were achievements discussed; the main tone of the discussion pertained to the future of Polish tourism. There was discussion on the development, on the role of this activity, and its significance in the socio-economic life of the country, which was strongly emphasized in the report of the GKKFiT chairman, Boleslaw Kapitan, who chaired the plenum deliberations. Among those participating were Jan Pawlak, CRZZ secretary, and Witold Dluzniak from the Organization Department of the PZPR Central Committee. There were 12 speakers during the discussions. They touched on so many issues that it is difficult to present them in this report on the deliberations.

The 1976-1980 five-year period will be a period for implementing the comprehensive program for the development of tourism in Poland, which was approved by the Government Presidium. The financial outlays for this activity will increase considerably, and this will permit the carrying out of tasks

indispensable for satisfying the social needs in this domain. Tourism will be playing the role of an important instrument of socialist upbringing. It will be developed with everyone in mind, judiciously, and in a comprehensive manner. It is assumed that there will be a further dynamic development of the Tourist Management Association (ZGT), which plays a leading role in the entire scope of foreign tourism. Actions will be taken with regard to development of tourist services--under this concept is included nearly everything which directly interests every citizen (lodging, food, a program of events and vacation leave, equipment rental places, etc.) The complex of issues which the agency and the trade unions and youth organizations collaborating with it will handle is quite extensive.

Wieslaw Nowosielski, the chairman of the CRZZ Physical Culture and Tourism Council, speaking during the discussion, called attention to those matters to which the trade union movement devoted its main attention in the period just past and with which it will concern itself in the following years. Joint successes in tourism are the result of energetic actions of everyone, and the existing problems should be solved together. He underscored the need for improvement in the area of utilizing the tourist base, its modernization and further development, as well as raising rendered services to a higher level, more effective training, and improving the cadres for the needs of mass and specific tourism, and also increasing and expanding the production of tourist equipment for the general populace.

CSO: 2600

POLAND

BRIEFS

BISHOP MIZIOLEK, ESPERANTO CONGRESS--Bishop Wladyslaw Miziolek of Warsaw celebrated the Mass in the Esperanto language during the solemn opening in Italy of the 47th Congress of Esperantists. There were 700 participants at the Congress from 11 countries. During the deliberations the bust of Ludwik Zamenhof, the creator of Esperanto, was unveiled. [Text] [Warsaw SLOWO POWSZECHNE in Polish 4 Oct 76 p 4]

PAETZ TO PAPAL POSITION--Pope Paul VI named Rev Dr Juliusz Paetz, a priest of the Poznan diocese, who is stationed permanently in Rome, as a prelate of the Papal Anticamera (Prelato d'Anticamera). This prestigious position is based on the direct service to the Holy Father during public and private audiences and also during other liturgical ceremonies and official appearances. Rev Monsignor J. Paetz has worked for a long time in the Secretariat of the Synod of Bishops in Rome in the position of undersecretary. He was a close colleague of Bishop Wladyslaw Rubin, secretary general of the Synod. Monsignor Paetz is known to the Polish Church public also from the fact that he accompanied Archbishop Luigi Poggi, head of the working team of the Holy See for permanent contact affairs with the government of Poland, several times while the latter was visiting Polish dioceses and when he conducted talks with the representatives of the Polish government. [Text] [Warsaw SLOWO POWSZECHNE in Polish 15 Dec 76 p 6]

RECTOR, WARSAW SEMINARY--On 4 December 1976 Pope Paul VI received the Rev Docent Dr habilitatus Kazimierz Romaniuk, rector of St. John the Baptist Metropolitan Theological Seminary in Warsaw, in private audience. Rev Dr Romaniuk was in Rome participating in the Second International Congress of representatives of universities and church faculties devoted to the preparation of materials for the draft of a new apostolic constitution on the subject of higher education. During the audience Rev Rector K. Romaniuk handed the Holy Father a Polish translation from the Greek of the entire New Testament done by him and published recently by St. Adalbert's Publishers (Ksiegarnia Sw. Wojciecha) in Poznan. [Text] [Warsaw SLOWO POWSZECHNE in Polish 17 Dec 76 p 2]

POLAND IN WTO--At the first General Assembly of the UN World Tourism Organization (WTO) in May 1975 Poland was elected to the 19-member WTO Executive Council, and in November 1975 Poland was elected vice chairman of this

council. Poland is active in and benefits from the various forms of WTO activity. In the current program of activity of this organization Poland is especially interested in the items which have practical application, such as handbooks on up-to-date study of the tourist market and the papers pertaining to hotel management techniques. The Main Committee of Physical Culture and Tourism (GKKFiT), which directly represents Poland in the WTO, has established contact with the interested Polish ministries and institutions for the purpose of outlining the requirements of Poland for the forms and types of WTO activity in the forthcoming years. [Text] [Warsaw SLOWO POWSZECHNE in Polish 30 Dec 76 p 8]

CSO: 2600

ROMANIA

ROLE OF NEW CHILDREN'S ORGANIZATION DISCUSSED

Bucharest ROMANIA LIBERA in Romanian 30 Dec 76 p 7

[Article: "The Organization of the Youngest Citizens"]

[Text] The establishment of the "Falcons of the Fatherland" organization, which is for children from 4 to 7 years of age, responds to the directives of the secretary general of the party, Comrade Nicolae Ceausescu, that the educational, revolutionary work of the younger generation and its preparation for work and life should be extended and improved. Applying the decisions of the 11th Party Congress and of the Congress of Political Education and Socialist Culture, the "Falcons of the Fatherland" organization will contribute by promoting forms of work and life in the collective which are suitable for the age of the children and will contribute to the patriotic, socialist education of the students in the spirit of love and respect for the fatherland and for the people and for the party.

For their education in the spirit of work, from early childhood, the children will participate, in accordance with their abilities, in the performance of community and household duties, with special emphasis being placed on the upkeep and beautification of kindergartens and schools (Airing out classrooms, watering flowers, decorating the classrooms with drawings, etc.), on service and self-service activities, on work in miniworkshops in the schools and on group plots of land, on the formation of habits of order and discipline, honesty, diligence, modesty, courage, on the development of responsibility toward their own work and that of the collective. Children in the "Falcons of the Fatherland" organization will participate in visits to the school workshops and laboratories, in making and repairing toys, and organizing exhibits of items made in the kindergartens. In accordance with the milieu in which they live, the children will make visits to factories, work sites, or fields. In the same context, they will become involved in household activities in their neighborhood. To strengthen the organism of the children, the groups of the organization will stimulate the systematic practice of physical exercises, invigorating gymnastics, track exercises, and games. With the assistance of the medical cadres, hygiene and health education activities will be initiated.

The "Falcons of the Fatherland" organization is for children from the middle and older groups of preschool education, school children in the first grade, and children from 4 to 6 years of age who are not in preschool education.

The permanent guidance of the "Falcons of the Fatherland" is entrusted by the party to the Organization of Pioneers. The pioneer units supervise the kindergartens and the detachments of grades II to IV supervise the groups of preschool children and the first grades, participating in a direct manner in the initiation, preparation, and execution of the activity of these children. The best pioneers in the detachments of grades V to VIII will be pioneer-instructors and will act as assistants to the instructor or teacher. The guidance of the activity of the organization is carried out by commissions established in the commune, city, municipal, and county councils of the Organization of Pioneers and in the National Council of the Organization of Pioneers.

In its activity, the "Falcons of the Fatherland" organization is given constant support by the education organs, the citizens' committees of parents, the women's committees and commissions, the health and Red Cross organs, the Union of Communist Youth and the Union of Communist Students Associations of Romania, the health organs and organizations, the National Union of Agricultural Production Cooperatives, and the physical education and sports councils. Through the close collaboration of these factors it will be possible to achieve, under the best conditions, the communist, revolutionary, and patriotic education of the children and their education in the spirit of love of work.

CSO: 2700

ROMANIA

CODE OF CONDUCT FOR TRANSPORTATION WORKERS PUBLISHED

Bucharest BULETINUL OFICIAL in Romanian Part I No 100, 13 Nov 76 pp 1-11

[Decree No 360/1976 of the Council of State of Romania, regarding approval of the Disciplinary Statute for Personnel in Transportation Units]

[Text] Statement of Purpose

In order to provide a set of uniform and coordinated disciplinary regulations for personnel in transportation units, the attached decree of the Council of State approves the Disciplinary Statute for Personnel in Transportation Units.

The statute includes regulations concerning the rights and obligations of the personnel, job relationships, control of units, rewards, the organization of working hours, and measures for guaranteeing the rights of the personnel.

In order to maintain strict discipline in transportation activities, the statute contains regulations regarding disciplinary measures to be taken in cases where job obligations and behavior standards have been violated, as well as methods for settling appeals against these sanctions.

Decree of the Council of State Regarding Approval of the Disciplinary Statute for Personnel in Transportation Units

The Council of State of Romania decrees:

Article 1. The Disciplinary Statute for Personnel in Transportation Units, which is an integral part of this decree, is approved.

Article 2. The present decree becomes effective 30 days from the date of its publication in BULETINUL OFICIAL of Romania.

On the date on which the decree becomes effective, the Decision of the Council of Ministers No 2/1971, regarding approval of the Disciplinary Statute for Employees in Units of the Ministry of Transportation, ceases to apply to personnel in transportations, except for civilian aviation personnel.

On the same date, paragraph 4 of the Decision of the Council of Ministers No 206/1953, regarding the celebration of "Railwaymen's Day," is abrogated.

Nicolae Ceausescu, President of Romania
Bucharest, 2 November 1976
No 360

Disciplinary Statute for Personnel in Transportation Units

Chapter I. General Rules Regarding Transportation Activities and the Discipline of Personnel in This Domain

Article 1. The Ministry of Transportations and Telecommunications (MTTc) fulfills the policy of the party and state in the domain of transportation, and functions as a central coordinating organ in this domain.

Article 2. According to law, the MTTc is responsible for the uniform accomplishment of the transportation development program; for organizing the exploitation, maintenance and repair of railway, automotive, and naval means of transportation; for building, exploiting, and maintaining roads, ports, and navigable waterways; and for specialized control in its domain of activity.

Article 3. Through its specialized units, the MTTc assures a uniform concept and management for transportation activities.

Article 4. The relationships between transportation units and user units are established on the basis of the regulatory acts which determine the conditions under which means of transportation can be made available, as well as the conditions under which transportation contracts are concluded and executed.

Article 5. The personnel involved in transportation activities must demonstrate a high degree of discipline in its activities.

The assurance of firm discipline is one of the essential conditions for the proper conduct of transportation activities, since any violation of job obligations on the part of personnel in this sector, any error or lack of firmness is capable of causing damages to means of transportation, destruction of equipment, and loss of human lives, as well as of endangering activities in the national economy and disturbing the socio-cultural life of the country.

Article 6. The discipline of personnel in transportation units demands that independently of their functions, all employees respect and execute, strictly and exactly, the regulations established by law, as well as other provisions regarding transportation activities.

Discipline implies a subordination of every worker to his hierarchic superior, and is based on an awareness of the need to responsibly fulfill his job obligations in order to assure a proper operation of transportation activities, without interruptions and damages.

The work collective plays an important role in strengthening discipline, its duty being to conduct an intensive activity for preventing undisciplined actions, and should the latter occur, to adopt a firm attitude, or if need be, to demand that steps be taken against those who violate order and discipline.

Article 7. The present statute applies to personnel in enterprises, centrals, regional units, and other units of the MTTc, as well as to personnel in the central administration of the ministry, except for personnel in postal and telecommunications units, who are covered by their own disciplinary statute.

The units to whose personnel the provisions of the statute apply, are named transportation units throughout the statute.

Similarly, the provisions of the statute equally apply to those who work in transportation units on assignment or in a delegated capacity, as well as to those who on the basis of legal provisions, conduct organized temporary activities on instruction or documentation in these units.

Chapter II. Rights and Obligations of Personnel

Article 8. In their double capacity as producers and owners of the means of production, which are the joint property of the entire population, and through the work contract which they sign with their units, persons employed in transportation units become members of the collectives of these units, acquiring the obligation of putting all their abilities at the service of the units' interests, and of contributing with all their working power to the proper management of public property, to the uninterrupted, faultless, and safe operation of means of transportation, as well as to the fulfillment of all tasks assigned by the units in which they are employed.

According to law, the personnel will upon being hired, pledge loyalty and devotion to Romania.

Article 9. The personnel in transportation units benefits from the rights stipulated in the present statute, as well as from the rights provided by law for all workers.

Section I. General Rights and Obligations

Article 10. In order to fulfill the tasks which are assigned to them, persons employed in transportation units have the following main rights:

- a) To be provided with a work station according to ability, professional training, qualification or license, aspirations, and the requirements imposed by the proper operation of transportation units;
- b) To participate in the management, organization, and control of activities in the units in which they are employed, and to elect and be eligible into the collective management organs of these units;

- c) To benefit from the conditions created by law for improved professional training;
- d) To benefit from the specific rights provided for personnel in transportations by the law on compensations, according to the amount and quality of their work, as well as from all other legal provisions.

Article 11. As members of a work collective, persons employed by transportation units have the following main obligations:

- a) To become thoroughly knowledgeable about the information needed to perform their jobs, to participate in the training sessions organized to provide job instruction, and to execute precisely and on time all the tasks which derive from their functions;
- b) To demonstrate initiative, a sense of responsibility, and great care in using, managing, and protecting the integrity of the means of transportation, installations, and other materials, goods, and valuables which are entrusted to them;
- c) To faithfully respect work programs, work standards, technical processes, and quality specifications established for the proper conduct of production, and to use working hours fully and with maximum efficiency;
- d) To arrive to work in an appropriate condition for the proper fulfillment of their functions, not to bring alcoholic beverages into units or at work stations, not to consume such beverages during working hours, and not to work under the influence of such beverages;
- e) Not to sleep during working hours, not to leave their work stations, and not to have any other concerns while they perform their work;
- f) To respect the rules of access to transportation units, and not to receive strangers at their work stations except in accordance with prevailing regulations;
- g) To respect work safety regulations, to contribute to the prevention of work accidents, and to present themselves for periodical medical and psychological examinations in established cases and conditions;
- h) Upon request from their units, to arrive as rapidly as possible at work for:

Preventing or eliminating the effects of such disasters as floods, storms, fires, and other calamities;

Preventing accidents, damages, disturbances, and breakdowns of means of transportation, and removing their consequences;

i) To respect fire prevention and control rules, and to assist in protecting the integrity of goods and valuables in transportation units;

j) During working hours, not to leave operating means of transportation, machinery, and installations without supervision, and at the end of working hours, to turn them over to others or secure them in a suitable manner;

k) In locations where work proceeds without interruption, not to leave work stations at the end of the work day until a new shift arrives, and if the new shift fails to arrive, to advise a hierarchic superior so that suitable steps can be taken;

l) To wear the uniform correctly and in a dignified manner both during and outside of working hours, and to respect prevailing provisions regarding the use of the uniform;

m) To safeguard state, job, and correspondence secrets;

n) To respect any other obligations arising from prevailing regulations, from work contracts, or from collective labor contracts;

Section II. Specific Obligations for Personnel Which Contributes to Traffic Safety in Railway, Automotive, and Civilian Navigation Transportation

Article 12. In addition to the obligations stipulated in article 11, the personnel which contributes to traffic safety in railway, automotive, and civilian navigation transportation, also has the obligation:

a) To be vigilant in all circumstances associated with the conduct of railway, automotive, and civilian navigation transportation activities, and to act to prevent and eliminate any situation which could compromise traffic safety or hamper transportation activities in any manner;

b) To strictly respect traffic regulations, itineraries, and schedules of railway, automotive, and civilian navigation transportation activities, and not to use any means of transportation which have technical defects likely to compromise traffic or navigation safety;

c) To rigorously apply the regulations regarding the exploitation, maintenance, and repair of the railway, automotive, and civilian navigation means of transportation with which it has been entrusted.

Section III. Obligations of Personnel With Management Functions

Article 13. In addition to the obligations stipulated in article 11, the transportation unit personnel with management functions also has the following main obligations:

- a) To consistently apply the principle of collective labor and management, and to periodically inform the personnel of its unit about methods for performing their tasks;
- b) To advise subordinated personnel of their obligations, and to organize training activities for a complete understanding of job instructions, and of instructions regarding traffic safety and the security of means of transportation. Unit managers and those who fulfill training and control functions, are responsible and subject to disciplinary action when subordinated personnel commits violations resulting from a lack of training;
- c) To give firm and accurate assignments, and provide the conditions necessary for their rigorous and timely execution;
- d) To take steps so that adequate conditions for work safety are provided, and that the prevailing regulations for work safety are respected, and to systematically conduct educational and propaganda actions designed to create a mass opinion for respecting work safety regulations;
- e) To organize and assure the improvement of the personnel's professional training, and to periodically verify its knowledge;
- f) To know the aptitudes, degree of training, and behavior of subordinated personnel, particularly of the personnel whose functions contribute to railway, automotive, and civilian navigation traffic safety; within legal conditions, to assure the selection of personnel on a scientific basis, as a function of the professional training and of the physical and psychological aptitudes required by the position which is to be filled. The hiring, employment, or promotion of those who do not have the required qualification papers, do not know or do not fulfill their job obligations, or whose behavior endangers the proper progress of activities, entails the direct responsibility of managers;
- g) In accordance with the specifics of the job and the conditions considered in establishing work standards, to make available to personnel means of transportation, installations, equipment, instruments, and tools for the full utilization of transportation and production facilities, and for the complete and efficient use of working hours;
- h) To introduce and disseminate new methods for work improvement;
- i) To organize the prevention and control of fires, to be responsible for the installation and maintenance of a network of alarms and devices designed to extinguish fires, and to equip work stations and workers for intervention in case of fire, according to the specific goods which are to be protected;
- j) To organize guard service and regulate access to its unit;

k) To organize and assure the proper operation of shifts, and outside of working hours, of its unit's management duty roster, as a function of the importance and specific nature of the unit;

l) To take steps for the reduction of fuel consumption through the rational use of the locomotive, automotive, and fleet inventory, and the use of machinery and equipment, as well as for the rational use of electric and thermal power.

Chapter III. Job Relationships

Article 14. The job relationships of persons employed in transportation units are the relationships of administrative hierarchy, and the relationships of operational subordination.

Article 15. Within the relationships of administrative hierarchy, each employed person is directly subordinated to a single hierarchic superior.

Directives associated with administrative hierarchy are transmitted through direct hierarchic superiors. Hierarchic superiors can also transmit directives directly; in which case, the person receiving the directive must inform his immediate hierarchic supervisor.

Article 16. Within the relationships of operational subordination, employees are subordinated along specialization lines at various organizational levels of units in the transportation network. The relationships of operational subordination are established through orders and instructions from the minister of transportations and telecommunications.

Article 17. Supervisors must give directives within the limits of their jurisdiction, expect the rigorous execution of these directives and job instructions, and control the execution of these directives. The directives must be issued in accordance with law and with job instructions, and must not injure the honor and dignity of those who must execute them.

Supervisors are responsible for the legality and soundness of their directives, as well as for their consequences. They must satisfy themselves that verbal directives have been understood by those who have to execute them.

Article 18. The personnel must execute the directives which they receive, rigorously and at the proper time.

If a person who receives a directive considers that the latter is illegal, or that its execution could compromise the security of transportation or the lives of personnel and travellers, or could cause damages or destroy installations or goods, he must immediately report these circumstances to the person who has issued the directive; if the latter person insists on the directive, the one receiving the directive can on his own responsibility, refuse to execute it, reporting the fact to the immediate superior of the person issuing the directive. These cases will be analyzed immediately, and steps will be taken to prevent similar situations and establish responsibilities.

Article 19. Compliance reports must correspond to reality in all respects. Similarly, all information transmitted or reported must be accurate and provided at established times, or at the right time if provided from one's own initiative.

Article 20. Persons employed in transportation units must show mutual respect and assistance in all their relationships.

Personnel whose functions bring them in contact with the public, must wear proper attire and behave appropriately, demonstrate care and a principled attitude, and resolve all questions in the spirit of the law.

Chapter IV. Control in Units

Article 21. In transportation units, control of the exploitation, maintenance, and repair of means of transportation, as well as of the manner in which order and discipline are being respected, is achieved through:

- a) A constant and systematic current hierarchic control, effected by each hierarchic supervisor over the activities of his directly subordinated personnel;
- b) A periodic scheduled hierarchic control, which includes several areas of activity, and which is effected over a subordinated unit by the manager of the unit of his delegates;
- c) A sampling hierarchic control, scheduled or random, effected by a hierarchic supervisor or his delegates over the activities of those subordinated to him;
- d) A periodic scheduled control along operational subordination lines, which is effected over subordinated units by the supervisor of a functional department or his delegates, and which is limited to his respective area of specialization;
- e) A current specialization control which is effected over those subordinated along operational lines.

All control also simultaneously provides guidance to the personnel for fulfilling their job obligations.

Article 22. The manner in which controls are organized and conducted is established according to law through orders and instructions from the minister of transportations and telecommunications.

Article 23. The findings obtained during controls are brought to the attention of those controlled and of their immediate supervisors, both during the control and at its end, establishing the steps which must be taken and deadlines and responsibilities, all of which are entered in the single control register according to legal regulations.

Hierarchic supervisors have the obligation to see to it that the steps established as a result of a control, are completed.

Chapter V. Rewards and Manner of Granting Rewards

Article 24. Rewards are the means for encouraging the work of those who fulfill their tasks in an exemplary manner.

According to each case, rewards can be awarded to those who:

- a) Perform acts of courage, devotion, or heroism in connection with transportation activities;
- b) Act in an outstanding manner and show initiative in preventing events, damages, or other situations which could cause losses or interrupt transportation activities;
- c) Make an outstanding contribution in re-establishing transportation activities and in removing the effects of damages or calamities;
- d) Perform in an exemplary manner to systematically exceed the plan's tasks, safeguard and protect public property, obtain significant savings of materials, fuels, and power, or distinguish themselves through other significant work achievements;
- e) Demonstrate creative initiative in solving job problems, or in actions which improve the level of exploitation, the technological level, and the maintenance of means of transportation, equipment, and installations, the professional training and discipline of the personnel, and the labor productivity and economic efficiency of operations;
- f) Perform projects which are highly complex or which require a large expenditure of effort in a short time, and which solve problems in a superior manner;
- g) Through their activities, obtain any other significant achievements for the proper operation of their unit.

In order to fulfill their purpose, rewards will be granted immediately after the circumstances which warrant them have been ascertained.

Section I. General Rewards

Article 25. The rewards which can be awarded to employees are:

- a) Verbal or written appreciations;
- b) Prestige in work;

- c) Inscription in the unit's honor roll;
- d) Inscription in the unit's honor book;
- e) Recognition through citation in the unit, in the press, or in publications of the MTTc;
- f) Prizes for those who conduct an outstanding activity, prevent accidents or damages, or contribute to the rapid removal of the effects of accidents or damages;
- g) Granting of steps or levels in remuneration with a reduction of minimum seniority, under legally stipulated conditions;
- h) Bonuses;
- i) Badges or medals, titles of honor, insignia, diplomas of honor, and distinctive titles;
- j) Other rewards.

Section II. Specific Rewards

Article 26. In addition to the rewards stipulated in article 25, the following specific rewards can also be awarded:

- a) For railway personnel, the insignia "For Railwayman's Merit";
- b) For automotive transportation personnel, the insignia "For Merit in Automotive Transportation";
- c) For personnel in the merchant marine, the insignia "For Merit in the Merchant Marine".

The form and nature of the insignia, and the conditions under which they are worn are established by the MTTc with the advice of the Committee of the Union of Trade Unions in Enterprises of Transportation and Telecommunications.

Section III. Procedure for Awarding Rewards

Article 27. Rewards are awarded or in some cases proposed, by hierarchic supervisors. Also capable of proposing the award of rewards are department managers, control organs, and the work collectives of the person for whom a reward is proposed. Rewards are awarded with the consultation of the party and union organs.

Rewards are awarded as follows:

- a) Verbal or written appreciations, by hierarchic superiors, beginning with crew supervisors, or by collective management organs of the unit;
- b) Prestige at work and inscription in the unit's honor roll, by hierarchic supervisors, beginning with group supervisors, and by agreement of the assembly of the union's group;
- c) Inscription in the unit's honor book, recognition through citation in the unit, in the press, or in publications of the MTTc, by directors of enterprises and external units, by general directors of railway regional groups, commanders of maritime, ocean fishing, and river fleets, general directors of industrial and construction centrals, and by the minister or his deputies;
- d) Prizes for those who conduct an outstanding activity, prevent accidents or damages, or contribute to the rapid removal of the effects of accidents or damages, upon proposal or by collective management organs of units, in accordance with legally stipulated jurisdictions;
- e) Granting of steps or levels in remuneration with a reduction of minimum seniority, under legally stipulated conditions, by directors of enterprises, general directors of railway regional groups, commanders of maritime, ocean fishing, and river fleets, general directors of industrial and construction centrals, the minister or his deputies, or by collective management organs of units, according to their jurisdictions;
- f) Awards of merit insignias specific to transportation activities, by the minister or his deputies, and by the collective management organ of the ministry;
- g) Bonuses and other rewards under legally stipulated conditions.

The functions of those who have the right to grant rewards are determined as equivalent to those stipulated in letters a-c of the present article, through an order of the minister of transportation and telecommunications, with agreement from the Committee of the Union of Trade Unions of Enterprises of Transportation and Telecommunications.

Rewards which have been granted cannot be annulled or modified by the hierarchic superiors of those who have granted them, except in cases in which those who have granted them have exceeded their prerogatives.

If the activity conducted by an employee justifies a reward whose award exceeds the prerogative of the employee's immediate supervisor, the latter can propose the reward to the hierarchic superior with proper jurisdiction.

Within the limits of prerogatives, rewards can be granted both to a unit's personnel and to those on assignment.

Hierarchic superiors can receive rewards both for personal merit, as well as for the good results of the units or departments which they lead.

Article 28. Rewards which have been granted are brought to the attention of those to whom they have been awarded, as well as to that of the work collective in which they work, and are entered in the personal file or folder of the one receiving the reward.

Chapter VI. Disciplinary Sanctions, Procedure for Their Application, and Appeal Channels

Section I. Infractions of Discipline

Article 29. An infraction of discipline is the violation with guilt of job obligations, including behavior standards, by an employee, independently of the function or position which he occupies.

If the conditions under which the deeds have been committed are such that the deeds constitute violations of the penal law, the perpetrators will also be sanctioned in accordance with penal law.

Penal, administrative, or material responsibility, or the application of public influence measures, do not exclude disciplinary responsibility for the deed which has been committed, if the latter also violates job obligations.

Article 30. The following deeds are considered infractions of discipline on the part of personnel in transportation units:

- a) Organizing or executing an operation or project, or issuing a directive for the execution of an operation or project which has led or could lead to an interruption of transportation activities, damages to means of transportation, material losses, or work accidents;
- b) Violating rules and discipline in the maintenance, exploitation, administration, and repair of means of transportation, and in the dispatching of transportation activities;
- c) Any form of stealing of goods and valuables which belong to a unit;
- d) Violating any rules regarding work safety activities, the prevention and control of fires, and access to units;
- e) Introducing or consuming alcoholic beverages within the unit or at work stations, appearing for work in a condition which is unsuitable for performing the job, working under the influence of alcohol, and introducing or consuming without authorization, alcoholic beverages on means of transportation;
- f) Violating rules regarding the protection of state and job secrets;

- g) Failing to report to work when called upon by the management to remove the results of accidents, damages, or fires, in order to rapidly reestablish transportation activities;
- h) Failing to respect work programs, failing to report at scheduled times for shifts, leaving work before the arrival of the following shift, and failing to report on dates and times established by the unit for composing or completing crew changes on ships;
- i) Failing to respect established work rates during working hours, and violating technical discipline;
- j) Working during a shift on projects which are not connected to job obligations;
- k) Failing to respect directives and cleanliness, and failing to take the necessary steps to properly use and maintain the unit's property;
- l) Abusing means of transportation and the unit's property;
- m) Failing to maintain, or improperly maintaining records, and communicating inaccurate or incomplete data or information;
- n) Failing to participate in training sessions, professional improvement courses, analyses of periodic activities, or other activities designed to improve professional levels;
- o) Failing to report for periodic health or aptitude examinations, and for psychological examinations of personnel in transportation traffic security;
- p) Failing to advise hierarchic superiors about shortcomings likely to impeded normal transportation activities;
- r) Violating behavior regulations in job relationships; failing to meet the job obligations included in the organization and operation regulations of units.

Article 31. In addition, the following deeds committed by managers are considered infractions of discipline to the extent that they conflict with obligations stipulated in prevailing regulations:

- a) Failing to fulfill their functions of organization, coordination, and control;
- b) Failing to fulfill their obligations regarding the guidance of subordinates in their job functions; failing to take firm steps regarding the timely and proper fulfillment of the personnel's obligations;

c) Abusing their authority over subordinated personnel, bringing prejudice to authority, or affecting the dignity of the personnel;

d) Applying sanctions in an unjustified manner, granting rewards without justification, or taking any other steps which are unjust or against legal provisions.

The enumeration of the deeds in articles 30 and 31 is not limiting, disciplinary sanctions also being applicable for failure to respect any other job obligations stipulated by law, in the present statute, or in job instructions.

Article 32. Managers must take steps to prevent infractions of discipline on the part of the personnel in accordance with their obligations, and when the deeds have been committed, to apply without delay and stringently the disciplinary sanctions within their jurisdictions, or if necessary, to report and propose suitable measures as a function of the seriousness of the deeds.

At the same time as he applies a sanction, a manager must draw the attention of subordinated persons on their job obligations, or to generate discussion within the work collective about the infraction which has been committed. The work collective's discussion of the infraction must offer an opportunity for a comrade-to-comrade analysis of the behavior of the sanctioned person, and for an affirmation of collective opinion against the infraction which has been committed.

Article 33. Applied disciplinary sanctions must have an educational purpose, contribute to the improvement of the person who has committed the deed, and through their exemplary nature, constitute a warning for the entire personnel.

Disciplinary sanctions are taken into consideration in the annual reviews and qualifications of the personnel, as well as in its promotion.

Article 34. Only a single general or specific disciplinary sanction can be applied to an employee for a deed which constitutes an infraction of discipline, even if the occasion violated more than one job obligation. It is forbidden to apply collective sanctions to the entire personnel of a unit or of a work department.

Section II. General Disciplinary Sanctions

Article 35. The disciplinary sanctions which can be applied are:

a) Reprimands;

b) Warnings;

- c) Decrease in remuneration by one or several degrees or steps for a period of 1-3 months, or for those employed at minimum wage, decrease in wages by 5-10 percent for the same period of time;
- d) In the case of those in management functions with fixed remunerations, a reduction in pay and a reduction in management compensation of 5-10 percent for a period of 1-3 months;
- e) Demotion in function or in category within the same profession for a period of 1-3 months;
- f) Disciplinary cancellation of the work contract.

Article 36. As a rule, reprimands are given to those who have committed an infraction of lesser importance for the first time.

Article 37. Warnings are given to those who repeat an infraction for which they have already been reprimanded, or who can influence the proper operation of the unit by violating job obligations and behavior standards.

Article 38. Decrease in remuneration by one or several degrees or steps for a period of 1-3 months, or for those employed at minimum wage, decrease in wages by 5-10 percent, is applied against those who repeat a violation for which they have been warned, or who violate their job obligation or standards of behavior, thereby influencing the proper operation of the unit.

Article 39. Reductions in pay and reductions in management compensation of 5-10 percent for a period of 1-3 months are used against those who repeat a violation for which they have been warned, or who have committed an infraction by violating job obligations or standards of behavior, thereby influencing the proper operation of the unit.

Article 40. Demotions in function or category are used against those who repeat an infraction for which they have been sanctioned in accordance with the provisions of articles 38 and 39, or who violate job obligations or standards of behavior, with serious consequences on the proper operation of the unit.

Article 41. Disciplinary cancellations of the work contract are applied against those who commit a violation which has a very serious effect on the proper operation of the unit, or who repeatedly violate their job obligations, including standards of behavior within the unit.

The following infractions can be sanctioned with disciplinary cancellation of the work contract:

- a) Deeds which have or could have produced accidents, events, disturbances, damages, or breakdowns with serious consequences on the security of transportation activities;

- b) Any form of stealing of goods belonging to the unit;
- c) Reporting for duty or working under the influence of alcoholic beverages, as well as the consumption of alcoholic beverages while on duty.

Section III. Specific Disciplinary Sanctions

Article 42. The following specific disciplinary sanctions can also be applied in addition to those stipulated in article 35:

1. For personnel in railway units:

- a) Disciplinary removal for a period of 1-6 months, from functions which contribute to the security of railway traffic, and transfer to inferior functions corresponding to the professional training of the transferee, in the same or in another locality;
- b) Disciplinary replacement from functions which contribute to the security of railway traffic, and transfer into another job corresponding to the professional training of the transferee, in the same or in another locality.

2. For personnel in automotive transportation:

- a) Disciplinary removal for a period of 1-6 months, from functions which contribute to the security of automotive transportation traffic, and transfer to inferior functions corresponding to the professional training of the transferee, in the same locality;
- b) Disciplinary replacement from functions which contribute to the security of automotive transportation traffic, and transfer into another job corresponding to the professional training of the transferee, in the same locality.

3. For personnel sailing in the merchant marine:

- a) Cancellation of shore leave in foreign ports, of up to 5 days;
- b) Confinement to cabin of up to 3 days;
- c) Disciplinary disembarkment for a period of 1-6 months, and transfer into an inferior function corresponding to the professional training of the transferee, in the same locality;
- d) Disciplinary replacement from function, resulting in disembarkment and transfer into another job corresponding to the professional training of the transferee, in the same locality.

Article 43. Disciplinary removal for a period of 1-6 months, from functions which contribute to the security of railway traffic, and transfer to an inferior function corresponding to the professional training of the

transferee, in the same or another locality, is applied only for infractions of rules and regulations governing railway traffic security, and consists in temporarily removing the guilty party, for the same period, from certain functions which contribute to security.

Article 44. Disciplinary removal for a period of 1-6 months, from functions which contribute to the security of automotive transportation traffic, and transfer to an inferior function corresponding to the professional training of the transferee, in the same locality, is applied for infractions of rules and regulations governing automotive transportation security, and consists in temporarily removing the guilty party, for the same period, from certain functions which contribute to security.

Article 45. Disciplinary replacement from functions which contribute to the security of railway and automotive transportation traffic, and transfer to another job corresponding to the professional training of the transferee, is applied for repeated infractions or for a particularly serious single infraction of the rules and regulations governing traffic security, and has the effect of forbidding the performance of certain functions which contribute to security.

Article 46. Cancellation of shore leave in foreign ports, of up to 5 days, is applied to a member of the ship's crew and consists in forbidding the crew member to go ashore in foreign ports or in other foreign localities where the ship has landed, while the other members of the crew receive this permission.

Article 47. Confinement to cabin for up to 3 days is applied to a member of the ship's crew, and consists in forbidding the latter to serve on watch aboard the ship.

Article 48. Disciplinary disembarkment for a period of 1-6 months, and transfer to an inferior function corresponding to the transferee's professional training, in the same locality, is applied to a member of the ship's crew for infractions committed aboard the vessel or associated with navigation activities, and has the effect of forbidding the performance of any function aboard the vessel for the respective duration.

Article 49. Disciplinary replacement from function, resulting in disembarkment and transfer to another job corresponding to the professional training of the transferee, in the same locality, is applied to a member of the ship's crew for repeated infractions or a particularly serious single infraction, committed aboard ship and associated with navigation activities, and has the effect of forbidding the performance of any function aboard ship.

Article 50. The organ which applies the specific sanctions stipulated in article 42, part 1, letter b, part 2, letter b, and part 3, letter d, can decide that after at least one year has expired, the sanctioned person may return to a function which contributes to the security of railway, automotive transportation, or merchant marine traffic.

Section IV. Procedure for Applying Disciplinary Sanctions

Article 51. Before a disciplinary sanction is applied, a preliminary investigation of the deed is conducted by the manager of the unit, higher hierarchic managers, or one or more delegates of these managers.

Aboard ship, the investigation can also be ordered or conducted by the ship's commander.

An investigation will use and analyze all the evidence needed to fully and accurately establish the facts which constitute infractions of discipline, and the circumstances under which they have been committed.

The employee under investigation will be heard in all cases, and his defense and statements will be verified very closely. Any persons who have knowledge of, or can provide information about the facts and circumstances, may be heard in order to learn the truth and accurately establish the facts. The declarations of those who are heard are recorded in writing and are signed by the declarers after their identity has been established.

If the investigation was conducted by the organ with jurisdiction to apply the sanction, its findings and conclusions will be entered in a report which will be used as the basis for the sanction. When another person than the investigator has the jurisdiction to apply the sanction, the investigation file will be forwarded to that person for applying the sanction.

Article 52. The following will be taken into consideration in establishing disciplinary sanctions:

- a) The causes, seriousness of the deed, and circumstances under which it was committed;
- b) The degree of guilt of the one who has committed the deed;
- c) The consequences of the infraction, and if several persons are guilty, the extent to which each one of them contributed to produce these consequences;
- d) If the person involved has also committed other infractions, the time he has been occupying his function, and his behavior on the job.

In establishing the disciplinary sanctions stipulated in article 35, letters c, d, and e, it will also be taken into consideration whether the failure to perform the job obligations was sanctioned with a reduction in remuneration in accordance with the prevailing remuneration system, or with a fine.

As a rule, when infractions of the same seriousness are repeated, the disciplinary sanctions are applied in a progressive manner.

Article 53. For serious infractions of discipline, the personnel can be required to remain at the disposal of investigative organs for a strictly necessary time, without performing their functions, in order to enable the unhindered conduct of the investigation. In such cases, hierarchic managers will take steps to assure the normal performance of activities.

The step stipulated in paragraph 1, whose duration cannot exceed 15 days, is taken by the manager who has ordered or is conducting the investigation, or by his hierarchic superiors, and is communicated in writing to those involved. When directed by a lower manager to the one empowered to employ the respective person, the step will be subject to confirmation by the manager with jurisdiction over employment, within no more than 3 days.

During this period, the person under investigation can be used to perform other activities, and will receive his regular salary, seniority, and as the case may be, his state allocation for children, with payment being made on the basis of a written confirmation from the investigative organ, that the person has remained at its disposal. If the person is found to be not guilty, he will be paid the difference to the sum resulting from the calculation of his average remuneration during the 3 months previous to the taking of the step.

Upon expiration of the time stipulated in paragraph 2, the respective person resumes his functions by right, if the applied disciplinary sanction does not imply a change or cancellation in his work contract.

Article 54. Disciplinary sanctions are applied or proposed by immediate supervisors, superior hierarchic managers, or collective management organs of the unit or of the hierarchic superior unit. They can also be proposed by department heads and control organs.

For violations of regulations regarding order and discipline at work stations, the collective of the department or of the ship to which the guilty party belongs, can discuss the infringement and ask the management of the unit to apply disciplinary sanctions, including cancellation of the work contract.

Disciplinary sanctions are applied as follows:

- a) Reprimands and warnings, by hierarchic superiors, beginning with crew supervisors or with collective management organs of units;
- b) Decrease in remuneration by one or several degrees or steps for a period of 1-3 months, or for those employed at minimum wage, decrease in wages by 5-10 percent for the same period, reductions in pay and reductions in management compensation of 5-10 percent for a period of 1-3 months, as well as demotions in function or category within the same profession for a period of 1-3 months, by collective management organs of units or by the unit manager, depending on the hiring jurisdiction;

c) Cancellation of the work contract, by collective management organs or by the unit manager, depending on the hiring jurisdiction, with the consultation of union organs.

The specific disciplinary sanctions stipulated in article 42, part 1, letters a and b, part 2, letters a and b, and part 3, letters c and d, are applied by collective management organs, unit managers, or higher hierarchic organs, depending on their hiring jurisdictions, and those stipulated in article 42, part 3, letters a and b, by ship commanders.

Any manager can apply to his subordinated personnel the sanctions which correspond to his prerogatives. The sanctioning prerogative also belongs to the person who temporarily replaces the unit manager or the hierarchically superior manager of the latter.

When disciplinary sanctions are applied by superior hierarchic managers, the steps for applying these sanctions, including the communication of the sanction, are taken through the management of the unit in which the sanctioned person works.

The minister of transportations and telecommunications and his deputies have the right to apply any of the disciplinary sanctions stipulated in this statute, to all employees which are their hierarchic subordinates.

The functions of those who have the right to apply disciplinary sanctions are determined as equivalent to those stipulated in letters a-c of the present article, through an order of the minister of transportations and telecommunications, with agreement from the Committee of the Union of Trade Unions of Enterprises of Transportation and Telecommunications.

Article 55. For infractions of discipline committed by an employee while on assignment to another unit, the reprimand and warning sanctions are applied at the unit to which the employee is assigned. Cancellation of the work contract can be applied only by the management of the unit from which he is assigned. The other sanctions are applied by the management of the unit to which he is assigned, with approval from the unit in which he is employed.

Infractions of discipline committed by employees while delegated to another unit, are sanctioned by the management of the unit which has delegated them, upon proposal from the unit to which they have been delegated.

Infractions of discipline committed by on-the-job apprentices and by students and pupils who are obtaining practical experience, will be sanctioned according to the regulations which govern their professional training.

Article 56. When persons with different functions or from different units of transportation are investigated for the same violation or for several closely connected violations, and their guilt is established, the sanctions are applied by the manager with the prerogative to sanction the person with the highest function, or by the manager or collective management organ of their common superior unit.

Article 57. Disciplinary sanctions will be established and communicated in writing to employees within at most 30 days from the date on which the person with jurisdiction to apply the sanction was apprised of the infraction to discipline; the sanction shall not be applied later than 6 months from the date on which the infraction was committed. Beyond these deadlines, infractions to discipline can no longer be sanctioned, except for deeds which were the object of a penal investigation began before the expiration of the deadlines. In that case, the deadlines are suspended for the duration of the penal investigation.

Those whose fault it is that disciplinary measures were not taken in proper time, are responsible for failing to take these measures.

The document which communicates the sanction will indicate the channel for appeal, the deadline for introducing the appeal, and the organ which has jurisdiction to hear it.

Disciplinary sanctions are also brought to the attention of the work collective of the sanctioned employee.

Article 58. Disciplinary sanctions are executory as soon as communicated, even if they have been appealed.

All sanctions which are upheld are entered in the file or personal folder of the sanctioned person.

Article 59. If a unit enters a penal complaint against an employee, or if the employee has been brought to trial for penal deeds incompatible with the function he performs, the management of the unit will suspend the employee. During the suspension, remuneration rights are not paid.

If the suspended employee is found to be not guilty, he is entitled to a compensation calculated on the basis of his average retribution for the three months previous to his suspension, for the time he has been deprived of retribution for this cause. If the person has in the meantime been hired for a function with a lower remuneration, or has smaller earnings, the compensation for the respective period will consist in the difference between the average remuneration for the 3 months prior to his suspension, and the earnings obtained in the meantime.

Section V. Channel of Appeal Against Disciplinary Sanctions

Article 60. A sanctioned person can appeal a disciplinary sanction in writing, within 30 days from the date of communication of the sanctioning decision.

Appeals against disciplinary sanctions, with the exception of disciplinary cancellation of the work contract, are heard by:

- a) The person who occupies the hierarchic function immediately superior to the person who has applied the sanction;
- b) The bureau of the workers' council in the enterprise, industrial central, or unit, for sanctions applied by the manager of the enterprise, industrial central, or unit;
- c) The immediately superior hierarchic organ, for sanctions applied by the workers' council in the enterprise, industrial central, or unit.

Appeals against the disciplinary cancellation of work contracts are heard by the court within whose jurisdiction the unit is located, or by the superior hierarchic organ, depending on their prerogatives. Appeals formulated by personnel which contributes directly to the safety of traffic in railway, automotive, or merchant marine transportation, are heard by a council of discipline composed in accordance with article 63.

Article 61. Appeals are made in writing and are lodged with the unit which has applied the sanction or the superior hierarchic organ, with the court, or with the council of discipline, depending on circumstances. Appeals lodged with organs which do not have the proper jurisdiction are recorded and forwarded by these organs to organs which have the jurisdiction to hear them, and the fact is communicated to the persons lodging the appeals.

Article 62. The superior hierarchic organ with proper jurisdiction must decide the appeal within 30 days from receipt, and can order the retention, reduction, or replacement of the sanction with a lighter one, or can cancel the sanction.

Until the appeal is decided, the person lodging it can withdraw it, or can deposit statements or other justificatory documents in its support.

The decision is motivated and communicated in writing within 5 days from pronouncement, both to the person involved and to the unit, who will inform the person who has applied the sanction.

Article 63. Councils of discipline are organized and operate in the Department of Railways, the Command of the Merchant Marine, and the Central for Automotive Transportations.

Councils of discipline are composed of three members, one of which is nominated by order of the minister of transportations and telecommunications, the other designated by the Committee of the Union of Trade Unions in Enterprises of Transportation and Telecommunications, and the third designated by joint agreement between these organs. The function of chairman of the council of discipline will be fulfilled by one of its members, in rotation.

Article 64. The council of discipline decides on the appeal by summoning the parties involved, within 30 days from receipt of the appeal, and can decide to retain or replace the sanction with a lighter one, or to cancel the applied sanction. The decision of the council of discipline is pronounced with a vote majority, and is communicated to the parties involved within 5 days from the date of pronouncement.

The dissatisfied party can complain against a decision of the council of discipline which retains or annuls a sanction for the cancellation of the work contract, to the court within whose jurisdiction the unit is located, within 15 days from the pronouncement of the decision, or from its communication, if the party was absent at the pronouncement. The complaint is made with the council of discipline, which will immediately send it to the proper court, together with the file on the case.

The decision of the court is final and executory.

Article 65. The rules regarding the organization and operation of councils of discipline, as well as the provision of material resources, are established by order of the minister of transportations and telecommunications, in joint agreement with the Committee of the Union of Trade Unions of Enterprises in Transportation and Telecommunications.

Article 66. In order to protect the dignity and honor of commanders and officers of the merchant marine, councils of commanders are instituted in connection with the commands of maritime, river, and fishing fleets, in joint agreement with the Committee of the Union of Trade Unions of Enterprises in Transportation and Telecommunications.

The councils of commanders discuss unusual cases of indiscipline and navigation events, analyzing the behavior of ship commanders and officers with respect to sailing rules and obligations, and propose appropriate disciplinary steps.

The organization and operation of these councils are established by the regulations on the organization and operation of councils of ship commanders, approved by order of the minister of transportations and telecommunications.

Article 67. A superior hierarchic manager has the right to increase the disciplinary sanction applied by a subordinate, if he determines that the sanction is too light with respect to the gravity of the infraction. This step can be taken under the terms stipulated in article 57, and only if the sanction has not been executed.

Article 68. If the sanctions stipulated in article 35, letters c, d, e, and f, and in article 42, part 1, letters a and b, part 2, letters a and b, and part 3, letters c and d, the person involved has the right to be reinstituted to the level of remuneration, function, and work location he held before the sanction was applied.

The provisions of article 59, paragraph 2, apply in a corresponding manner.

Annulled sanctions will be removed from the personal file of the sanctioned person.

Article 69. A manager who applies a sanction incurs disciplinary, material, or penal responsibility when he applies in bad faith, a disciplinary sanction which is subsequently annulled.

When in the defense of the person which has been sanctioned, the person who has applied the disciplinary sanction, or the superior hierarchic organ, discovers proofs of innocence which were not known at the time the sanction was applied, the applier or the organ must annul the sanction on the spot.

Article 70. Final disciplinary sanctions established by administrative organs, as well as decisions of councils of discipline, can be reviewed in case of discovery of new evidence capable of establishing the innocence of those involved, or capable of showing that their guilt is lesser.

Requests for review are made within 30 days from the date on which the sanctioned person becomes aware of the new evidence, and are heard by the manager who has established the sanction, by the hierarchic administrative organ, or by the council of discipline which has heard the appeal, within at most 30 days from the date on which the request for review is received.

Cancellations of work contracts which are allowed to remain final by court decision, are subject to review according to the Code of Civil Procedure.

Article 71. Applied disciplinary sanctions -- with the exception of those stipulated in article 35, letter f, and article 42, part 1, letter b, part 2, letter b, and part 3, letter d -- are considered as not having been taken if within one year from their execution the employee commits no other infraction. This measure does not concern the monetary effects of the applied sanction.

If in the meantime, the sanctioned person commits no other infraction of discipline, and demonstrates through his behavior at work that the sanction has fulfilled its educational purpose, those who have applied the sanction can decide, with consultation with party and union organs, even before one year has expired, but no earlier than 6 months from the date of execution of the sanction, that the sanction be considered as not having been ordered. This measure does not concern the monetary effects of the applied sanction.

The curtailment of the sanction is recorded in the personal file of the employee.

Chapter VII. Measures for Assuring the Rights of Personnel

Article 72. The personnel in transportation units can bring complaints to their hierarchic superiors regarding measures associated with their work, which can harm their legitimate interests.

Complaints must be addressed to the immediate supervisor, and if the problem is not solved by him, to the next higher hierarchic supervisor. It is forbidden to enter secret information in written complaints forwarded through the mail. Complaints must refer solely to the person involved and be worded within the limits of civility.

Article 73. Managers who receive complaints must examine them in the shortest possible time, but no later than the deadlines established by law, and if they find them justified, must immediately take appropriate steps. If the solution for the complaint is not within his prerogatives, the manager who receives it must inform the manager who does have the prerogative. In any case, the person who has brought the complaint will be informed of the steps which have been taken.

Article 74. Managers who commit injustices or take illegal steps against a subordinate because the latter has brought a complaint or written a letter of complaint, will be severely sanctioned.

Chapter VIII. Organization of Working Hours

Article 75. Measures referring to the organization of working hours in transportation units will be established by the managers of the units together with union organs, taking into consideration the specialty and orientation of the units, and the employees will be informed directly or by posting, of:

- a) The hours at which the work program begins and ends;
- b) The manner in which the work is organized -- shifts, tours, exploitation programs, or other specific forms of activity -- with an indication of the duration and conditions for performing and turning the work over to others;
- c) The duration of breaks for child care and feeding, allowed for women with children of up to 9-12 months old; the hours on which these breaks are allowed; and the cases in which the breaks can be cumulated by reducing the work program;
- d) The manner in which the unit's jobs are organized;
- e) The manner in which the weekly day of rest is to be granted, in cases in which this day cannot be Sunday;

f) The manner in which the attendance of the personnel is recorded -- punch in, attendance books, or other similar methods -- as well as the manner in which records are maintained for overtime;

g) The manner of programming and maintaining records of vacations, sick leaves, leaves of absence, leaves without pay, and study leaves;

h) The rules regarding access to the unit, and the traffic of personnel and outsiders within the unit; the work stations where access or traffic is allowed only under specially established conditions; and the assurance of control over respect for these rules.

Chapter IX. Final Provisions

Article 76. The functions which contribute to the security of railway, automotive, and naval transportation in the sense of the present statute, as well as the functions in this category, to which sanctioned persons can be transferred in accordance with article 42, part 1, letters a and b, part 2, letters a and b, and part 3, letters c and d, are established by order from the minister of transportations and telecommunications, with the agreement of the Committee of the Union of Trade Unions of Enterprises in Transportations and Telecommunications.

Article 77. The transportation units of the MTTc which apply the present statute, must bring it to the attention of the entire personnel. The work contracts of newly hired persons will indicate that the person has been informed of the provisions of the disciplinary statute.

Article 78. In order for the personnel of transportation units to become knowledgeable with the provisions of the disciplinary statute, the latter will be studied in the school subordinated to the ministry.

Infractions associated with traffic safety in railway, automotive, and naval transportations, will be discussed with all workers in the unit as a function of their seriousness, or will be made public through posting at the work location.

Article 79. To the extent that the present statute does not stipulate otherwise, its provisions are complemented by the other stipulations of the labor legislation.

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YUGOSLAVIA

YOUTH FEDERATION'S PRESENCE IN ARMED FORCES REVIEWED

Belgrade OMLADINSKE NOVINE in Serbo-Croatian 4 Dec 76 p 10

[Article by B. Popovic: "Role Confirmed by Results"]

[Excerpts] A recent meeting of the Belgrade military district's coordinating committee for the Federation of Socialist Youth inaugurated preparations for the coming elections in the youth federation's organizations and conferences. The time remaining before the elections will be used to review the specific results and experiences of 2 years of work and to search for improved ways and means of doing things during the next term of office.

In the approximately 2 years that it has been active in units, commands, and establishments of the Yugoslav People's Army, the youth federation has made a significant contribution to the overall strengthening of the moral/political state of the armed forces and to enhancing the combat readiness of units. The youth federation has thereby acquired a fine reputation and justified its existence in military units in the best possible way.

For the first time since youth affiliates were constituted in the Yugoslav People's Army in March of 1974, elections must be readied and carried out. The terms of those who were entrusted with the leadership of the federation's organizations in 1974, on the basis of a statutory decree, are expiring. During preelection activity, what is good can be appraised, as well as what might need to be done to improve things.

The elections will soon begin in the youth federation's affiliates in the Belgrade military district. Work is being carefully analyzed and reports, plans, and programs prepared for the coming period. Leadership entities and organizations are realistically appraising their accomplishments. However, we should anticipate references to certain weaknesses with a view to greater effectiveness.

So far as the youth federation in the Belgrade military district is concerned, the significant thing is that it has justified its existence in these 2 years despite difficulties in operations and has achieved a considerable position in the overall ideological/political and specialized military training of young people for tasks in nationwide defense. This interval has also been notable

for the crystallization of unified views on the role of the youth organization and young people in general and on the need for the youth federation to work to enhance combat readiness and moral/political unity and particularly to achieve a durable commitment by young people to our socialist system, based on self-management and the policy of nonalignment, i.e., to Marxist ideology.

One of the questions that continues to concern all the youth federation's basic organizations relates to combat training and education. The fundamental aim is to encourage servicemen to display creative abilities and be involved in training as an active subject and concerned vehicle of specialized military and sociopolitical training for the defense of the country. Assistance is provided to members who achieve poorly or who are lagging behind the others.

Ideological/political and Marxist education is another area in which young people have stood out. Young people have registered in massive numbers for Marxist education courses. Youth organizations are regularly involved in work to study the program of Marxist education for young communists and to encourage young people to work steadily and in an organized way on their Marxist education and to participate comprehensively in Marxist education courses. Action organized in this manner, as a rule, yields fine results. In just 10 units of the Belgrade military district alone, approximately 5,000 persons registered (nearly 3,000 of them members of the youth federation). The great majority completed their course successfully and received certificates.

Admission to the LCY has not been overlooked in the work of youth organizations. Nearly 4,000 new members, 3,500 of whom had been members of the youth federation, were admitted to the LCY in 1975 alone in units and organizations of the Belgrade military district.

Listing activities in this way would take a long time. The fact remains that young people have something to be proud of and that the elections will be an occasion to review their work and chart new paths for improved results.

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END