

**OFFICIALS MUST CONSTANTLY IMPROVE THEIR METHOD AND STYLE
OF WORK**

A Talk to the Officials in Charge of Cinematic Art
February 25, 1969

I would like to take this opportunity to dwell on the question I hoped to talk about with you, the method and style of work.

As I said in the meeting to review the performance of film artists in the People's Army units, the head of the actors group and some other officials were careless in working among the actors when the actors of the Korean Film Studio were playing in the People's Army units.

The head of the actors group changed the presenter on a whim. This is an expression of plain bureaucracy and a typical expression of the hand-down dictator style work method. I was told that five minutes before the rising of the curtain the head of the actors group changed the presenter and asked another actress to take her place, and that when she refused to do so, the head of the actors group threw insulting words to her. You must be clearly aware that if the senior officials pressurize people and abuse their authority, the consequences could be grave.

To say nothing of those who are not prepared, even those who are to a certain extent ideologically prepared, too, may become displeased with the Party, if their discontent against the bureaucrats has been pent up.

Everybody is characterized by his feeling, and his reason; if his discontent is pent up he may lose his reason, and if he loses his reason he may confuse Party policy with something an individual cadre said. Pressurising the people and breaking their hearts by abusing one's authority, regardless of the degree, may produce the grave consequence of divorcing the Party from the masses.

Nevertheless, nowadays some officials, whenever any task is put forward, work arbitrarily by means of instructions and orders, instead of increasing the conscious enthusiasm of the people by affecting their way of thinking. While they work so arbitrarily, they still take their subordinates to task uttering curses if the work goes wrong. The masses will brand such people as 'Pyonhakto'± 18.

Of course, it is a problem that the bureaucratic work style prevails among the administrative and economic officials, but it is a bigger problem that this style is tolerated among Party workers.

The Party work method is to educate people and rally them behind the Party by giving priority to political work, and to get them to take part in the revolution and construction work voluntarily by affecting their thinking. Party work cannot be carried out by the method of dictating from above. The coercive method may move a man's limbs, but it cannot touch his heart.

If the Party workers act arbitrarily and pressurise the people, this will divorce the Party from the masses and encourage sycophancy, expediency, formalism and other unsound ideas. As I have emphasized time and again, the method of oppressing people cannot move their minds, and if their minds are not moved the Party work is useless. The abuse of authority attracts sycophancy, but trust and love attract people's minds. Party workers should therefore in any case refrain from dictating from above. Arbitrariness and the method of dictating from above are the first target in the struggle to eradicate the outmoded conventional work method.

An improvement in the work method and style of Party workers is one of the most important tasks facing our Party today.

I have thought over how to achieve decisive improvement in the work method and style of the officials, in particular, the Party workers. In order to improve the work method and style of Party workers an analysis should first be made of whether they have the correct attitude towards their own work and their duty.

At present some people say that their greatest wish is to become a Party worker. Of course, to become a Party worker is in itself an expression of the exceptional trust of the Party towards a person. Party workers must regard the trust of the Party as more valuable than any material gain. The more deeply the Party trusts them, the more conscientiously they must work. Nevertheless, nowadays some Party workers swear that they will prove worthy of the Party's trust and display loyalty when they are appointed to their posts, but after one or two years they are no longer tireless in their efforts to manage the work, but waste their time without even bothering to study.

Apparently they think that if they become a Party worker they can work lazily, receive special treatment and live comfortably even if they idle their time away without using their brains; they equate the post of Party secretary or instructor with the post of an old-time government official. Because of this wrong attitude they dictate to the lower units from above without offering their opinion even in the case of urgent and important tasks.

As a result of simply dictating the instructions of the higher organs to the lower units without bothering to think about them, some Party workers have gone so far as to ask others who are not even Party workers to write the work plan of the Party committee for the implementation of Party policy, as well as the directives to be sent down to the lower units. Of course, there are not many such Party workers, but even if there is only one out of a thousand Party workers or one out of ten thousand, they will exert a bad influence on the people.

At present, some young people among the rising generation hate studying and prefer social sciences to natural sciences when they go to university and, when they go out into society they prefer the higher organs which direct others to the production sites or research institutes. This shows that they are contaminated by the idler's viewpoint, which equates cadres with old-time government officials. It is important that the Party workers rectify the incorrect view of

Party work as an easy job and clearly understand that a Party worker accepts great responsibility and his work is difficult.

The leader has said that just as it is easy to be a mother but difficult to discharge one's duty as the mother, so it is easy to be a Party worker, but not easy to fulfil one's duty as a Party worker. As the leader has taught us, fulfilling one's duty as a Party worker is no simple matter. To take care of the political integrity of a man a Party worker must know clearly what he really thinks, but seeing through people's innermost feelings is several times more difficult than understanding the inner mechanism of a machine. A machine can be repaired if it is broken by mistake, but a mistake in dealing with a man's political integrity may destroy his whole life. Therefore, success in Party work requires Party workers to sleep less and use their brains more than others.

Party work is difficult work which demands a strong sense of responsibility as well as a high degree of political consciousness. Its results are not obvious whether one works for most of the night or idles one's time away. Party workers must therefore acquire a purer Party conscience and develop a higher degree of initiative in their work than others. This is why those who are more reliable and ideologically prepared than others are selected and appointed as Party workers.

As the Party's trust in them is great, even a trifling tendency among Party workers to relay the instructions of a higher body to the lower units just as they are, without any Party conscience and revolutionary initiative, must be dealt with seriously. Working in such a manner is typical expression of the way of life of the idler who hates the revolution and wants to live in indolence. If we do not promptly overcome this tendency, revisionism may be allowed to develop and the idler's way of life will spread.

However, not all those who work in the manner of merely relaying the instructions of higher bodies must be accused of revisionism. There may be some officials who work in such a manner because they have not developed a correct work method even though subjectively they are trying to work well. Such officials should first of all be trained in methodology and the level of work should be improved. A more serious case is that there are people who do not wish to learn or use their brains even though they are ignorant of methodology. When they are advised to refrain from merely relaying the assigned tasks, but to find a correct method by applying their minds to them before handing them down, some people say that even though they ponder no bright idea strikes them. This is an absolute lie. Of course, how good a method is produced depends on their level of intelligence, but anyone who uses his brains can easily find a good method. For example, some of our school teachers are at a lower professional level, but none of them simply read textbooks to the pupils without any explanation. This shows that though they are not skilful, they are making efforts to teach the pupils in conformity with their mental state and inclinations.

An instructor of the Cinematic Art Section said that because his

children slept late in the morning he would get up early and clean their rooms, so the children got out of the habit of getting up late. Such a method exerts an educative influence. For a father to clean his children's rooms may be somewhat awkward, but his effort cured his children's bad habit.

The education of children requires such methodology. Nevertheless, some Party workers manage all business by the simple relay method. This is really lamentable. If they work with the relay method, they cannot but experience setback in any area of work.

The harmfulness of the relay method can be clearly explained in a comparison with the role of a commander in a battle. If a combined unit receives an order to occupy a height, the commander must first assess the situation on the basis of the reconnaissance report, acquaint himself with his unit's task and decide which unit he should send to which line, which unit he should send to a curve round a mountain behind the enemy's line in order to cut off the road and how he will use any special arms, before giving orders to the units under his command. If he gives the order to occupy the height without such a detailed approach, the battle will end in disaster.

The reasons for success are the same both in war and in socialist construction. Methodology is always necessary in any work.

What, then, must be done to define correct methods in Party work? Our officials, if they receive the Party policy, must draw up a plan beforehand to implement the policy, a detailed plan including all the elements of the process such as the basic task, assignment, control, guidance, review and reassignment, and then define the best method to achieve success in the conditions and circumstances obtaining. To this end, they must study the teachings of the leader and Party policy in depth, understand the real situation in their lower units in comprehensive detail and thereby reinforce the collective discussion. When he was building semi-guerrilla bases¹⁹ during the anti-Japanese revolutionary struggle, the leader taught people in detail how to run semi-guerrilla bases and even how the 'village heads' should work in them. He gave the 'village heads' detailed advice about how they should answer. For example, if the Japanese 'punitive troops' asked them why they provided food to the anti-Japanese guerrillas, they should say that they were forced to do so because the guerrillas threatened them with rifles, that they should say stubbornly that they should be allowed to live in the town and be freed from their irksome task, and that in pretending to criticize the guerrillas they should hint to the Japanese that the guerrilla force was strong and thus make the enemy tremble. Because the guerrillas waged their struggle using such intelligent ideas and methods, they were able to defeat the crafty and cruel Japanese imperialists. The great leader made sure that the guerrillas studied many things in various ways. He saw to it that they were divided into groups and asked questions of each other until the contest was decided, and that when on the march they set texts on the knapsack of the man before them and learned them off by heart. He also saw to it that lectures and seminars were always combined with practical work.

Our officials should not only speak about the revolutionary traditions, but also study and apply them in a creative manner in today's reality. However, once the Party emphasizes the question of revolutionary traditions some officials only shout the slogan about continuing with the revolutionary traditions and if the instructions criticize formalism in study, they relay to the lower units empty words about avoiding formalism in study. If we use our brains a little to apply the anti-Japanese guerrillas' method of study properly in today's reality, we will be able to avoid formalism in study. When we say that you should use good methods and excellent plans to direct the lower units, it means that you should study your work and use your brains. The more a man uses his brains, the better his brains become, and if he does not use his brains, it will become rusty and dull. If you work indolently without using your brains, you will not rid yourselves of the relay method of work even in a hundred years and, in the long run, Party policy will not be implemented successfully. That is why today I emphasize the eradication of the habit of loafing and idling on the job displayed by some officials.

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