

WORKERS OF THE WHOLE WORLD, UNITE !

KIM JONG IL

ON FURTHER IMPROVING
THE WORK OF THE
TRADE UNIONS

A Letter to the Participants in the
National Training Course for
Trade Union Workers
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Taking advantage of the current national training course for trade union workers, I should like to speak about some questions in further improving the work of the trade unions at t h e p r e s e n t m o m e n t . The trade unions are mass political organizations of the working class and dependable assistants and defenders of the Party. They must re-educate the industrial workers and other members to rally closely around the Party and mobilize them dynamically into the revolutionary struggle and construction w o r k . A long time ago the leader keenly realized the role played by the trade unions in the revolution and construction and he has paid much attention to their work. Even in the complex circumstances after liberation he organized the trade unions immediately following the founding of the Party. In each time and at every stage of the revolutionary development he has clearly indicated the road they should take and wisely guided their work. Under his astute leadership they have so far fulfilled with credit their mission and duties as ideological and training organizations for the industrial workers and other members and as assistants of the Party. In particular, with their efforts to implement the momentous instructions given by the leader at the Sixth Congress of the General Federation of Trade Unions of Korea the Party's monolithic ideological system has come to be instilled in them, their ranks consolidated and their functions and role still further enhanced. Our revolution is constantly developing in depth and has entered a very high stage for modelling the whole of society on the Juche idea. Imbuing the whole society with this idea is an extremely difficult and complex undertaking to make communists of all members of society and to transform all aspects of social life in accordance with the requirements of this idea. This undertaking can be accomplished only when the ranks of

the working class—the leading class of the revolution—are consolidated and its vanguard role is steadily increased. All the trade union organizations and workers must further improve the work of the unions in keeping with the demand for modelling the whole of society on the Juche idea. The most important task facing the trade unions today is to carry on the ideological, technical and cultural revolutions w i t h g r e a t e n e r g y . These three revolutions are the general line of our Party: they are the basic means to realize the historic cause of the working class. Only when the three revolutions are carried out to the hilt will it be possible to free the working masses completely from the fetters of outdated ideology, technology and culture and to ensure them an independent and creative l i f e . Trade union organizations must take it upon themselves to conduct the three revolutions purposefully as their basic r e v o l u t i o n a r y t a s k . The ideological revolution must be conducted rigorously b e f o r e t h e o t h e r s . To this end, trade union organizations must step up the ideological training of the industrial workers and other m e m b e r s . The Juche idea is the revolutionary outlook of the working class on the world and is the sole guideline for the building of socialism and communism. Only when one is armed with this idea will one be able to become a genuine communist revolutionary and fight on to the end to consummate the revolutionary cause of Juche. Trade union organiza-
tions must step up the instruction of the industrial workers and other members in the Juche idea and arm them t h o r o u g h l y w i t h t h i s i d e a .

The leader's works and Party literature are the only texts for the study of the Juche idea. They set out in full the essence and principle of this idea as well as theoretical and practical questions arising in conducting the revolution and construction from the Juche-oriented position. Trade union organizations must strengthen the study of the leader's works and Party documents so that their members will arm themselves firmly with the propositions contained in them. These organizations must instruct their members in the Juche idea by using easy and simple expressions, suited to their abilities and thus ensure that they fully understand the truth of this idea and think and act anywhere and at all times as required by the idea.

Loyalty to the Party and the leader is the most fundamental quality of the working class. Trade union organizations must intensify training in loyalty amongst the industrial workers and other members so as to instil deep in their minds loyalty to the Party and the leader as a revolutionary faith and duty. The organizations must bring them to recognize the decisive role played by the leader in the revolution and construction so that they will always uphold the supremacy of the Party and the leader. In addition, they should be given a lucid explanation of the distinction of the leader and of the aptness of his leadership so as to have a high degree of national pride and honour in making revolution under his leadership.

It is very important in loyalty training to bring them to have a clear understanding of our Party's distinction. Trade union organizations should bring the working class and other members to fully realize the valuable achievements of our Party and the suitability of its leadership registered in carrying forward and consummating the revolutionary cause of Juche initiated by the leader and to persevere along the rev-

olutionary road under the Party's leadership. Loyalty education can prove its worth only when it is conducted in a manner that closely combines examples drawn from history with practice. Trade union organizations should . conduct this education dependably amongst the working class and other unionists by holding up the examples of Kim Hyok, Cha Gwang Su and other anti-Japanese revolutionary pioneers who were infinitely faithful to the leader, of heroic soldiers who fought devotedly for the Party and the leader, for the country and the people, during the Fatherland Liberation War, of heroic workers who strove with all devotion to resolutely defend and implement Party policy in the periods of postwar reconstruction and socialist construction, and of modest heroes who are working conscientiously whether in full view of others or not, solely for the Party and the leader, without any thought of their own fame or rewards. The intensification of education in the revolutionary traditions is an important guarantee for firmly establishing the Party's monolithic ideological system amongst the working class and other unionists, and for bringing them to have a steadfast revolutionary world outlook. Only when this education is stepped up can they come to know clearly the historical roots of our Party and revolution and bring to fruition, one generation after another, the revolutionary cause of Juche initiated by the leader. Trade union organizations must conduct this education extensively and thoroughly amongst the industrial workers and other members in order that they become enlightened with the rev-

olutionary traditions of our Party, defend them resolutely and inherit and develop them through generations. The stepping-up of revolutionary education, class training is an important requirement for bringing up the industrial

workers and other unionists to be communist revolutionaries. Unless they have a high degree of revolutionary and class consciousness, they cannot fight on unflinchingly in the interests of the Party, the working class and the revolution. Today, when the generation of our revolution is changing and innumerable young people of the new generation are joining the ranks of the working class, the further intensification of the revolutionary education, class training amongst the working class and other trade unionists is necessary. As our workers of the new generation neither suffered from exploitation and oppression by capitalists nor did they steel themselves in the crucible of arduous revolutionary struggles in the past, the stepping-up of this type of education among them stands as a more pressing matter. An important factor in intensifying this education is to ensure that the industrial workers and other unionists do not forget their class origin and that they acquire the steadfast working-class point of view, the revolutionary world outlook. Trade union organizations should give them considerable training to bring them to have this attitude, so that they will perceive and judge everything from the working-class standpoint, observe the revolutionary principle strictly under any difficult and complex circumstances, and fight on staunchly for victory in the revolution. Another important factor in stepping up revolutionary education, class training is to bring them to abominate imperialism and the exploiting system and wage a relentless assault on these. Trade union organizations must bring home to them the aggressive nature and machinations of US-led imperialism and encourage them to fight to the last in opposition to imperialism. They must be clearly convinced of the corruption of the tottering and doomed south Korean society and stirred to fight valiantly against the treacherous

acts of the south Korean puppet clique. Still another important factor in revolutionary instruction, class training is to intensify the education against revisionism. Trade union organizations must instruct the working class and other members to clearly perceive the reactionary nature and harmfulness of revisionism and to wage a relentless struggle against it. At the same time, they must launch a dynamic campaign against bourgeois ideas, flunkeyism towards great powers and dogmatism, so as to prevent the slightest elements of revisionism from penetrating i n t o o u r m i d s t . The working class and other trade unionists should be made to have a correct viewpoint on war. Trade union organizations must ensure that the industrial workers and other members repudiate warphobia and war-weariness, eliminate pacifism, and live and work militantly, always alert. The communist attitude towards labour is one of the important qualities which the working class must acquire. They must prove faithful to the Party and build a socialist, communist society through devoted labour, and find value and satisfaction in their work. Their honour and happiness are found in working, and so is the best way to repay the countless favours of the Party and the leader. Trade union organizations must ensure that the industrial workers and other members regard labour as absolutely honourable, as a sacred duty and participate faithfully in collective labour for the state and society. They should be encouraged to perform labour feats at their revolutionary posts, irrespective of occupation, and firmly take up the posts one generation after a n o t h e r . Collectivism is one aspect of the true nature of the working class and the basis of life in a socialist and communist society. Only when the industrial workers and other trade

unionists are deeply imbued with the collectivist spirit can they be trained to be true communist revolutionaries and the superiority of the socialist system be brought into full play. Trade union organizations must intensify their instruction in collectivism so that they will root out individualism and egoism and work and live in a communist way, helping and leading each other forward under the slogan of "One for all and all for one!"

For the effective ideological revolution, it is necessary to step up ideological struggle among the working class and other unionists, along with ideological education. An intensified ideological campaign alone will enable them to eliminate selfishness and every other manifestation of retrogressive thinking and enlighten them with communist patterns. These organizations must conduct a dynamic ideological campaign amongst them so as to eradicate every vestige of retrogressive ideas, including non-revolutionary and non-working-class practices, and to pervade the whole society with communist traditions.

Trade union organizations must forge ahead with the technical revolution. This revolution is a political task for freeing the working people from toilsome and heavy labour and providing them with conditions for an independent and creative life. Unless this revolution is carried out the Chajusong of the working masses cannot be realized completely nor can their material welfare be improved steadily. We should accelerate the revolution to effect the Juche-orientation and modernization of the national economy, and the application of scientific techniques to it as soon as possible. It is a major requirement of the technical revolution to inspire the workers, scientists and technicians effectively to the technological innovation campaign. This will result in

large numbers of valuable experiences, creative ideas and technical inventions. Trade union organizations should define the correct targets and stages of technical innovations before bringing them to take an active part in this campaign, and organize seminars for technical innovations, symposiums on experiences, competitive shows, exhibitions and other similar arrangements on a wide scale so that they will come forward to participate in the campaign with great enthusiasm. It is our Party's consistent policy in the carrying out of the technical revolution to promote creative cooperation amongst the workers, scientists and technicians. When they pool their strength and wisdom, they will be able to cope with everything and find satisfactory solutions to scientific and technical problems arising in making the national economy Juche-oriented, modern and scientific. Trade union organizations should effectively enlist the rich experience of workers at the shop floor and the expert knowledge of scientists and technicians, and promote creative cooperation amongst them so as to settle promptly the scientific and technical matters raised in production. For success in the technical revolution, they must intensify the campaign against conservatism, empiricism and mysticism about technology. These are the main obstacles in the way of the technical revolution. Dynamic efforts must be made to oppose them amongst the workers, scientists and technicians so that they will conduct a large-scale technical innovation campaign with a firm conviction and resolutely. Trade union organizations must advance the cultural revolution forcefully. This revolution is aimed at eliminating the cultural backwardness resultant from the overthrown society and at creating an advanced culture of the working class. The working class and other trade unionists must also take the

l e a d i n t h i s r e v o l u t i o n .

An important factor in this regard is raising the working people's level of general knowledge. Only when this level is enhanced will it be possible to bring an end to the cultural backwardness resultant from the overthrown society, create a communist culture and carry out the ideological and technical revolutions dependably. In full support of the policy on making all members of society intellectuals, trade union organizations must raise this level of the industrial workers and other members higher within the next few years. To this end, it is essential to make effective use of books. Trade union organizations should publish and disseminate large numbers of different books which are indispensable to developing knowledge on politics, economics and culture among the working class and other members and build up cultural propaganda halls and reading rooms to be bases for them at which to read many books. At the same time, it must be ensured that the industrial workers and other unionists are involved widely in the educational system of studying while w o r k i n g .

•You must also show great concern about mass cultural work. Development of this work will help not only to better equip the working class and other unionists with Party policy but also to improve their cultural attainments. Trade union organizations must develop workers' cultural halls, conduct brisk amateur art circle activities and arrange sports meetings and entertainments on anniversaries or holidays. Establishing disciplined habits in production and life is one of the important goals of the cultural revolution and a matter on which trade union organizations must be responsible. They must bring the workers and other union members to keep the inside and outside of factories in an excellent condition and to be tidy in appearance when they

leave, in keeping with our modern aesthetic. They must wage a mass campaign to do away with undisciplined and immoral habits among the working class and other unionists so that they will establish the socialist culture and life-style. Rousing the industrial workers and other members energetically to carry out socialist economic construction is one other task facing the trade unions. Socialist economic construction is a worthwhile and enormous undertaking to transform nature, to consolidate the country's economic foundations, and to raise the people's standard of living. It cannot be carried out successfully unless the creative efforts and wisdom of the broad masses of the people are enlisted properly. Trade union organizations must determinedly mobilize the working class and other unionists in the campaign for socialist economic construction to accelerate the construction on the five-district fronts and fulfil the Second Seven-Year Plan ahead of schedule. In this way they will have to make a breakthrough at all costs to attain the ten long-term objectives of socialist economic construction in t h e 1 9 8 0 ' s . In order to bring the working class and other unionists to make great efforts for socialist economic construction it is imperative to intensify propaganda work for the Party's e c o n o m i c p o l i c y . The economic policy of the Party is the sole guideline for economic construction. If one is ignorant of this policy one can neither carry out socialist economic construction in accordance with the Party's intentions nor tackle one's economic tasks successfully. Trade union organizations must fully explain and propagate the Party's economic policies advanced at every stage to the industrial workers and other members and bring them to be well versed in them. The organizations must give them a full explanation of the leader's

instructions and Party policy, particularly related to their fields and thus encourage them to come out willingly to implement the economic policy of the Party with a clear understanding of its purpose and goals. Agitation for increased production or for better and faster construction is an effective political effort for enlisting the masses' revolutionary enthusiasm to the campaign for the implementation of Party policy. Only when such agitation is conducted energetically can the industrial workers and other unionists give full expression to their revolutionary enthusiasm and creative initiative in production and construction and bring about phenomenal innovations ceaselessly. Trade union organizations should organize work carefully so that the drum-beat of agitation will reverberate loudly through every production and construction site. In stepping up agitation, it is important to set a fitting goal and take the offensive by mobilizing all agitation forces and all means. Trade union organizations should map out a bold and-large-sea le plan for agitation work and correctly combine oral, visual, art and other different forms and methods of agitation so as to make it powerful and versatile. In particular, the workers' art propaganda teams of the General Federation of Trade Unions must be formed well and encouraged to act briskly so that they will effectively rouse the working class and other members to perform labour feats. In order to increase agitation, trade union officials should take the lead in this undertaking. In response to the Party's slogan, "Let all Party members become propagandists and agitators," they should go among the masses as though with rucksacks on their backs, like commanding officers of the Anti-Japanese Guerrilla Army did, to have explanatory talks and conduct agitation making use of visual aids, singing songs and performing dances, so inspiring them forcefully to make

m i r a c u l o u s i n n o v a t i o n s .

The mass movement is an effective method for mobilizing broad sections of the masses to mass heroism and collective innovations and a powerful means to bring about uninterrupted advances in socialist economic construction. If we organize mass movements skilfully and advance them energetically we shall be quite able to carry out our revolutionary tasks, no matter how awesome and difficult. Trade union organizations must ensure that forceful mass movements are conducted, geared to the requirements of developments so that our heroic working class steps up socialist economic construction still more in the same spirit and with the same energy as expressed in the days of the great Chollima

u p s w i n g .
A socialist emulation movement is a collective innovation drive aimed at stimulating the producer masses' revolutionary enthusiasm and creative initiative so as to bring about a great leap forward in production and construction. The rapid promotion of this emulation movement is the way to create "the speed of the 80s" and ensure a new upswing in socialist economic construction. Trade union organizations should launch the socialist emulation movement efficiently in line with the requirements of developments and with the specific characteristics of relevant units and effectively enlist the producer masses to socialist economic construction. The targets and obligatory items of emulation must be fixed correctly and their implementation assessed accurately so that the industrial workers and other trade unionists will display greater enthusiasm in the socialist emulation movement. The model machine movement is a mass campaign to take care of equipment whose purpose is to increase production capacity and the level of technical equipment steadily by keeping machinery and equipment in good condition, using

them effectively and transforming them technologically as befits masters. Trade union organizations should advance this movement powerfully among the working class and other members so that they will care for machinery and equipment, valuable assets of the country, as their greatest pride, and manage them methodically and use them in an effective way. They should develop this movement in depth and so constantly increase the numbers of model machine workteams, s h o p s a n d f a c t o r i e s . The good-conduct drive is an important mass movement geared to managing the nation's economy efficiently in an attitude befitting revolutionary masters, thus contributing to socialist economic construction. Trade union organizations must conduct the loyalty campaign in order to earn foreign currency and various other good-conduct drives determinedly and so do much for the acceleration of socialist e c o n o m i c c o n s t r u c t i o n . In particular, efforts must be redoubled among the industrial workers and other trade unionists to discover internal reserves and to economize on materials. Increasing production through this effort is an important policy of our Party at the present time. Trade union organizations should conduct organizational and political work skilfully amongst the working class and other members so that they will tap greater reserves of manpower, materials and equipment and use coal, electricity and oil as sparingly as possible. Close attention must also be directed to efficient labour administration. This is essential to steadily boost production through an effective use of 480-minute workday and ensure the working people even better rest and recreation. The strict observance of labour discipline is an important factor in labour administration. Recently the Party adopted the measure to alter the time to attend and leave workplace

with the view to enforcing the Socialist Labour Law to the letter. Although it is not long since this step was taken, the advantages are already apparent. Trade union organizations must arrange organizational and political work correctly in keeping with the newly-fixed hours so that the working class and other trade unionists maintain labour discipline rigidly. Another important factor in labour administration is to conduct labour safety work and the supply service efficiently for the workers. Trade union organizations should explain and disseminate the Party's policy on labour safety extensively among the workers and other members to bring them to implement it thoroughly. These organizations, in contact with officials in charge of labour safety work and supply service, should deem it their responsibility to organize such programmes as sending workers to holiday homes and health resorts as well as inspection tours to revolutionary battle-sites and other revolutionary sites and to scenic spots, and provide them with good conditions for shelter, lodging and dining. Consolidating the ranks of trade unionists is the fundamental principle of building the trade unions and an important task facing them. Only when these ranks are built up will it be possible to establish the Party's monolithic ideological system firmly in the trade unions themselves, constantly increase their fighting power and discharge satisfactorily their mission and duties as helpers to the Party. Trade union organizations must express deep concern for the task of building up the ranks of their members and consolidate them politically and ideologically. The ranks of trade union cadres must be built up before everything else. These cadres are, comparably speaking, the nuclear force of the trade unions and commanding officials who are held responsible for the guidance of trade union work. The

selection of competent trade union cadres is the only means to rally the unionists closely around the Party and conduct trade union work in line with the temper of the working class. Trade union organizations should form the cadre ranks well with able persons who are loyal to the Party and the leader, have steeled themselves in labour and enjoy the great confidence of the masses.

In addition to the consolidation of trade unions' cadre ranks, their education should be improved. If this is neglected, even though the cadres are trained and are of working-class origin, they will not be able to discharge their responsibility and play their role as such and, in the end, their thinking may degenerate, and they only fall out of the ranks. Trade union organizations should apply different forms and methods, among them individual and collective advice, to their ceaseless training so as to lead them to do their duties as working-class cadres.

The circumstances, at which a new, higher stage of activity for trade unions is developed in depth to meet the requirements of modelling the whole of society on the Juche idea, call for greater numbers of competent trade union officials. If you are to meet this growing demand and reinforce their ranks continually, you ought to rear many more of your own cadres through an efficient training work for reserves of cadres. Trade union organizations should register, as reserves of cadres, workers on the shop floor who are faithful to the Party and are indicative of future development, and train them through experience of work and by sending them to training establishments.

For the building up of the ranks of trade unionists, it is also imperative to work adroitly among the trade union members.

This task is the cornerstone of trade union work. Whether

or not the trade unions perform their mission and duties properly depends largely on how they operate among their members. Trade union organizations should always direct their primary attention to this aspect. The hard-core and active members are the main force on which trade union organizations must rely and effective work among them is an important guarantee for strengthening the unions. The constant expansion of the ranks of these members and the enhancement of their role are the means to strengthen the trade unions organizationally and ideologically and to rally all members closely around the Party by bringing one to train ten, ten to instruct a hundred, and a hundred to educate a thousand. Trade union organizations should take as their hard-core and active elements those who participate conscientiously in organizational activities and fulfil their revolutionary tasks in a responsible manner, and train them under a well-arranged programme and expand their ranks on a steady basis. They should step up their education so that they will set examples for the masses in all aspects of work and life. Trade union organizations should pay keen attention to work among members having involved family backgrounds as well as among those with problematic records of socio-political activities. Today we are faced with the weighty tasks of further consolidating the revolutionary ranks and pressing forward with the revolution and construction. For the politico-ideological consolidation of our revolutionary ranks and a fresh surge in the revolution and construction we have to re-educate all members of society and rally them firmly around the Party. In keeping with the requirements for revolutionary development, trade union organizations should improve their work with members whose family backgrounds are prob-

lematic as well as with those whose socio-political records are complex, so as to rally them closely around our Party. The important principle you must maintain in work with these trade unionists with problematic backgrounds and records, is to approach and assess people, placing emphasis on their current ideological trends. As regards their members who work devotedly for the implementation of Party policy, trade union organizations should not hesitate to put faith in them and assign them jobs, no matter how involved their family backgrounds and their records of socio-political activities. They should discard their prejudice, and instead approach them with magnanimity, assign them technical innovation tasks according to their skills and aptitude and encourage them to take an active part in amateur art groups and various other socio-political activities. When they worked efficiently for the good of the homeland and the people, they ought not to be discriminated but should be appreciated fairly so that they will follow our Party with u n s h a k e n f a i t h . Trade union organizations should improve their work with laggards so that there are neither troublemakers nor unsound ideological elements among their members. Increasing participation in trade union organizational life is an important means to train members to be stalwart communist revolutionaries. Through their organizational life in the trade unions the members come to equip themselves firmly with the Juche idea, develop their sense of organization and discipline and hold their political integrity precious. Trade union organizations are infinitely precious for the members and nothing is more important than leading a sound l i f e i n t h e s e o r g a n i z a t i o n s . Trade union organizations should ensure that all their members participate faithfully in their organizational ac-

tivities with a correct attitude to the organizations and make conscientious efforts to keep themselves under their direction and control. They should assign the members tasks regularly, on the basis of their abilities and political levels, and evaluate their implementation in time so that they willingly participate in organizational activities with a high degree of honour and pride. The system of participating in trade union organizational life should be established correctly, organizational activities put on a regular basis and all members, without exception, be made to take part in them. Trade union organizations should increase their militant functions and role. This alone will enable them to train the workers and other members to be genuine communist revolutionaries and mobilize them to accelerate the revolutionary struggle and construction work determinedly. They should further improve their functions and role to meet the requirements of changing circumstances. The leading organs of the trade unions at all levels should be built up solidly and their role increased before anything else. Drawing many hard-core workers on the shop floor into these leading organs is an important condition for laying down firm working-class principles in the activities of trade union organizations and for ensuring a revolutionary spirit and militancy. They should be well composed not only of officials from the trade unions as well as administrative and economic bodies but also of a number of hard-core workers performing tasks at the places of production. All trade union committees should discuss the problems on the agenda collectively before taking steps to resolve them, and give their members assignments on a regular basis so as to always rouse them to action.

The functions and role of the trade unions' primary organizations should be improved. They are the basic organizations of trade unions which directly organize and guide the members' political life. Only when their functions and role are improved will it be possible to advance efforts for revolutionizing and working-classizing the members. All the trade union committees should concentrate on improving the functions and role of primary organizations to ensure that all of them always work at full steam. Conducting an effective campaign to create "model primary organizations" and "twice model primary organizations of loyalty" is an important means for increasing the functions and role of primary trade union organizations at present. Trade union organizations should launch this campaign on a wide scale to expand their ranks constantly. They must ensure effective guidance so that all primary organizations will rise to conduct this campaign and achieve the determined targets creditably. A revolutionary work system should be established in the trade unions. The thoroughgoing establishment of this system is the means by which to increase the functions and role of trade union organizations and fulfil their revolutionary tasks in an exemplary manner. Trade union organizations should set their work system on the right track, placing greatest emphasis on the establishment of the Party's monolithic ideological system in the unions. Trade union organizations and officials should regard it as the supreme principle of their activities to uphold the Party's ideology and leadership, and apply the revolutionary work system of acting as one under the unified guidance of the Party Central Committee and-carrying through Party policy

unconditionally to the hilt. At the same time, they should build up the ranks of members and evolve a system of internal affairs to supervise and direct the gamut of their members' organizational and ideological concerns effectively. For trade union organizations to work under the leadership of Party organizations is an essential requirement emanating from the interrelationship between the Party and the transmission belts. All the trade union organizations and officials must enforce strict discipline and order whereby they rely on Party organs in work and act under their guidance and control. While working independently, they should report to Party organs regularly on the state of their affairs. The work method and style of trade union officials should be improved. Unless they gain the fitting work method and style they cannot improve their work steadily to meet the requirement of changing circumstances nor can they re-educate the members to rally them closely around the Party. All of them must learn purposefully from the leader's work method and fully apply it in their activities and life-style. An important requirement of the leader's work method is to render effective assistance to the masses while working and living together with them at lower echelons. Trade union officials should visit lower units with clear objectives and under a detailed programme on their own initiative and, while working and living together with workers, should feel duty-bound to solve the problems arising at their work and in their e v e r y d a y l i f e . Examples are a powerful work method by which to mobilize the masses to implement Party policy and an important quality the officials have to cultivate. Only those who stand in the van of the masses and lead them forward by setting examples themselves in everything they do are fit to be true workers of our Party. Trade union officials should be the

first to take up difficult and hard work anywhere and at any time and become a mirror to the masses in every sphere of their work and life. Senility is a serious obstacle in the way of acquiring the revolutionary work method and style. Officials infected with this, can neither carry out undertakings with daring and in high spirits nor can they fight negative practices relentlessly. Senility is not simply a physiological phenomenon; it is an ideological malady caused by lack of fidelity to the Party and the leader. The people who are faithful to them will not become senile in thinking even though in an advanced age. At present many of trade union officials are old. Nonetheless, if they also work bearing always deep in their hearts allegiance to the Party and the leader, they will not become senile and unreliable. They should all step up their political and ideological training ceaselessly and intensify the ideological struggle against senility to increase their loyalty to the Party and the leader and work hard at all times with great enthusiasm and unflagging energy. In order to possess the proper work method and style, trade union officials should improve their political and practical qualifications steadily. They should know the methods of political work and of industrial management as well as technology and improve their cultural attainments. Only then will they be able to conduct organizational and political work adroitly among the workers and other members and discharge their duties as political workers. You trade union officials should develop a revolutionary habit of studying and make conscientious studies of Party policy, science, technology, and literature and arts so as to improve your political and -practical qualifications. In this way you will all be political workers capable of organizing and mobilizing the workers and other members to implement

Party policy with well-grounded political views and organizational and leadership abilities. I am firmly confident that all trade union officials will fulfil the mission and duties of trade unions as dependable helper and defender of the Party by improving their work in keeping with requirements of developing circumstances.

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