

Government Administration Council Directive on  
Developing After-Work Education for Workers and Employees  
(June 1, 1950)

The developing of after-work [ spare-time ] education for workers and employees is one of the most important methods of raising the political, cultural, and technical level of the broad masses of workers and employees. The appropriate departments in the government, the administrative offices in enterprises, and trade union organizations should jointly study this matter in order to begin this work systematically, methodically, and in an organized manner. For this purpose, the Government Administration Council gives the following instructions for developing this work in various areas:

1. At present, workers and employees in factories are the primary object of after-work education for workers and

employees; its main purpose is to teach them how to read. Education for workers and employees may be provided in many forms, which can be carried on with regularity.

a) All factories and enterprises that have already begun preliminary political indoctrination for a period of time among their workers and employees should now begin a systematic learn-to-read campaign, set up after-work elementary study classes, and encourage illiterate workers and employees to join. This campaign is designed to enable illiterates among workers and employees, in the course of three to five years, to know approximately 1,000 words and to read popular newspapers and books.

b) Literates among workers, employees, and their dependents in the factories should be mobilized to teach the after-work elementary study classes in their own factories. All literates must be made to understand that "to teach others to read" is their unrefusable and honorable responsibility. Teachers of these classes should be unpaid or given 50 percent of the regular pay. Those teachers who work the hardest and whose performance is outstanding should be encouraged by giving them honor or material rewards.

c) The format of instruction in these after-work study classes should be flexible and informal. There should be no regular classrooms; they can be work-sites, dining rooms, dormitories, and other places. The number of students in each class can be large or small. However, these classes must have a definite plan for instruction, an organization, and a system. Moreover, students can graduate only after all textbooks are completed.

d) All schools near factories and industrial enterprises should endeavor, to the greatest extent possible, to establish after-work elementary study classes for workers and employees; they should assist nearby factories and trade union organizations in industrial enterprises to launch a learn-to-read campaign. Any factory or industrial organization that has done a good job should be given a reward.

2. To help those workers and employees who have some

education themselves, all factories and industrial enterprises should, depending upon local conditions, establish more advanced after-work cultural and educational programs for them under the following general policy:

a) The more advanced after-work cultural and educational programs for workers and employees should take a more regular form, e.g., setting up an after-work intermediate study class (equivalent to the 5th and 6th grades; all those who have graduated from an elementary study class or have an elementary school cultural level are eligible for admission); an advanced class (equivalent to 7th through 12th grades; all those who have graduated from the intermediate class or have a 6th grade cultural level are eligible for admission), etc., to teach essential courses similar to those being taught in regular schools.

b) The length of schooling is tentatively set at two years for the intermediate class and five years for the advanced class. However, it may be extended or shortened, depending on the actual progress of individual programs. All students who have completed the required courses and passed the examinations will be issued diplomas by government education offices; these diplomas, in general, will have the same weight as those issued by regular schools of the same level of education.

c) All after-work intermediate and advanced study classes must have regular teachers, whose pay and other privileges, in general, should be the same as those in regular schools.

3. Political education for workers and employees may take the form of reports on current events and special lectures. In larger factories and industrial enterprises, classes studying politics should be included in the after-work study programs for workers and employees. Those who have some education should be invited to participate in these classes to receive systematic political indoctrination for the purpose of developing cadres among workers and employees who already have some basic understanding of political theories. This program should be carried out in the following ways:

a) Workers' and employees' after-work political classes

should study the history of social development, the revolution in China and the Communist Party of China, the New Democracy and the Common Program of the People's Political Consultative Conference, the concise history of the world revolutionary movement, reconstruction in the Soviet Union, labor policy and labor laws, etc. All these basic courses in politics should be completed within two years.

b) Comrades in key positions in factories and industrial enterprises and political instructors of local colleges may be appointed as teachers of these after-work political classes.

c) All students who have completed the courses mentioned above and have passed the examinations may be issued diplomas by the education offices of municipal (or equivalent) or provincial governments. Those outstanding graduates who wish to do further studies may be recommended for taking entrance examinations for admission into political institutes, such as the People's University and the Marxist-Leninist College.

4. For further raising the technical level of workers and employees and meeting the demands of our growing industrial production for technicians, all factories and industrial enterprises should now systematically provide technical education, taking local conditions into consideration. For this purpose, they should pay attention to the following points:

a) They should mobilize all technicians in factories and industrial enterprises to become technical instructors, taking on the glorious responsibility of training technical workers for the state.

b) Depending upon different demands and local conditions, technical training may take the form of a technical training class, technical research class, or apprenticeship.

c) They should hold periodic examinations for technical workers. Those who pass with distinction should be given appropriate technical grades. Instructors should be given cash awards or some form of remuneration (at private enterprises, the fund for this purpose may be provided in the management-labor collective contract or set by the labor-management meeting).

5. Workers' and employees' after-work education is an enormous task that should be performed under the direction and leadership of government education offices, with the cooperation of trade union and other mass organizations. For this purpose, a unified leadership must be established. Therefore, it is decided that:

a) Together with the All-China Federation of Trade Unions, the Ministry of Education of the Central People's Government will invite the Ministry of Labor, and all other agencies and organizations concerned, to establish a workers' and employees' after-work education committee. This committee will discuss and decide all important matters concerning the general policy, plans, curriculum, expenditures, and systems of a nationwide workers' and employees' after-work education program.

b) Together with the local general trade unions, the department (or bureau) of education will invite the department (or bureau) of labor and other agencies and organizations to establish a local workers' and employees' after-work education-committee to discuss all matters concerning its program in the area.

c) The representatives of the department (or bureau) of education of local governments will be the chairmen of the workers' and employees' after-work education committees of appropriate levels, and the representatives of corresponding trade union organizations will be the vice-chairmen. The committees' decisions will be published by the department (or bureau) of education of appropriate local governments.

d) Under the direction of the local workers' and employees' after-work education committees, trade unions in factories and in industrial enterprises will assume full responsibility for carrying out the educational programs thereof. The administration or management of these factories and industrial enterprises should provide all necessary assistance, as far as possible.

6. Expenditures for workers' and employees' after-work education should amount to 60 percent of the cultural and

educational funds that factories and industrial enterprises contribute to trade unions. Any insufficiency will be made up by an allocation from the education funds of appropriate local governments. These expenditures should be limited to teachers' pay, allowances, cash awards, subsidies for textbooks, and other necessary administrative costs. Any waste must be prohibited.

7. All factories and industrial enterprises should do all in their power to provide or to loan all the buildings and equipment necessary for use by the after-work education program.

8. All teaching and study must be done after work. Elementary and technical classes will have at least two class sessions a week; intermediate, advanced, and political indoctrination classes will have at least three meetings a week. Each session will last at least 90 minutes. Those workers and employees who attend classes may be excused from overtime work as well as from all other meetings on that day.

9. The Ministry of Education of the Central People's Government and the All-China Confederation of Trade Unions will cooperate with the Ministry of Labor and the Publications Department to establish a textbook compilation committee to prepare teaching materials for the elementary and political indoctrination classes. Intermediate and advanced classes will use appropriate materials from the corresponding regular schools or from the peasants' and workers' abbreviated middle schools, but all textbooks and related materials may be adopted only after careful selection and simplification. All technical teaching materials and supplementary materials may be written by teachers and submitted to appropriate workers' and employees' after-work education committees for review and approval.

10. All government and other public organizations whose level of workers' and employees' after-work education programs is relatively low may also follow this directive in developing their programs.

11. After receiving this directive, the education offices of all local governments should cooperate with local trade union organizations in convening a meeting of all parties concerned, to establish a workers' and employees' after-work education committee for planning and carrying out this work.

[ Signed ] Premier Chou En-lai