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Let us continue to develop workers' democracy in factories. By Tivadar Nemeslaki, First Secretary of the County Komárom Party Committee.

In an analysis of the work done in recent years, the 7th Congress of the H.S.W.P. were fully justified in claiming that ~~as a~~ result of the Party's efficient economic policy and the devoted work of the masses socialist construction was progressing satisfactorily in this country. The resolution of the Congress pointed out: 'Relying on our achievements and the devoted efforts of the working masses, we are now in a position to set new and higher targets.' The sum total of the 'new and higher targets' is the necessity of concluding the phase of laying the foundations of socialist society in the next few years and of speeding up the building of such a society. This is a cause of the whole people.

It is the concern of all decent workers whether all our resources are fully exploited, or not. Workers have a say in the matters concerning their factory, and the communists and the management cannot do without the workers' initiative and criticism. Neither the party cell, nor the management, of a factory can equal the wisdom of the whole community. It has happened again and again that the managements of certain factories asked for new machines and labour for raising production, because 'they had exhausted all reserves'. The workers however suggested ways and means for overcoming the difficulties, once they were told about them.

Unfortunately such an atmosphere does not yet prevail in all factories. In recent years the Esztergom Instrument Works have begun manufacturing a number of new products which is the time when it is imperative to adopt useful suggestions from the workers. However, workers' suggestions were shelved and nothing was done to have them evaluated. So one can only heartily agree with a recent factory meeting of elite workers and innovators who severely criticised this practice of the management.

In the socialist system means of production are social property. However, in the consciousness of the workers this fact will become a real force only if they know the problems of their factory, if the management listens to their advice and introduces their suggestions. Factory democracy, i.e. keeping workers informed, listening to their advice and taking their suggestions into consideration when making decisions, is an indispensable part of socialist building. Where such democracy prevails workers feel responsible not only for the job they are doing themselves but also for the whole activity of the factory community.

Some managers however say that they are personally responsible for the work of the whole factory and ask whether such broad democracy does not infringe on one-man leadership? The answer is no. In fact, it makes such leadership more effective as the measures taken by the responsible leader reflect the views of the whole factory community. It is particularly useful to ask the workers' opinion before tackling some major task, or at times of difficulties, or before taking measures that have an immediate effect on the workers. For instance, the very few skilled workers of the ESZTERGOM Machine Tool Factory want to quit because the management refuses to listen to their views and does not protect their interests sufficiently. The Municipal Party Committee had eventually to tackle the problem. The other extreme - which is just as harmful to factory democracy - was the 'generous measure' of the management of the OROSZLÁNY Mine No. XIX whereby a few days extra holiday was added to the holidays early in April which was a gesture to a part of the workers but was naturally followed by bottlenecks and loss in wages, harmful to the whole factory community.



Production conferences are an important forum of workers' democracy where their active participation in and responsibility for the work of the whole factory community can be expressed. At such conferences they are told of what has been achieved in the previous quarter and the next tasks are discussed. These conferences have been recently found to come up to expectations to an ever growing extent.

It is good that the forms work-competition should take are more and more often decided at production conferences where workers can criticise shortcomings in the organisation of production. It is wrong however that in many factories the conferences are not properly prepared, and often no action follows on the suggestions made. Managers of certain factories do not prepare carefully their speeches, fail to draw in them the conclusions of the previous period and rather deliver dry lectures full of statistics.

Such mistakes are usually due to an underrating of the production conferences. Party cells and trade union committees must fight against this wrong attitude and must achieve that useful suggestions made by workers are followed by measures taken accordingly by the management. The regular evaluation of work-competition results should be entrusted to such conferences where decisions should be made on awarding outstanding work brigades and individual workers.

Although production conferences are of great importance, they are certainly not the only form of factory democracy. Workers may freely express their opinion at workers' meetings, party meetings, trade union conferences, meetings of mass organisations and elsewhere. Workers however wish to take part in the actual management of the factory and this aim is to be realized by the factory councils whose establishment has meant another opportunity offered by the Party and the Government with a view to developing factory democracy.

Factory councils, as bodies representing all workers of a factory, take part in the management and control of production. They have proved to be of use and through them the workers' conviction, that they are the masters of the factory and are responsible for its work, has been strengthened.

The Party's work of economic organisation would be impossible without ensuring and developing factory democracy. There is however still much to be done, because one still finds lack of understanding and even retrograde forces. Communists must explain that conceit, underrating the productive force of the masses and high-handed action are opposed to the socialist methods of management. The proletarian power will not tolerate that certain leaders persecute people who criticise them for their mistakes in the factory or in private life.