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Except where indicated otherwise in the table of contents the following is a complete translation of the monthly theoretical and political journal of the Vietnam Communist Party published in Hanoi.

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LEARN FROM PRESIDENT HO'S ETHICS, IMPROVE REVOLUTIONARY QUALITIES

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[Editorial in Hanoi TAP CHI CONG SAN [COMMUNIST REVIEW] in Vietnamese No 5, May 81 pp 1-6--previously published in FBIS Asia and Pacific DAILY REPORT, Vol IV, No 098, 21 May 81, pp K4-K8]

[Text] It is very important to improve the revolutionary qualities of our corps of cadres and party members.

When still alive, President Ho showed great concern over this problem. His active life was an unparalleled brilliant example of revolutionary ethics. He constantly paid attention to teaching revolutionary ethics to cadres and party members. Before departing from us forever, he left us the following solicitous advice in his testament: Our party is a ruling one. All of our cadres and party members must be truly imbued with revolutionary ethics; must be industrious, thrifty, incorruptible and upright; must preserve the absolute purity of our party; and must be worthy of being the leaders and the truly loyal servants of the people. ("Selection of Ho Chi Minh's Works," Su That Publishing House, Hanoi, 1980)

Indoctrinated by President Ho and our party and going through many years of training and ordeals in the storm of revolution, the majority of our cadres and party members have proved to be steadfast and unflinching before the new trials in the new stage of the revolution. They are proud of the nation's traditions of undauntedness and unsubmitiveness, are confident of the country's bright future, unanimously comply with the party's socialist revolutionary, national defense and international lines and have constantly manifested, through practical acts, their loyalty to these lines. They have upheld revolutionary heroism, continued to endure hardships and sacrifices in the struggle for the common cause, scrupulously implemented party policies and state laws, set many good typical models in production, work, combat and other spheres of social life.

In the face of difficulties in production, work and life, the majority of our cadres and party members have constantly upheld fine communist qualities. They are hardworking, lead simple lives, concentrate on strengthening their solidarity and unity of minds, observe all principles and discipline, make great efforts in their study and self-training and stand ready to fulfill all difficult tasks assigned by the party. This is the actual truth about the qualities of the majority of our cadres and party members.

However, besides these basic strong points, our corps of cadres and party members has displayed many weaknesses, shortcomings and unhealthy phenomena. In the face of the complicated developments of the class struggle in the new situation and of the difficulties in our economy and life, many cadres and party members have become confused, cannot explain this situation, are unaware of all successes and have been negated past achievements. In the face of specific daily problems, many have become pessimistic and doubtful about the realization of the party's line and policies and about the possibilities of overcoming difficulties, shortcomings and negative phenomena. As a result, their revolutionary zeal and militant will have subsided.

Among a number of cadres and party members, there exist many unhealthy phenomena, such as abuse of authority; arbitrariness; lack of discipline, responsibility and faithfulness; flattering superiors; disdain for inferiors; oppression of the masses; corruption; making illegal deals, misappropriation of public property; speculation; displaying authoritative mannerisms; taking bribes; leading a debauched life; disunity and factionalism. These phenomena have seriously impeded the consolidating and perfecting of the party's basic organizations, impaired the party's prestige and reputation, affected the masses' confidence and weakened the party's fighting strength.

Our party is a genuine revolutionary one. It cannot tolerate bad habits and practices by its members. We must resolutely endeavor to overcome these bad phenomena. This situation has many causes. The following are the subjective causes:

It is a big leap forward from the people's democratic national revolution to the socialist revolution. Our cadres and party members are required to further improve their qualities and capabilities. However, ideological preparations, indoctrination on socialist ideology, communist outlook and ideals and the party's viewpoint on the class struggle and the struggle between the two roads in the new stage are still incomplete and lax or even overlooked, in particular with regard to cadres and party members in the south.

The great majority of our cadres and party members are bourgeois who have taken the revolutionary path as patriots. Though trained and indoctrinated in a long-range revolutionary struggle, many of them have failed to overcome the impact of small producers' thoughts, views and practices, such as unsteadiness, selfishness, lack of organization and discipline, absent-mindedness, liberalism, partiality and regionalism. In a complex struggle, they are prone to individualistic calculations. Some are influenced by the bourgeois and neocolonialist thoughts and lifestyle. This is also a reflection of the class struggle and the struggle between the two roads within the society and party.

The management of the economy and state is still marked by many loopholes. The management of cadres and party members and the examination of their work and qualities show many shortcomings. The practice of self-criticism and criticism and the ideological struggle within the party still leave much to be desired. Observance of party discipline is still loose, not serious. Many shortcomings are still prevalent. Many errors and mistakes have not been criticized and corrected.

Our party, which was founded and trained by beloved and esteemed President Ho, is a genuine Marxist-Leninist party. It has a history of extremely valiant and staunch struggle over more than half a century. Our cadres and party members have made worthy contributions to the great successes of our country's revolution. Our party is now facing very difficult tasks. To fulfill the revolutionary tasks in the new phase, we must develop the party's fine traditions, constantly enhance the revolutionary qualities of our cadres and party members and strive to overcome unhealthy phenomena. On the one hand, our cadres and party members must build the behavior of a communist who has an ideal in life and revolutionary zeal, who leads a faithful, clean, simple, modest, disciplined and democratic life, who unites with and loves his comrades and who stands close to the masses. On the other hand, they must severely criticize bad practices, thoughts, manners and acts, make profound analyses and carry out practical and concrete remedial measures, seriously observe party discipline and state laws and severely and justly punish those cadres who have committed wrongdoings, regardless of their echelon.

In the face of the current difficulties in economy and life, our cadres and party members have different views. We must help them gain a correct and scientific view of the country's general situation, successes, achievements, advantages, problems and weaknesses and understand the difficulties and their causes. The most correct attitude for our cadres and party members in the present situation is to bravely cope with difficulties, contribute their efforts together with others to overcoming these difficulties, not to become pessimistic or stagnant, not to lose their revolutionary zeal and fighting will and not to remain indifferent like outsiders. On the one hand, they must concentrate on enhancing their ideas, improve their qualities and distinguish right from wrong.

On the other hand, it is necessary to enforce the party's stern and just discipline. We must execute disciplinary measures against those cadres and party members who have committed unpardonable mistakes, instead of defending, protecting or forgiving them.

In the observance of party discipline we must strive to overcome the erroneous tendency of giving little regard to those high-ranking and powerful cadres and refraining from taking disciplinary measures against them or disciplining them for forms sake, even though their mistakes are obvious and serious.

To enforce discipline is not only to censure, warn or dismiss a person from office, but also to fire or lay him off or to bring him before a court for trial and force him to pay damages. In this way, we can ensure strict and just enforcement of party discipline and state laws and prevent errors and shortcomings.

Our party committee echelons must coordinate with specialized state organs in fixing the time for the definitive settlement of an affairs or case without delay. The settlement of certain affairs or cases must be announced when necessary to educate the cadres, party members and masses so that they will be aware of the party's severe attitude in the struggle against unhealthy phenomena related to revolutionary qualities. We must closely coordinate the examination of party members' qualities in the current indoctrination drive with the issuance of party membership cards, with a determination to expel degraded and deviant elements and unqualified members from the party and to scrupulously implement the regulations specified in the party Central Committee Secretariat's directive on the issuance and recovery of membership cards.

One of the perfidious schemes of the Beijing expansionists and big-nation hegemonists is to seek ways to undermine our party internally. They take advantage of everything, even our correct deeds, to distort facts, stir up public opinion, sow division within our party and undermine our cadres' and party members' confidence. Our party committee echelons and basic party organizations must heighten vigilance, promptly smash the enemy's psychological warfare allegations and divisive activities, and purge at any cost the bad and opposing elements from the corps of cadres and party members.

Along with ideological indoctrination and the settlement of cases that can be settled, all sectors and echelons must pay attention to promptly settling the cadres' and party members' problems in their actual work, must concentrate on settling the difficulties in their lives and must properly carry out measures against negative phenomena in society.

Another important requirement for all echelons and sectors is to seek to understand, through the current indoctrination drive, the causes of these unhealthy phenomena and to promptly intensify measures to manage the economy, state and party members and closely inspect the work and qualities of cadres and party members.

We must strive to avoid a situation where everyone sees the problems, is dissatisfied with letting things drift, but eludes the problem and refuses to help solve it for fear of difficulties and confrontation. To guide our cadres and party members in self-training and in the struggle at present as in the future, the party committee echelons must permanently concentrate on ideological and political indoctrination.

On the one hand, it is necessary to indoctrinate cadres and party members on ethics, virtues, communist theory, communist outlook, the tradition of heroic struggle of our party and nation and the brilliant examples set by our party members and fallen heroes and heroines. On the other hand, it is necessary to indoctrinate them on the revolutionary line and tasks, the party's directives and resolutions, including the resolution concerning the 1981 state plan, distribution and circulation, maintenance of public security and organizational and ideological work. Meanwhile, it is necessary to improve their knowledge regarding every task, closely coordinate ideological and political indoctrination with the practice of self-criticism and criticism, promptly cite correct thoughts and acts and good persons and good deeds and criticize and prevent erroneous practices.

The party's basic organizations must carry out self-criticism and criticism on a permanent basis, once every 6 months as specified in the party Central Committee's directive. They must coordinate the practice of self-criticism and criticism within the party with expanding the masses' criticism of cadres and party members. Through self-criticism of cadres and party members. Through self-criticism and criticism, they must find the causes of unhealthy phenomena and intensify the measures of indoctrination, organization and management.

Our party is a revolutionary fighter party. It is a permanent task of our party to indoctrinate cadres and party members and help improve their revolutionary qualities in the struggle against unhealthy phenomena. To fulfill the revolutionary tasks and defeat the enemy, we must enhance revolutionary ethics. President Ho taught: Revolutionary ethics imply that, under any circumstances, we must resolutely struggle against all enemies and stand constantly vigilant and ready to fight, with the determination neither to yield nor bow our heads. In this way, we can triumph over the enemy and fulfill the revolutionary tasks. (Ho Chi Minh: "Enhance Revolutionary Ethics, Sweep Away Individualism," Su That Publishing House, Hanoi, 1979.)

Our party is now facing difficult tasks in socialist construction and national defense. It is extremely imperative to resolutely indoctrinate cadres and party members in improving their revolutionary qualities. All party committee echelons, party organizations, cadres and party members must strive to satisfactorily conduct the current indoctrination drive as a moving force to vigorously advance all tasks, strengthen all organizations and positively contribute to making preparations for the holding of the fifth party congress.

CSO: 4209/357

WE, THE OPTIMISTS

Hanoi TAP CHI CONG SAN [COMMUNIST REVIEW] in Vietnamese No 5, May 81 pp 7-30 & 38

[Article by the Editorial Staff of KONGUNIST, the theoretical and political organ of the CPSU, dealing with the 26th CPSU Congress; written for TAP CHI CONG SAN at it's request]

[Summary] The article points out that the 26th Congress of Lenin's party has written a brilliant new chapter in the theory of scientific communism and in the history of the creative building of the socialist and communist society, and that the congress has eloquently demonstrated the character of the communist ideological and political system and convincingly proven that all the ideals and interests of the working class are realizable.

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THE 'COMPLETE CONTRACT' WITHIN THE BUILDING SECTOR

Hanoi TAP CHI CONG SAN [COMMUNIST REVIEW] in Vietnamese No 5, May 81 pp 31-38

[Article by Dong Sy Nguyen]

[Text] The industrial and civilian building sector was one of the first sectors to implement the payment of piecework wages under many different forms: the direct and unlimited payment of piecework wages; the payment of piecework wages for intermediary products; contract wages, the payment of progressive piecework wages; and the payment of piecework wages with appended bonuses. However, none of these five forms of piecework wages is truly consistent with the characteristics of production and building products, which are characterized by long production cycles, products containing many different types of materials and products built by many different trades. For this reason, it is very difficult to use final product contracts for each person, each production section and unit. In past years, the payment of piecework wages has been instituted for more than 50 percent of the total number of units within the building sector; however, these wages were still time wages in nature and heavily characterized by subsidies.

In 1979, in order to eliminate administrative management characterized by bureaucracy and subsidies, the building sector implemented a new form of contract, called the "complete contract." With this form of contract, the units within the building sector have achieved marked results: they have reduced construction time, improved project quality, practiced economy, reduced construction and assembly costs and increased the income of workers; developed the spirit of initiative and self-assumed responsibility of the building enterprise, unit and section in construction and satisfied the three interests, that is, the interests of the state, the interests of the basic unit and the interests of the individual worker; and provided incentive for workers to produce with enthusiasm.

At Building Corporation Number 5, as a result of implementing "complete contracts," 12 items of the Bim Son Cement Plant project were completed 2 to 5 days ahead of schedule, average labor productivity per worker rose from 25 to 27 percent and the income of the average construction and assembly worker increased by 15 to 20 percent.

At the Hoa Sen Satellite Signal Ground Station, the use of "complete contracts" had the effect of stimulating the creativity of workers, helping them to meet complex

technical requirements in the installation of the cage pipe and the antenna mirror system and in raising the mirror to a position of 125 meters above the ground while reducing construction time from 2 months to 26 days.

Mechanized Enterprise Number 76 has used "complete contracts" in the installation of concrete pillars at the HoangThach Cement Plant project, thereby raising its productivity from 1.5 pillars per shift to 4.5 pillars per shift, achieving an average wage per day of 3.6 dong and reducing construction time to 74 days compared to the 77 days stated in the contract.

At the A2 Housing Project in Trung Tu Ward in Hanoi, 195 square meters of housing were to be constructed in 90 days under a "complete contract"; however, the work was completed in 88 days, construction and assembly costs were reduced by 3.12 percent and the income of workers rose by an average 30 percent.

On the basis of the initial results in the use of "complete contracts," the following experiences can be gained:

I. The Scientific Nature of "Complete Contracts"

The "complete contract" first of all manifests an organic relationship and a high spirit of responsibility between the unit that accepts the contract and the unit that assigns the contract and is a shift from the payment of subsidy-style wages to the payment of piecework wages. This is an extremely important development. Because, the "complete contract" establishes balance and coordination between the worker and his tools through a contract relationship between the party assigning the contract and the party accepting the contract with a view toward completing a project, a project item and so forth, not merely completing one job or a particular volume of work.

The material bases for the use of a "complete contract" are the thorough preparation of equipment, supplies and so forth by the party assigning the contract as well as the efficient organization, management and utilization of labor, equipment, supplies and so forth by the party accepting the contract. The practical economic benefits of a "complete contract" are higher labor productivity, reduced construction time, higher project quality and lower construction and assembly costs. These are the only bases for raising the income of the laborer, developing the spirit of initiative, creativity and self-assumed responsibility of the building unit from the time construction starts until the entire project or project item is completed and smoothly coordinating the three interests: the interests of the individual laborer, the collective and society.

Within the building sector, the process that begins with the start of construction of each project or project item and ends with the completion of each project or project item is a process of continuous activity. In this process, there are many different production lines that operate in a close relationship to one another. The quantity, quality and time of work of one production line directly affects the quantity, quality and time of work of another. The previous method of contracting (contracting for each specific job or a specific volume of work) separated the

producers within the same production line or separated one production line from another on the same project or project item. As a result, workers were only familiar with the work assigned to them under their contract but no one knew the overall quality of the entire project, project item and so forth. The "complete contract" is designed to link the various production lines together and create a close relationship among the various units, sections and individual workers so that they truly concern themselves with the final product (the completion of a project or a project item).

The "complete contract" has the effect of limiting such negative practices as the followings: the volume of work completed by units and sections as stated in their statistical reports for payment (combined) was generally higher than the volume of work projected for the project; the quality of the work performed by each unit and section was generally considered good but the quality of the entire project or the entire project item contained many technical and aesthetic weaknesses; the supply and labor costs of each unit and section generally did not exceed ceilings but when these costs for the entire project were combined, they did exceed construction estimates (because additional supplies and workers were needed to repair, finish or join the work completed by each of the sections and units). These problems reoccurred for many years because corporations and enterprises did not have the personnel needed to conduct inspections and control work and, more importantly, because the individuals and units accepting contracts were not bound or linked to their work so that they were concerned with the final result, namely, the completed product.

The "complete contract" corrects the weaknesses mentioned above and truly encourages start-to-finish construction, the quick putting of projects into production, the highly productive use of projects, high quality and reduced production costs. This form of contract marks a step forward in the organization of labor and the payment of wages based on labor within the units of the building sector, thereby encouraging everyone to work in an enthusiastic and creative manner in productive labor.

II. The "Complete Contract" Models

The "complete contract" has been rapidly accepted by corporations and enterprises and is becoming a revolutionary movement of the masses because it taps the spirit of independence of the units that accept contracts and the spirit of collective ownership of the mass of workers as regards the products they complete, which is also called the "agreed completed product" (the agreed completed product can be a project or a project item, a single unit, a part or a large volume of the structure of a product constructed in a manner consistent with the construction and management capabilities of the unit accepting the complete contract).

The industrial and civilian building sector of our country is gradually developing on an increasingly large scale, its projects are more diverse and complex and the technical requirements, aesthetic requirements and coordinated nature of these projects are becoming increasingly high. To date, the products of the industrial and civilian building sector, although they involve many different types of

architecture, employ three main types of structures: 1) Primarily concrete structures coordinated with brick and metal structures; 2) primarily steel structures coordinated with concrete, brick and stone structures; 3) brick structures, which are the traditional structures of our people (primarily used in the construction of housing and civilian projects). In addition to the primary structures mentioned above, wood structures are also used and, in some provinces, such as Thuan Hai, Phu Khanh, Nghia Binh, Ha Nam Ninh and Ha Son Binh, the use of traditional structures in housing construction, such as rough hewn stone, split stone and bee-hive stone, is being strongly restored and developed.

The various corporations and enterprises have organized their production and selected appropriate models of "complete contracts" on the basis of the characteristics of the structures mentioned above. There are three "complete contract" models:

1. The "complete contract" for each unit of work, project item or project. To begin with, it is necessary to insure that the project or project item constructed under a "complete contract" does not exceed the capabilities of the unit and enterprise accepting the contract in terms of their tools, equipment, supplies and level of organization and management. "Complete contracts" should not be assigned in a haphazard manner lacking the calculation of the material conditions and ability to implement contracts of the units that accept them. If the project item assigned to a unit or enterprise under a "complete contract" is beyond the ability of the unit or enterprise to complete, waste will result and construction will be slow. It is necessary to differentiate between a "complete contract" for a project item and a "complete contract" for a project. A "complete contract" for a project item links many units together in a production line in order to complete one project item. However, a "complete contract" for a project links several project item production lines together for the purpose of completing one project. Depending upon the scale of a project, "complete contracts" are used for each project or each project item; the unit accepting the contract can be a unit or enterprise that practices internal cost accounting within a corporation or a federated building enterprise.

A "complete contract" for each project, for each project item is the basic form of contract and, at the same time, is an important measure in achieving start-to-finish construction and developing the spirit of collective ownership of the units accepting contracts as highly as possible. Therefore, at all times and places where the necessary conditions exist, "complete contracts" should be urgently implemented; at other places, steps should be taken to create the conditions needed to utilize "complete contracts." We must avoid being conservative, hesitating, waiting and relying upon others; at the same time, we must avoid being impetuous, avoid being perfunctory.

2. The combined "complete contract" for each type production line.

It is first of all necessary to organize production lines in an efficient manner and to routinely readjust and strengthen them in a manner consistent with the realities of production on each project; at the same time, construction and assembly work must be carried out in exact accordance with the plan, the rate of construction and the technical design and blueprints of the project.

In the combined "complete contract" for individual production lines, it is possible to use "final product" contracts for each unit, such as the steel reinforcing rod plant, the concrete forms unit, the fresh concrete unit and the machine repair unit. However, regardless of which method of contracting is employed, contracts must be assigned on the basis of breaking the production line down into individual units and on the basis of establishing precise economic and technical quotas.

In the combined "complete contract" for individual production lines, the dividing of production lines in order to assign a "complete contract" to each is a basic requirement, is a principle in organizing production, distributing labor, employing skills well and making good use of equipment. Due to the special characteristics of construction and assembly work, the stability of production lines is only relative, consequently, it is necessary to conduct inspections and to promptly rearrange production lines so that they are efficient. Production lines should not be too long nor should they be too simple, interrupted, fragmented, overlapping or lack a clear assignment of responsibilities, as this creates waste and impedes work. The combined "complete contract" for individual production lines must be incorporated in the plan in order to support the maintenance of the construction rate on each project item or project. For this reason, the person who assigns the contract must be the contractor for the project item or project. The primary function of the person who assigns contracts is to assign "complete contracts" by production line and to link these production lines together in accordance with the "construction design" in the construction rate plan.

3. Contracts on the quantity and quality of each type of job based on quotas and unit prices for individuals, sections and units: in this method of contracting, the enterprise director assigns a contract to the unit chief or the unit chief assigns a contract to the section chief or individual. Suited to this form of contract are various small jobs requiring manual labor, such as digging foundations, digging ditches, laying foundations, cleaning up construction sites, performing industrial sanitation, etc. The sections and units that accept this form of contract are highly specialized by trade. However, because such contracts are assigned for individual jobs and because the construction cycle of each type job is usually short, each person, section and unit usually must accept contracts for two or three consecutive jobs at the same time in order to keep them working continuously.

Depending upon the specific conditions, costs are contracted in one of the following two ways for all three of the models of "complete contracts" described above:

a) Total cost contracts, which consist of wages, supplies, tools, construction vehicles and machines and the auxiliary construction costs of units or enterprises that practice internal cost accounting (that is, the estimated construction costs of the unit or enterprise accepting the contract).

b) Contracting wage fund costs coordinated with bonuses.

Of the two methods of cost contracts mentioned above, the "complete contract" for total costs has a more positive impact than does the wage fund cost contract; as a result, units must take the initiative and create the conditions for using total cost "complete contracts."

This "complete contract" method permits the smooth coordination of the three interests (the state, the collective and the individual worker).

III. The Basic Conditions Needed To Implement "Complete Contracts"

To insure that the "complete contract" truly plays a role, it is necessary, within each construction and assembly unit, to make well coordinated preparations in three areas: thinking, material conditions and the management skills of the unit and enterprise accepting the "complete contract." Efforts must first be concentrated on resolving the following basic problems:

1. All projects that are constructed must be planned for construction and assembly in three areas: the materials supplied by the state; the materials provided by the enterprise itself; and subsidiary products.

On the basis of the plan, on the basis of the structure of each project and the organization of construction within each unit, a suitable form of "complete contract" is selected. On this basis, the planning of the assignment of contracts to units or enterprises that practice internal cost accounting is carried out in accordance with the various forms of "complete contracts."

2. It is necessary to scrupulously implement the order of priority in capital construction work, which consists of drawing construction blueprints and examining designs, wages and estimates of the "complete contract" before beginning construction. The unit accepting the contract must understand and fully grasp the design of the project, promptly discover inefficient aspects of the design and gain a firm grasp of the technical requirements of the work involved and the quantity of work under the contract in order to truly operate in an independent manner in construction.

--The estimate of the volume of work assigned under the contract must be established on the basis of construction blueprints; agreement must be reached between the party assigning the contract and the party accepting it and this agreement must take the form of an economic contract. The estimated value of construction and assembly work must be enough to cover all construction costs, including third shift subsidies, between shift meal subsidies, bonuses for high quality work, bonuses for reducing construction and assembly time, unexpected costs and all other capital construction costs related to the construction and assembly of the project.

--It is necessary to establish the overall rate of construction and assembly of the project on the basis of negotiations between the party granting the contract and the party accepting the contract (the agreement reached by them must be consistent with the decision made by the authorized upper level). The party accepting the contract absolutely must draw up "construction organization designs" and "construction

estimates" for the projects recorded in the list of construction projects for the planning year.

3. The party accepting the contract as well as the party assigning the contract must fully prepare the technical means and materials needed to support the project; the general corporation and corporation must fully prepare for continuous construction during a quarter, the enterprise must fully prepare for continuous construction during a month, the unit must fully prepare for continuous construction during a 10 day period and a section must fully prepare for continuous construction for a 3 day period. Only in this way can the units that accept contracts take the initiative in dealing with unexpected developments and maintain continuous construction.

4. There must be reasonable labor productivity quotas and correct unit prices.

The establishment of labor quotas, work grades, basic wages for each work grade and subsidies and bonuses is of decisive significance in the payment of piecework wages within the building sector and the correct coordination of the three interests. As a result, within each unit, it is necessary to re-examine the quotas and the wages paid for each product unit in order to suggest ways to make them more suitable. At the same time, full importance must be attached to implementing such existing bonuses as the bonus for economizing on the wage fund, the bonus for economizing on supplies, the bonus for high quality work, the bonus for reducing construction time, the bonus for improving and rationalizing production and so forth in order to increase the legitimate income of manual workers and civil servants. Only in this way is it possible to encourage the movement to make innovations, make improvements and rationalize production in order to raise labor productivity.

As regards enterprise and construction site cadres who directly manage and support production work in shifts, such as the enterprise director, unit chiefs, supervisors, technical cadres, duty watch cadres, dispatchers at the construction site or in the shops and enterprises and so forth, all must be paid piecework wages by deducting a certain percentage from the wages earned by workers under the "complete contract."

5. It is necessary to reorganize production, efficiently distribute labor and utilize vehicles, machinery and work tools in a manner consistent with each job and necessary to apply scientific and technological advances in the construction of "complete contract" projects.

Within each unit, it is necessary to establish a clear division of labor and cooperation of labor on the production line. It is necessary to stipulate which structures must be constructed in production line fashion within factories or yards, must be prefabricated in a well coordinated manner before being taken to the project.

As regards construction units, if "complete contracts" are accepted for project items or projects, units consisting of many different trades must be organized. As a result, very much attention must be given to establishing an efficient distribution of trades within the unit; at the same time, importance must be attached

to training workers within the unit so that they are highly specialized in one trade and can perform a number of jobs in other related trades, such as masons who know how to build frames and insert steel reinforcing rods, bricklayers who know how to build door frames, etc.

If contracts are assigned to units for a specific volume of work or to units in combined production lines, these units must be organized in a highly specialized manner: carpentry units, iron working units, bricklaying units and so forth; in this way, there is coordination among highly specialized units in production as well as coordination and cooperation among the constituent production lines in order to create a main production line, the final product of which is the project item or project.

At present, construction units are organized in one of two ways: combined units and specialized units. In keeping with the guideline of upgrading the building sector to a socialist industrial production sector, the development of specialized units is an inevitable requirement and the organizing of specialized labor is a requirement of large-scale socialist production. However, in view of the conditions surrounding construction work in our country at the present and in the years to come, namely, the fact that the majority of construction work is performed at manual labor worksites, especially in the provinces, the fact that projects are generally decentralized and small and the fact that the majority of construction is civilian construction, we must coordinate both combined units and specialized units. The specialized unit is the primary form of organization in the building units that are directly subordinate to the ministry, the provinces and the municipalities; the combined unit is the primary form of organization at scattered, small projects and on the district level. In conjunction with reorganizing production and establishing a new division of labor within a corporation, within an enterprise and within each unit, it is necessary, on the basis of the nature of work, the structure of the production units and sections and the properties of each type tool and piece of equipment, to establish an efficient distribution of the various types of tools, vehicles and machines for each type job and establish regulations governing the use of vehicles, machinery and tools. Every unit must have a chart of regulations on the application of scientific and technological advances in the work it is performing under contract. To begin with, it is necessary to organize labor in a scientific manner, organize labor so that it works continuously and necessary to select and upgrade construction tools in order to coordinate modern tools with the use of primarily rudimentary tools with a view toward raising labor productivity and reducing the intensity of labor. Every building unit, be it large or small, must organize its command, management and watch duty operations on the basis of three shifts at the construction site; at the same time, it must organize the weighing, measuring and counting of supplies and the testing and acceptance of work in a scientific, tight and timely fashion. While organizing the material and cultural lives of workers and cadres well, particular attention must be given to main meals and between shift meals in order to create an enthusiasm for working under "complete contracts."

In order to successfully implement the new method of contract work and turn it into a revolutionary movement of the masses, it is first of all necessary to improve and raise the level of management of the cadres of the building sector; within units,

there must be close leadership provided by the various party committee echelons and concern shown by the Trade Union organization and the Youth Union organization. Once the "complete contract" has become an intense, continuous and wholesome workstyle, the right of collective ownership of the worker has been upheld and the "three interests" are being smoothly coordinated, we will surely record many fine achievements in construction work.

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THE PAYMENT OF FINAL PRODUCT PIECEWORK WAGES BY AN ENTERPRISE

Hanoi TAP CHI CONG SAN [COMMUNIST REVIEW] in Vietnamese No 5, May 81 pp 39-43

[Article by Tran Anh Vinh]

[Text] Wages are an economic category that reflect the distribution aspect of social production relations. Wages only become an economic lever when they not only compensate for the expended labor of each person in production, but are also closely linked to the results of production of the enterprise. One major drawback of the method of paying wages employed by us until now has been the failure to truly and closely link wages to the final results of labor, as expressed in the quantity of products produced by the enterprise.

Of the various forms of contracts, contracts based on the final product of the enterprise are the most progressive form because they have the final product of the enterprise as their objective. This type of contract demands that each part of the production line be planned, that the organization of production be smooth and continuously balanced in order to achieve the established objective. As a result, it has the impact of directly linking the interests and responsibility of each person and the entire collective of laborers to the final product of the enterprise. It has become a strong force encouraging everyone to enthusiastically work and produce in accordance with the organization and division of labor established by the collective.

The payment of final product contract wages in the coal industry is an extremely important measure in establishing close cooperation among the various components, such as drilling and blasting, shovel operations, transportation, sorting and grading in the production of coal. These elements of production are closely related to one another; a problem in any one of them affects the entire production process. At the same time, as regards the coal sector, the payment of final product contract wages makes it possible to avoid the problem of having completely used the wage fund by the end of the quarter or the end of the year, as a result of which many workers in each production section who perform good work earn a high income out the final product, that

is, the number of tons of coal delivered to wharves and the number of cubic meters of overburden removed at the stipulated spots fail to meet plan norms, consequently, the production level of the enterprise is not raised nor is the standard of living of all the cadres, manual workers and civil servants within the enterprise.

Recently, the Deo Nai Coal Mine conducted a pilot project in the payment of final product contract wages. The Deo Nai Coal Mine shifted from the formulation of wage fund plans based on the number of laborers and the average wage to the formulation of wage fund plans based on wage cost ceilings per unit of product, that is, the wage fund is now established on the basis of a wage ceiling for every 1,000 dong in total output value. The allocation of the wage fund is based on the percentage of the production plan that is completed: if 100 percent of the production plan is completed, the enterprise is allocated 100 percent of its planned wage fund. If it exceeds its production plan quotas, it receives an additional 1.3 percent of its wage fund for every 1 percent by which it exceeds its production plan. If the enterprise falls 1 percent short of its production plan, its wage fund is reduced by 0.5 percent. By this new method, the size of the wage fund primarily depends upon the size of the enterprise's total output value. This encourages the enterprise to formulate the highest possible production plan that it can achieve. The above mentioned method of formulating the wage fund also helps the enterprise to flexibly arrange wages and labor within the enterprise in a manner consistent with the requirements of the production task. After the plan has been in effect for awhile, the level of production might be higher or lower than initially projected; if the level of production is higher than initially projected under the plan, the enterprise has the permission to file a supplementary report; if the plan is not being implemented as initially projected, the state will reduce the enterprise's wage fund in order to heighten its responsibility and the enterprise can take the initiative in arranging its wages and labor force without being restricted as it was by the old method of computing wages. This change in the way that the wage fund is computed also encourages the enterprise to implement a progressive system of wages so that each laborer within the enterprise concerns himself with raising his labor productivity, with the overall results of production of the entire enterprise.

The Deo Nai Coal Mine used to pay contract wages based on the separate stages of coal production, for example, wages for drilling were based on the number of holes drilled, wages for shoveling were based on the number of cubic meters shoveled and wages for transportation were based on the number of trips made. This method of payment led to the following situation: when heavy rains filled in drill holes and they had to be redrilled, the persons who drilled them originally and were paid for this work would be paid again; shovel operators had no idea of how much overburden was being transported; and transporters were not concerned with whether their trucks were full or less than full. Under this method of contracting, each person only knew his own job and it was possible for the wage fund to be fully utilized without every achieving a final product, namely tons of coal delivered to wharves. In addition to the form of contract wages mentioned above, the Deo Nai Mine also once paid time wages and, on a number of jobs, paid both piecework wages and time wages. Some persons agreed to work for piecework wages whenever they saw an easy job but, when a difficult job came along they would give all sorts of reasons why they had to work under time wages. Thus, wages did not directly link the responsibility and interests of each

person to the final product, consequently, many persons only gave their attention to output, performed slipshod, sloppy work and gave little attention to product quality; on the other hand, quality control work and product acceptance were very complex and difficult to perform thoroughly for jobs performed under contracts.

In order to initiate the payment of contract wages based on the final product, the mine performed the following jobs: it re-examined its production capacity, reinvestigated its natural resources and appropriately rearranged its mining operations. It efficiently distributed and began making efficient use of equipment and boldly abandoned a number of vehicles and machines in need of major repair work in order to use the additional gasoline and oil to operate vehicles and machines of greater productivity. It classified its labor force on the basis of three elements: work attitude, health and work skills in order to efficiently rearrange its labor; of its total labor force of 4,500 persons, 301 persons were removed from the main production line, 51 persons were fired for serious disciplinary infractions, 45 persons were retired, 65 persons were sent for medical treatment and 140 persons were transferred to sorting coal and construction work. Emergency repair mechanics were transferred back to the worksite in order to promptly repair equipment and machinery at the production site; at the same time, short-term training classes in the new method of management were promptly organized. The control of production, management and cost accounting have been strengthened and numerous regulations have been established, such as labor management regulations and wage, bonus and cost accounting regulations, thereby helping the mine to assess the true nature of changes that occur and promptly rectify shortcomings.

The assignment of wage fund plans based on the volume of products at the Deo Nai Mine was carried out simultaneously in all elements of the production line beginning in October 1980 and achieved the following results:

- a) The spirit of responsibility and sense of ownership of cadres, manual workers and civil servants have been raised, thereby creating a new atmosphere in work and production. Labor discipline has been strengthened; the actual number of days worked by workers has increased markedly, especially the number of productive hours per day; and the practice of taking time off from work for no reason has markedly declined. Management cadres perform much more work and the various offices and sections maintain close contact with the various production shops in order to promptly support production and combat the problem of causing inconveniences.
- b) The returns from the production have begun to be raised; during the 4th quarter of 1980, the mine still has 41 percent of its total output plan for the entire year to complete but, as a result of its new method of operating, the mine completed its assigned norms for the entire year.

In production, total output value increased by 6 percent, primary product output increased by 5.5 percent, the number of tons of coal delivered to the Cua Ong wharf increased by 3.5 percent and labor productivity per worker rose by 8 percent.

The efficiency of the use of machinery and equipment increased significantly: the number of drilled meters actually used rose from 50-60 percent to 75-80 percent, thus reducing the number of meters of defective drill holes.

As regards wages, in the 4th quarter of 1980, the wage fund of the mine increased 13.6 percent and the average wage per worker rose by 11.5 percent compared to the projected level and by 50 percent compared to the previous average wage.

Production costs per 1 ton of coal fell by 4.5 percent compared to the plan.

During the 4th quarter of 1980, the mine earned a profit of 1.5 million dong compared to a loss of 3.5 million dong during the 4th quarter of 1979.

The coal sector presently has three corporations that are mining coal. Each corporation consists of many different strip mines and underground mines as well as different enterprises with many specialized units for each job, such as drilling, blasting, shoveling overburden or coal, providing transportation, sorting coal and marketing coal; there are also many machine works and construction and assembly enterprises. These units are closely interrelated. One job or unit that is not performed or does not operate in a normal fashion poses an obstacle to many other jobs and many other units.

The Deo Nai Coal Mine is a part of the coal production line of the Hon Gai Coal Corporation; therefore, the final product of the mine is an intermediary product of the corporation. That which society requires is the final product of the coal corporation: graded, commercial coal that has been delivered to the Cua Ong storage yard or the Hon Gai storage yard and can be immediately marketed. As a result, it is necessary to pay final product contract wages to the entire Hong Gai Corporation and to eventually pay such wages to the entire coal sector (including all of the other corporations). This is a matter of reorganizing the production line with a view toward closely linking the enterprises that make preparations for production, such as those that perform routine capital construction work and road construction, the vehicle and machine repair facilities, the supply components and the other units that support the coal mining enterprises together and closely link the mining enterprises with the processing, sorting and marketing enterprises so that a common effort can be made to achieve the common goal of producing tons of commercial coal.

The payment of final product contract wages by the coal sector requires that several primary problems be resolved:

1. It is necessary to establish a general wage per product unit based on advanced general labor quotas and a detailed definition of the various work grades. These general labor quotas must reflect all living labor costs that affect the labor productivity of the entire coal corporation, that is, reflect all labor costs of all primary and secondary production workers, management and support cadres and personnel and so forth in all units of the corporation. To accomplish this, it is necessary to establish the production cost or the enterprise wholesale price of each ton of coal. On this basis, it will be possible to establish the wage per ton of coal and establish the wage fund of the corporation. At present, however, we are not accurately calculating the production cost of 1 ton of coal because economic-technical quotas lack a scientific basis, the prices of equipment, raw materials and supplies do not reflect their value, wages per product unit do not provide for the reproduction of energies expended in labor and so forth. As a result, in order to calculate the contract wage per unit of product and the wage fund to be established at the Hon Gai

Coal Corporation, it is necessary to correctly readjust the work grades in a number of primary sectors in order to establish worker wages computed in accordance with present work grades, including a 20 percent annual increase in grade, resolve certain problems with subsidies, change a number of subsidies and increase the bonuses paid from the wage fund.

Thus, wages will increase by 165 percent but will still be low compared to market prices; however, they will have had the effect of stimulating production. With the wage fund contract method based on the wage per unit structure mentioned above, the corporation director will be able to efficiently reorganize labor and remove from the production line laborers who do not fit into the classification presented above; and, the average wage of the laborer on the production line will increase. As a result of reorganizing production, raising labor productivity and raising product output, the wage fund will increase and the average wage will increase again. On the other hand, the majority of the persons displaced from the production line will be transferred to subsidiary production, thereby creating new products, increasing the real income of workers and helping the state to stabilize product prices.

There are some who maintain that it is necessary to re-examine this method of contracting because output and labor productivity can increase but still be lower than the wage cost ceiling. If reasonable prices are established, it will be necessary to re-examine the coefficient of increase in the wage fund in order to readjust it to be consistent with the law that the rate of increase of labor productivity must be higher than the rate of increase of wages; however, if prices are unreasonable, so unreasonable that the sector producing raw materials and supplies incurs losses, the processing sector earns a profit and prices on the market soar but unit prices remain the same as they have for 20 years and wages remain the same, the suggestion presented above is not unrealistic.

2. We must uphold the production and business independence and the autonomy of the enterprise and broaden the enterprise's right to take initiative in its production and business.

The right of the enterprise to take initiative is primarily expressed in the relationship between the enterprise and the upper level in the assigning and implementation of plans: the plan norms assigned by the state are accompanied by the materials needed to implement them; the wage fund is established in a manner commensurate with the production and business plan; the enterprise has financial autonomy in order to establish its various balances, create sources of supplies and raw materials and create sources of capital, such as supplementing its liquid capital with enterprise profits or bank loans. The wage fund is established separately and recorded in the plan of the enterprise that is integrated by the concerned ministry, which reports it to the state and checks its figures with the bank. As regards the coal sector, many enterprises cannot implement the plans that they themselves formulate because of the lack of fuel, supplies and spare parts. If the state permits the coal sector to borrow capital from other countries in order to implement plans formulated by it, the coal sector will be able to accelerate its subsidiary production, such as the production of lime, bricks and tiles, the collection of discarded coal lying in yards for exportation, the full use of substandard coal for

processing or resorting in order to produce "cu" coal and so forth. These subsidiary products can be used to trade for other consumer goods or for grain and food products in order to improve the living conditions of manual workers and civil servants with a view toward replenishing the labor expended by them so that they support the main production plan better at a time when the state is unable to provide them with all that they need.

Another important issue in the broadening of the production and business independence of the enterprise is implementing the commander system; this is an objective requirement of large-scale socialist production. Lenin wrote: "...Every heavy machine industry...demands a tight and absolute unity of will to regulate the common efforts of hundreds, thousands and tens of thousands of persons."(1)

As regards the coal corporation, it is very important to implement the commander system in order to insure balance and close coordination among the various elements in the process of mining, transporting and sorting coal. The director has the right to command and manage every unit in the production line of the corporation to insure the completion of the production task.

When the commander system is implemented, the corporation director has the complete right to use the audited wage fund to pay wages and bonuses to the cadres, manual workers and civil servants of the corporation. Within the scope of the total wage fund, the enterprise director can draw wages, keep wages in the fund or borrow wages from the bank in order to regulate the wage months and quarters during the year in accordance with bank credit regulations for the purpose of stimulating higher labor productivity.

There are several problems that must be directly researched, such as total output value not being a measurement for determining economic returns because it also includes semi-finished products and are dependent upon prices, do not provide incentive for reducing the consumption of materials, do not closely link production and marketing and so forth. We think that wage costs should be computed per thousand dong of net product value (that is, the volume of products or commodities computed at enterprise wholesale prices minus supply costs). On the other hand, when assigning wage fund plans, we should take into consideration the seasonal characteristics of coal production and break down these plans by quarter and month in order to help provide accurate guidance. Only in this way can the implementation of final product contract wages have the maximum effect.

FOOTNOTES

1. V.I. Lenin: "Complete Works," Su That Publishing House, Hanoi, 1971, Volume 27, p 338.

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PRESIDENT HO AND THE QUESTION OF THE WORKER-PEASANT ALLIANCE

Hanoi TAP CHI CONG SAN [COMMUNIST REVIEW] in Vietnamese No 5, May 81 pp 44-50

[Article by Do Tu]

[Summary]. The article stresses that President Ho, fully aware of the true nature of the question of nation and colony and the position of workers and peasants under the yoke of imperialist and colonialist slavery, was quick to determine the decisive role of the worker-peasant alliance in the liberation movements of oppressed nations.

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PRESIDENT HO CHI MINH, A GREAT PROLETARIAN JOURNALIST

Hanoi TAP CHI CONG SAN [COMMUNIST REVIEW] in Vietnamese No 5, May 81 pp 51-57 and 70

[Article by The Tap]

[Summary] Citing concrete documents, many from Ho's early revolutionary years, the article brings out the high militancy and profound mass character of President Ho's journalistic works.

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HEIGHTENING THE MANAGEMENT ROLE OF THE STATE IN EDUCATIONAL WORK

Hanoi TAP CHI CON SAN [COMMUNIST REVIEW] in Vietnamese No 5, May 81 pp 58-62

[Article by Hoang Ngoc Di]

[Text] Our dictatorship of the proletariat state has carried out educational development very rapidly and created a rather well developed system of schools and classes, from child care centers to colleges, the quality of which is becoming increasingly consistent with the nature of the socialist system. This achievement confirms the need to guarantee the strong management role of the state in the field of education.

On the other hand, the shortcomings and weaknesses in educational work are more than a few and we can find reasons for them in the laxity or other weak areas in the management provided by the state, on the central level as well as in each locality.

Under the very difficult circumstances that have existed over the past 35 years, it has not been possible to demand too much of schools because such would go far beyond actual capabilities. It would be even more unreasonable on our part to use the standards of the modern schools in the world to evaluate our schools. However, under the conditions that do exist, the following shortcomings and weaknesses are not insurmountable:

1. In supplementary education, we have failed to insure that key cadres receive a good education; therefore, to this date, we must still endeavor to complete the popularization of level II general school education among cadres in the rural areas of the North; in the mountains, the cultural level of cadres is even lower. In the recruiting of students for colleges, we have failed to truly maintain an appropriate percentage of outstanding youths from within the class of industrial workers who have production and combat experience, consequently, 35 years after the revolution, the corps of new intellectuals, especially those who have a post-graduate education, does not contain many persons from this segment of society.
2. Generally speaking, general school education has been widely developed; however, in some localities, the level of general school education is still very low and, at some places, such as in the highlands of the North, the level of education has ceased to rise. In the South, only 60 percent of teenagers are attending school; in many

districts and villages in former eastern Nam Bo, this percentage is even lower. In the ethnic minority areas, the mountainous jungles and the remote rural areas, where, of course, there are many more obstacles to the popularization of education than in the prosperous cities and countryside, experience has shown that it is possible to maintain better sources of students for training as ethnic minority cadres and local cadres; this can be achieved through various forms of special general schools, ethnic minority teenager and children schools, preparatory classes for professionals and so forth.

3. The quality of general school education is still low. This is most evident in the fact that graduates from level II and level III general schools do not have the ability to easily enter productive labor or a trade school. If they do not receive additional education, they feel disconcerted and abandoned, do not know what to do and have no organization that will accept them. The trade training system is still weak and, in addition, does not take up where the general school education system stops. Strictly speaking, the training objectives of the general schools are not very clear; we have been using an educational program to evaluate the results of training instead of using the requirements of life as the standard. Our children are inherently intelligent but our poor method of teaching has caused many of them to not like to learn; many children have special talents that are not being developed.

4. Appropriate concern has not been shown for the corps of instructors and educational management cadres; this can be seen in the recruiting of students for teachers colleges and in the training and utilization of instructors and cadres. Our party and President Ho placed teachers in a very high position among the various occupations. This is an objective requirement of "training the revolutionary generations of the future." To date, however, the teachers trained under the old system and even the teachers trained at the socialist normal schools fall far short of standards. The training of teachers has not been placed in the long-term plan of the state, consequently, it is frequently necessary to train them on an emergency basis. The learning conditions and living conditions at many normal schools are not attractive to youths and many persons do not realize that the quality of training is a foremost standard attracting students. When they leave schools to begin their jobs, the living and working conditions of teachers in many localities are not cared for as well as those of the cadres of many other sectors.

5. The material and technical bases of many schools, including the normal schools, are very poor. It can be said that, within the modern school, it is impossible to provide high quality education without a corresponding material base. In the teaching of man and the formulation of concepts, the external, practical activities of students must be the basis for internal activities, for thinking and feeling. Teaching not only has the purpose of molding precise concepts, but also the purpose of creating the habit of thinking without the need for practical experience, without the need for experimentation. In our country, there is no shortage of model schools or localities that have attached importance to the building of schools and the manufacture of teaching and learning aids. However, very many schools operate in such a slipshod fashion that they have become the opposite of what a normal school should be.

All of the shortcomings mentioned above have their causes in the state's management of the education sector. In order to correctly determine the important areas in which

problems must be resolved in the effort to strengthen the management role of the state in this field, we must rely upon the basic viewpoint of our party concerning the nature and the role of the dictatorship of the proletariat state and must, at the same time, have a clear understanding of the special characteristics of educational work.

In the Political Report delivered to the 4th Congress of the Party, Le Duan presented the basic viewpoint concerning the socialist state as follows:

"Every effort must be made to build a new style state, a state that is voluntarily organized by the working class and laboring people for the purpose of exercising their right of collective ownership, a state that is truly of, by and for the people through which the party exercises its leadership of society. This state is an administrative organization, an organ of compulsion and an economic, cultural and educational organization. This state must be fully capable of organizing and managing every aspect of the activities in the life of society."(*)

Educational work has certain special characteristics to which we must give attention when discussing the management role of the state in this field. Under our system, educational work is an organized social activity which has the purpose of forming the qualities and abilities of the new man. The new man trained by the school, even in a society that still consists of many classes, in an economy that still consists of many different segments, can have but one ideology, the ideology of the working class: Marxism-Leninism. The process of education is also the process of turning what the student already knows into personal thinking that is consistent with the ideology of the working class. To achieve this, it is absolutely necessary to closely link learning with practice, education with productive labor, the school with society. Teaching must be the work of all the people, of all of society. The people are both the masters and the subjects of education; the right of collective ownership of the working people must be expressed in both of these areas.

In order to heighten the management role of the state in educational work, we must, in the immediate future, take the following organizational and managerial steps:

First, we must truly use scientific research in education as the basis for establishing the line and policies regarding education. In each 5-year or yearly plan, the various levels of government still adopt policies regarding education and set forth educational development norms and guidelines for improving the quality of education. However, the majority of these figures are general estimates not based on investigations, or policies are not balanced with the conditions needed to implement them. Compared to the scientific cadres in many other sectors, the forces researching education and psychology have been trained slowly. Scientific research activities in this field have not truly focused on resolving key problems in order to meet the goals and implement the principles of education of the party. For example, the matter of educating general school students in such a way that they can participate in productive labor when they graduate was raised in 1957 and, ever since then, general school curricula have had to include education in labor and technology and the contents of generation school education had to thoroughly implement the principle of an integrated technical education. To date, however, the general

schools still do not have the necessary technical program and textbooks, do not have the conditions needed for students to perform technical labor, lack very many technical instructors and do not have a guidance counselling organization.

The management mechanism of the education sector does not compel education management cadres to establish their work programs on a scientific basis, in everything from theoretical viewpoints to the conditions needed for implementation. Very many problems in the guidance of education, such as the relationship between quantity and quality, the relationship between overall quality and the individual educational requirements and capabilities of each locality, the coordination of education with productive labor, the relationship between modern scientific knowledge and practical manual labor and so forth have not been thoroughly resolved by science. This has, of course, affected the different programs and the ability to implement them; consequently, in some areas of education, management is not consistent, not thorough. For this reason, in the effort to reorganize the state's management of educational work, the matter of foremost importance is to intensify educational scientific research and, in conjunction with this, to put the management mechanism on a scientific basis.

Secondly, it is necessary to heighten the decisive role played by the executive agencies of the state in providing guidance and to heighten the legal nature of educational policies.

The executive agencies of the state, such as the National Assembly, the Council of Ministers, the People's Councils and the People's Committees on the various levels, play a role of a decisive nature in providing guidance not only because they are the agencies that represent the power of the people, but also because, in practical terms, they are the only agencies capable of mobilizing every sector and social force to participate in the building of the educational sector. One special characteristic of the teaching of the new man is that it can only be the combined result of the impact of many social factors; the school merely performs the task of preparing students for accepting, in the best possible manner, selected influences in order to change their character. In the fraternal socialist countries, all states have promulgated a Law on the National Education System and specific codes designed to guarantee the implementation of this law. The various executive agencies have the responsibility of examining the relationship between education and the three revolutions, between requirements and capabilities; this is something that the education sector cannot do by itself.

To insure that the executive agencies fulfill their responsibility in this area well, we must build an organization to assist and to develop the role of the members specializing in cultural and educational work.

Thirdly, we must establish an organizational mechanism designed to insure that the people participate in the management of educational work.

The process of education is characterized by the fact that it is not restricted to the scope of the school (as industrial production is restricted to the scope of a

factory), rather, this process takes place everywhere (in the school, the home and on the streets) and at all times (even when a person is sleeping). The people especially the parents of students, are the masters of the management of education, besides the corps of teachers, who are the key cadres in this area. Even students, who are the subjects of education, are, in some respects, in their relationships with their friends, the Youth Union and the Teenagers' and Children's Unit, are a master in the management of education.

As the contents of education become increasingly diverse, it is necessary to mobilize more and more social forces outside the school to participate in this work. Mobilizing and organizing the people in participating in the management of education is a principle of the socialist system of education. Under the guidance of the school, which represents the line and science of socialist education, the people unite with the school in terms of educational impact and create a favorable social environment for the formation of the new man.

For many years, we have had the Association of Students' Parents, the School Support Association and so forth to help individual schools. It has come time for our state to establish an organization that represents all of society to help the governments on the various levels manage education. In actuality, the education management agency of the state is not purely in the nature of a state agency, but also social in nature. The same holds true within the school: teachers and students use their mass organizations to participate in management.

Fourthly, it is necessary to improve the organization and management mechanism of the education sector with a view toward managing the educational process on the basic level well.

Management must insure that the entire system operates and develops as smoothly as possible; however, in the final analysis, the most important factor is the process of direct implementation. This is the educational process on the basic level (both within and outside the school). This process has the following special characteristic: although it is organized and oriented in a specific direction, it is very dynamic and dependent upon changes on the part of the individual; the educational process must become a process of self-education.

In the realities of the management of education, three factors generally assume importance: first, establishing the line, policies and plan; secondly, turning this line and these policies into the consciousness and the ability of teachers and providing the necessary objective conditions; thirdly, the process of teaching students, that is, the process of turning socio-spiritual factors into the character of students. It is very regrettable that the various management levels of the education sector have, for a long time, only concerned themselves with the first two factors while giving light attention to the last factor; and, because they have given light attention to the last factor, that is, to the decisive factor, the first two factors have not truly been accurate or thorough.

This shortcoming has the following causes: educational cadres, including those who come from the background of teachers, have not been trained well in the science of

education, their ability to organize education is weak in terms of their ability to provide guidance in a special field, especially the special subjects involved in the teaching of man, and are weak in terms of inspecting the process of education on the basic level.

Without training, not everyone can become a good educator. For this reason, each of our educational management cadres must be trained; if, in the course of this training, it is found that they do not possess management skills, they absolutely should not be given this responsibility.

Before delving into revamping the organization and management of the education sector, it is necessary to have an overall view of the management role of the state in education and necessary, on this basis, to point out the primary problems that must be resolved. In the party-people-state system, the importance of the role played by the state lies in the fact that it organizes the working people to exercise their right of collective ownership under the leadership of the party.

Here, there are two aspects to the right of collective ownership of the people: first, there is the right of ownership of teachers and people outside the school as the masters of education; secondly, there is the right of ownership of students as the persons being taught. Teachers and adults outside the school have the responsibility of managing the school in such a way as to create a favorable environment for the development of students. However, students must first become the masters of their own process of education, and participating in the management of the school is primarily part of the objective of a good process of self-education. For this reason, the activities that are conducted by students and their mass organizations in order to exercise their right of ownership must be placed within the educational program, must be handled the same as educational activities through which students develop better. If this special characteristic is not firmly grasped, confusion can easily develop in the relationship between teachers and students and in the activities of the mass organizations of youths and teenagers. Even the activities of students to help to transform society or nature, which are also of educational value, are designed more to mold new qualities and abilities within the student than to achieve practical results. The art of teaching lies in upholding the right of collective ownership of students through the organizational mechanism and the activities of the organizations of students in order to achieve the highest possible educational results without the student feeling that he is being "educated."

FOOTNOTES

- * The Political Report of the Central Committee of the Vietnam Communist Party, Su That Publishing House, Hanoi, 1977, p 52.

STRUGGLING AGAINST THE SABOTAGE OF THE ENEMY ON THE LITERATURE AND ART FRONT

Hanoi TAP CHI CONG SAN [COMMUNIST REVIEW] in Vietnamese No 5, May 81 pp 63-66

[Article by Tran Tho]

[Text] Literature and art are one of the fronts on which the class struggle between ourselves and the enemy has been both persistent and sharp. Whereas our people use the weapons of literature and art to struggle against the enemy, to liberate the country, to build the new life and mold the new man, the enemy uses these weapons to oppose the cause of national liberation, the work of protecting the country and the socialist construction of our people. Building the new, socialist system of literature and art is a part of socialist construction. In order to sabotage our people's socialist construction, together with undermining our country economically, politically and so forth, the imperialists and international reactionary powers are always looking for ways to sabotage our socialist literature and art. Their schemes, tricks, forms and means of sabotage differ from place to place, time to time and objective to objective; however, their general guideline is to attack the basic principles of our literature and art, especially the principle that the party leads literature and art, and attack our creative method in literature and art, the socialist realist method. They distort the fine nature of our system and proclaim that there is no "creative freedom" under our system. They propagandize about an "absolute freedom" of writers and artists, which, in substance, is bourgeois individual freedom. They extoll upper class "humanism," extoll decadent "modern" creative methods and so forth. They preach bourgeois literary and art viewpoints and are scheming to replace our socialist viewpoints concerning literature and art with these viewpoints. They look for every way to sabotage our revolutionary literary and art corps.

At present, our country is one of the centers of the counter-attack by the followers of Chinese big country expansionism and hegemony who are collaborating with the U.S. imperialists and other reactionary powers. In coordination with military threats, economic embargo, political attacks and the spy war is the psychological war. They have been and are mobilizing every available means, such as radio stations, television, the press, cultural goods, leaflets, letters, psychological warfare goods and so forth to attack us ideologically in a vain attempt to weaken our socialist ideological system. They are even using international religious organizations for their sinister purposes. They have assembled and are supporting traitors from the three countries

of Indochina and using them as their lackeys. Commanding these activities is a recently reorganized ideological sabotage unit of Washington and NATO, the center of which is the "U.S. Cultural Information Company," which is directly controlled by the U.S. National Security Council and closely collaborates with the reactionary propaganda information apparatus of Beijing.

The coordinated ideological, cultural, literary and art sabotage by domestic and foreign enemies of our country is concentrated in the following several areas:

1. They take advantage of the difficulties we are encountering with the economy and with living conditions, take advantage of the negative phenomena in society and use deviations and weaknesses that might exist in literature and art to provoke and attract our writers and artists and create confusion on our literature and art front.

Our country's revolution has entered a new stage. The domestic and world situations are complex. Against this background, a small number of persons, because they lack resolve, because their understanding is limited, have panicked, displayed confusion and become skeptical. This state of mind has also been reflected in literature and art: it has emerged here and there in a small number of deviated works and some mistaken literary and art theoretical viewpoints. Immediately seizing this opportunity, the enemy has engaged in frantic activities in a vain attempt to create opposition to our system, to the leadership of our party. Their psychological warfare apparatus does everything possible to distort and provoke us. They praise one person and criticize another person within literary and art circles for the purpose of creating confusion and winning people over. They fabricate rumors that this author or that author is about to be "denounced" and that a famous author or artist has fled the country! They have persuaded politically naive persons to speak for them. They have clandestinely organized "put in the pouch clubs" to write and disseminate poems, verses and short stories that attack our leadership and speak badly of our system. They have resorted to every decadent trick possible in order to infiltrate our literary and art circles, create confusion and carry out their scheme to "attack us from within."

2. They are supporting remnants of the neo-colonialist culture, literature and art and encouraging reactionary, bourgeois trends in literature and art.

The enemy is supporting the continued existence of the remnants of the neo-colonialist culture in our country. Some "shock soldiers" of the neo-colonialist culture still in the South who have refused to undergo transformation are continuing to conceal, store and disseminate decadent, reactionary cultural items or re-establish dens of prostitutes and yellow music. By means of the international postal system and by means of a number of decadent elements in visiting delegations, tours and at capitalist, imperialist consulates and embassies have brought into our country many letters, films and various types of cultural products that propagandize the bourgeois lifestyle in the West. In a few major cities, we have discovered decadent film dens, one of which had dozens of "pig" films. They belittle and criticize socialist literature and art in order to create among the various strata of the people in the South an attitude of despair, an inferiority complex, a remoteness from revolutionary literature and art and have tempted them to return to the neo-colonialist

theatrical and film tastes of the Americans, the puppets and the overseas Chinese bourgeoisie. Their scheme is to cause our literature and art to take the wrong direction, to pursue ordinary tastes and give light attention to ideology so that we "entertain guests" and extol the tendency to seek "attractions" of the formalistic style.

This is not to mention the reactionary literature and art designed to incite rebellions that have been created and distributed by elements hostile to our system that were implanted in the South.

3. They use writers and artists that have left the country and are living in exile in foreign countries to attack us at home.

The U.S. imperialists and the Beijing expansionists have an entire plan for using Vietnamese writers and authors who have left the country and live in exile in foreign countries to attack us at home, to sabotage our socialist literature and art. Of course, not all Vietnamese writers and authors who live overseas for one reason or another work for them. However, they do control a number of ghost writers whom they brought from Vietnam and they do everything possible to insure that the literary and art activities of Vietnamese living in exile are under their control. Therefore, in addition to the press publications of patriotic overseas Vietnamese that make practical contributions to the effort to build and protect the socialist Vietnamese fatherland, we have seen the emergence of numerous reactionary newspapers written in Vietnamese in foreign countries. As of December 1980, there were 119 newspapers of this type, including 26 in the United States, 18 in West Germany, 15 in France, 9 in Belgium, 8 in Canada, etc.

In addition, they have established many publishing houses, theaters, entertainment troupes, record companies and so forth to sabotage the literature and art of our country.

At the head of these press, publishing and literary-art organizations are literature and art secret service and intelligence agents who were well known in the South in previous years and notorious reactionary elements within religious circles during the U.S.-puppet period. Voice of America Radio has given them many hours of broadcasting time to broadcast "the songs of the refugees" in order to provoke and appeal to Vietnamese to flee from and betray their fatherland. They have distorted the situation surrounding our literature and art and distorted our party's policy concerning writers and artists. Masquerading behind "love of the homeland" and "love of the fatherland," they have organized "sleepless nights," "national resentment day, 30 April" and "black April" and organized speeches and demonstrations against Vietnam while assembling forces for their "overseas front to restore the national literature and art." By means of illegal methods, they have sent into our country all sorts of reactionary press publications, music tapes and songs. They have printed and widely distributed in foreign countries several works by a reactionary author that are opposed to the Vietnamese socialist system.

4. They have sabotaged our corps of writers and artists.

The enemy is looking for ways to buy and deceive our writers and artists by sending them gifts, inviting them to make visits, agreeing to print or perform their works and even tempting persons engaged in literary and art work to flee our country in a vain attempt to erode and weaken our corps of writers and artists. They have not only directed their attention toward persons who lived during the U.S.-puppet period and were significantly influenced by the West, but are also looking for ways to attract other writers and artists, including persons trained under socialism. The international organizations of reactionary intellectuals living in exile, such as the "Committee of Free European Intellectuals" and the "International Pen Club," together with the "Overseas Vietnamese Writers" in France and other organizations of Vietnamese writers and artists who fled the country have been coordinating with one another to sabotage our corps of intellectuals, writers and artists. The "paradise on earth" and the "promised land" in the West prompted a group of persons who had lost their good qualities, panicked and wavered to flee the country by sea or seek refuge in foreign embassies. The Beijing expansionists have also used overseas Chinese who fled to other countries to send letters back to Vietnam urging the members of some art troupes to flee to China or Hong Kong; they have opened the port of Bac Hai as a place to receive persons fleeing our country by sea, etc. None of these evil schemes of the enemy has confused our corps of writers and artists, who have been forged and challenged in the revolutionary movement and revolutionary war; however, these schemes do make it necessary for us to be vigilant.

Sabotage in the field of culture, literature and art is a very important part of the enemy's entire plan for attacking our country. We must be clearly aware of their schemes.

Firmly adhering to the principle of the party being reflected in culture, literature and art, we are resolved to protect the viewpoints of Marxism-Leninism and the wise, correct line of our party concerning culture, literature and art and protect the glorious achievements that our socialist literature and art have recorded in order to, on this basis, constantly produce new creations. At the same time, we are determined to struggle against the bourgeois theoretical viewpoints disguised in one form or another and continue to sweep away the remnants of the neo-colonialist culture as well as all of the decadent, reactionary cultural products that are clandestinely sent into our country.

Of particular importance is the need for us to always be alert in order to determine which problems are internal problems of our literature and art, which problems result from the true needs of development of literature and art and must be resolved and which problems are being created by the enemy or exacerbated by the enemy. In the past, we fought the U.S. aggressors. Now, we must contend with the Chinese expansionists and hegemonists, who are frantically trying to carry out their scheme of primarily attacking us from the inside; therefore, it is even more necessary that we attach importance to strengthening our internal organization. The organization of our corps of writers and artists must truly be stable and strong so that the enemy cannot infiltrate it for purposes of sabotage. We must help and protect one another and actively struggle against the psychological warfare of the enemy, we are looking for ways to divide our corps of writers and artists internally in the

hope of causing our writers and artists to doubt or oppose the leadership of the party in literature and art. Now, more than ever before, it is extremely necessary that we possess a sense of organization and discipline, possess the sense of protecting ourselves internally and protecting the secrets of the party and state. We must always remember Lenin's teaching: "In politics, of utmost importance is not the need to determine who directly defends certain viewpoints. Of importance is the need to determine whom these viewpoints, these proposals and these measures benefit."(1)

If we do this, the enemy, no matter how sneaky or cunning they might be, will not be able to win over our writers and artists or able to sabotage us on the cultural, literary and art front.

FOOTNOTES

1. V.I. Lenin: "Complete Works," Su That Publishing House, Hanoi, 1972, Volume 19, p 55.

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