

CENTRAL INTELLIGENCE AGENCY

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INFORMATION REPORT

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SUBJECT Lower Levels of Organization in Chinese Labor Unions

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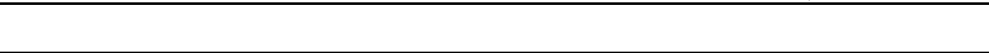
SUPPLEMENT TO REPORT NO.

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1. The lowest level of organization in labor unions in Communist China are the basic committees (基层委员会). These committees are composed of 25 employees or more who work in the same section of a factory, mine, shop, farm, public office, or school. Establishments with less than 25 employees elect one labor union organizer instead of a basic committee. Establishments with more than 500 employees have as many sub-committees as there are machine rooms or sections. Separate committees might be formed for various lines of activity. Committee members hold office from six months to one year.
2. The basic committees of the labor unions recognize the plenary session of the labor union members as the organ possessing the highest authority. When it is impossible to call this general assembly because of different work shifts or widely separated places of work, a session of employees' representatives may be held instead. If all sections hold separate meetings for the day and night shifts of their employees, it has the same effect as convoking an assembly of all the labor union members.
3. The general assembly listens to reports of the factory manager, the economic scrutiny committee, and the basic committees of the union. It may decide whether or not a basic committee should adopt a particular plan of operation. The assembly determines the number of members to serve on the economic scrutiny committee and the various basic sub-committees and elects representatives to the plenary session of employees' representatives and the general meeting of representatives of all labor unions.
4. The basic committees have the following duties:
 - a. They organize laborers and clerical employees and further government policy. They compete among themselves for efficient production in order to guarantee fulfillment of the production schedule.
 - b. They lead and organize laborers in state-owned and cooperative enterprises, and participate in the management of these enterprises and protect their property.

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- c. The committees promote the mutual benefit of labor and capital in private enterprises, and oppose any violation of government rulings or actions detrimental to production.
 - d. They sign collective bargaining contracts on behalf of the laborers, foremen, and clerical employees.
 - e. They protect the interests of laborers and other employees and help organize consumers' cooperative stores and other associations for mutual help and cooperation among employees.
 - f. They establish schools for employees to improve their educational standards, technique, and political knowledge. If permitted, the committees provide clubs, libraries, and other opportunities for cultural and physical activities.
5. Activities of the labor union basic sub-committees include the following:
- a. They fix the time for meetings of union members or their representatives. These meetings are usually held during off time, but if necessary they may be held during office hours with management's agreement. At these meetings, reports are made on management's production record and on the accomplishments of the basic committees; members give their suggestions and criticisms.
 - b. Sub-committees collect and study the opinions and demands of managements and employees.
 - c. Following instructions of the superior labor union and the decisions and suggestions of the general assembly, the sub-committees study management's production plans and formulate a monthly program for their section. At the end of the month a study is made to determine how well the program was fulfilled.
 - d. The sub-committees for various lines of activities formulate and announce a working program based on the resolutions of the basic committees. The chairmen of the various machine room or section sub-committees formulate working plans for their sections. These plans are passed by the machine-room sub-committees and announced in the plenary session or in the joint meeting of small committees where they are discussed and improved and measures are taken to insure their successful execution. At the joint session of small committees, each chairman submits the program of activities for ratification.
 - e. Members of basic committees, the machine room sub-committees, and the committees for various lines of activities meet with machine room operatives to study exchange opinions and experiences with a view towards improving quality and quantity of work.
 - f. Sub-committees make a monthly summary of activities to the superior labor union committee, and before an election submit a general report covering their whole term of service.

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