

A Talk to the Officials of the Organizational Leadership Department
of the Central Committee of the Workers' Party of Korea
January 8, 1965

When the great leader recently spoke at the 10th Plenary Meeting of the Fourth Central Committee of the Party, he again advised all senior officials to improve their methods and manner of work.

Now the pressing demand is to teach officials correct work methods and proper work manners in order to strengthen our Party and increase the tempo of building socialism. All people must be made to understand and implement the policies of the Party and this should be done through the cadres. Therefore, success in work depends largely on the methods and manners which are employed by all officials in their work. When they have learned correct working methods and manner officials will be able to educate the people and rally them behind the Party as they should. They will also be able to organize and mobilize Party members and working people successfully for the implementation of revolutionary tasks.

The leader has always been deeply interested in improving Party work methods and manners. When he visited Kangso County and Chongsan-ri for 15 days, he invented the great Chongsanri spirit and Chongsanri method. The principal requirement of the Chongsanri method is that officials should study the situation thoroughly always in the field where the events are taking place, help their subordinates in every possible way and give priority to work with people. Through the struggle to apply the Chongsanri method a considerable improvement has been made in the officials' work methods and style, and a new advance is being made in their work with the masses. It cannot be said, however, that all our Party officials are working as required by the Chongsanri spirit and Chongsanri method. Such outmoded work methods and work style ingrained in the officials as bureaucratism and formalism have not yet been completely eliminated. Some Party officials, instead of listening to the opinions of the masses, impose upon them tasks which do not suit the situation, shouting commands, and hurling abuses, at them, without doing work with the masses. Besides this they hold many unnecessary meetings day and night, and spend too much time in their offices issuing decisions to their subordinates and receiving various kinds of statistics which are usually not so important. Recently, a county Party official in South Phyongan Province is said to have forced his subordinate Party organizations to compile 'statistics on the enhancement of class consciousness', 'statistics on the display of the spirit of self-reliance', and 'statistics on the communist attitude towards labour'. This alone is enough to prove how sundry paper work has grown, and how far Party work has become an

administrative routine. It is ridiculous to require to compile the statistics on people's ideological state. If Party officials work bureaucratically in this manner, and if Party work becomes an administrative routine to such an extent, it is impossible for them to know the situation in their subordinate units and carry out the Party line and its policies successfully.

A very comprehensive struggle to improve the methods of Party work must be launched, first of all, among the officials of the Party Central Committee. As the saying goes a clear spring will have clear streams, only when the officials of the Party Central Committee have revolutionary work methods and manner, will their subordinates follow the suit. Particularly, in view of the fact that the Organizational Leadership Department of the Party Central Committee is in charge of guiding the Party life of cadres and other Party members, the officials of this department must take the lead and show all other officials how to improve their work methods and manner.

In order to correct the methods and manner of Party work all officials must learn the leader's work methods and make Party work thorough work with people.

The leader always mixes with the people and shares with them the good and bad fortunes, and finds solutions to all problems by relying on their help and wisdom. During his frequent field guidance tours, he meets and talks with people from all walks of life, particularly workers and farmers. In the course of this, he learns, in detail, whether factories are operating smoothly, what the farming situation is, how the people are living and so on, and on this basis he incorporates the desires of the masses into the Party's policies. All Party workers must learn correct methods of work with the masses, the example of which has been shown by the leader. After this has been done there will be no room in our Party for outmoded methods and manners of work.

You must work with people regularly and on a personal basis.

The basic duty of a Party worker is his work with people and hence there is no more important work than this. Regular and personal work with people will enable you to learn all the shortcomings that are present among the cadres and other Party members and to adopt in time proper corrective measures in their education.

As I have judged from their working manner, the officials of the Central Organ Guidance Section and the Provincial Guidance Section of the Organizational Leadership Department consider it their guidance of subordinate units to organize an intensive inspection of one of their units when some problem comes up in that unit and punish the officials who have revealed shortcomings. They are mistaken. Of course, an intensive inspection can be made for the purpose of guiding subordinate units, and, when necessary, punishments may be meted out but these are not all the things which make up Party work, still less the basic method of Party guidance. Even an intensive inspection must be made work with people. To all intents and purposes, an intensive inspection must aim at learning

about how subordinate Party organizations and officials are doing their work and finding and correcting their shortcomings before it is too late. If an intensive inspection is done in such a way as to detect and expose shortcomings or to punish people at random, as was done by secret royal inspectors in the feudal age, and not by the method of awakening people to political awareness and helping them to do their work better, it will be not only impossible to rectify the shortcomings that have been revealed, but prevent people from working with enthusiasm and creativity and from opening their minds to the Party. The term intensive inspection is not an expression which conforms with the revolutionary work method of our Party. Our Party's guidance of its subordinate units should be undertaken in order to assist and educate its subordinates rather than an inspection of them. I have heard that some Party officials are now reluctant to meet people on the excuse of their being busy and even consider their visitors a nuisance. Such officials are not qualified for Party work. You must not think that meeting and educating a man is only needed when the man has made a mistake or has done a poor job. Party officials must meet people regularly, explain to them their shortcomings and encourage them to work better so that they do not make any mistakes.

Party officials must deal with people prudently and maturely. Most of the problems arising when working with people concern their political integrity. Party officials must, therefore, solve people's problems properly after very careful consideration. If you deal imprudently with the matters that concern people's political integrity in just a business-like manner, not on a political basis, or deal with them on the spur of the moment, without clearly confirming facts, then, people may suffer mistreatment, and hence the people's trust in the Party will be weakened.

Party officials, while observing Party principles, must not be narrow-minded. They must not judge people's cases from only one point of view or by going to extremes. In particular, they must refrain from exposing people to public criticism for their minor mistakes or punishing them indiscriminately, leaving a stain on their political integrity.

Recently, after observing the manner in which some officials dealt with the case of a surgeon's Party life, brought to their attention by the Party organization of a hospital, I have realized how perfunctorily they are working with people and how imprudently they are dealing with their problems. According to the information on this case, the doctor, who has a long record of Party life and had treated his patients in a responsible manner caused an accident in his medical work and was criticized. After that he grew less enthusiastic about his work and was reticent and gloomy. The preceding officials said that the doctor seemed to be in such a mood because he did not agree with the criticism and so they suggested that he should be subjected to an ideological struggle by means of public criticism. I could not quite understand this that a man who, with a record of many years of Party life, had performed his duties well, should become gloomy and

inconstant in his organizational life. So I saw to it that his case was investigated again in detail. An official met the doctor in person and talked with him on several occasions. During these conversations the official found out that the doctor was gloomy not because he was discontent with the criticism but because he was worried about a rumour that a relative of his, who it was known had been a victim of enemy bombing during the Fatherland Liberation War, had been connected with a reactionary organization and then had fled to south Korea. Later, the Party organization got in touch with the organ concerned and discovered that the rumour was unfounded. If the doctor had been exposed to public criticism as suggested by the Party organization of the hospital, the proposed criticism would not have had an educative effect on him and he would have continued to live in gloom. We should not think that such a case was confined to this doctor alone. We have learned a lesson from this instance that matters relating to people should be dealt with prudently only after they have been confirmed.

What is important in work with people is to know their minds. Without knowing their minds, you cannot say that you are familiar with them; without being familiar with them, you cannot stimulate them.

It is by no means easy to know the real minds of people. That is why there is a saying that the depth of water is fathomable, but not the depth of a man's mind. No matter how difficult it is to understand people's minds, Party officials must know the depths of their minds. Party officials must be able to understand people's minds, though they may not be able to fathom the depths of water.

Officials must not look at only the appearances of people; they must be able to read their minds. In order to be able to do this officials must not read only their personal files, but mix with them and study comprehensively how they are working and living.

In order to be familiar with what is in people's minds, you must trust them and approach them with kindness. Even when a man refuses to open his mind, you must not inquire by force of any kind. He should be encouraged to open his mind of his own accord. If he is worrying, you must sympathize with him; if he has grievances, you must regard them as your own and then try very hard to solve them. Only then will you be able to get him to open his mind. Trust people and help them, and you will be rewarded. Party officials must work with people properly, with warm love for their comrades so that cadres, Party members and the masses come to the Party organization of their own accord to discuss all problems arising in and out of work, open-heartedly and without hesitation.

Bearing full responsibility for people's fate is a major trait of Party workers.

Our Party is a maternal Party which bears full responsibility for the people's fate, and our Party officials are the workers of the maternal Party. The noble title of a worker of our maternal Party implies a profound meaning that you should approach people with the heart of a mother and always look after their political integrity to the

end on your own responsibility. Only those workers who look after our people's destiny, continuously, with the heart of a mother and on their own responsibility, can be genuine Party workers who enjoy the love and trust of the people. Since our Party has a very warm affection for them. Party officials must sincerely take loving care of cadres, Party members and other working people, in a way befitting workers of a maternal Party, and look after their political integrity to the end in a responsible manner.

Some Party officials now tend to avoid their comrades who have made some mistakes or to be indifferent to comrades who have been punished and transferred to other posts. They must not do this. The comrades who have made mistakes and have been transferred elsewhere may be forgotten by their relatives or friends, but they must not be forgotten by their Party organizations, on any account. Each of our officials is a precious revolutionary comrade who has been trained by the great leader through his painstaking efforts. For Party officials to help such revolutionary comrades to the end in a responsible manner immediately means to be loyal to the Party and the leader. To help to the end the people who were once our fellow workers is the moral obligation of revolutionaries.

We must not avoid in any way people who have made some mistakes, inadvertently, in their work, but set store by their loyalty to the Party and the revolution and give them active assistance so that they can correct their mistakes as soon as possible. Only then will the people feel the immensely warm and benevolent embrace of our Party, trust and follow it more firmly, and perform well their duties, taking pride in living in our Party's favour.

Trying to punish people at random simply because they have made some errors is not an attitude befitting officials of our Party, which is responsible for their destiny, nor is it an attitude befitting true revolutionaries.

During his field guidance in Ryanggang Province, the great leader severely criticized the practice of dismissing cadres imprudently.

It is easy to discharge people, but difficult to train them. If you dismiss people for some minor errors there will not be many people working at all. People when given education will be able to do their work well. If you punish people imprudently and discharge them at random, they will be dissipated in their work, try to read your countenances, and will be badly affected in various ways.

Party officials must never be routineers in their relations with people. People who perform their duties like businessmen usually lack the sense of moral obligation and kindness and they are cold-hearted. Cold-hearted people cannot be allowed to work with people. Party officials must have a warm love for their comrades and humanity as well as a strong revolutionary spirit, take truly loving care of Party members and other working people and try hard to lead them onto the right path to the end. Only then will our Party be an indestructible Party linked with the people by intimate ties.

Party officials' inefficiency in their work with people is also due to a low level of qualification. If they are to be efficient in working with

people, they must acquire a wide range of knowledge. Since Party work is work among different people, those who have low qualifications cannot work with people actively.

Party officials need a high political sense and an extensive knowledge of nature, society and human life and should be able to sing, chant poems and appreciate works of literature and art. In short, in order to perform their duties properly. Party workers should be well-informed and rich in emotions.

When our Party officials work harder among the people, by acquiring a high level of political and practical qualifications and also maternal traits, a new advance will be made in Party work.

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