

Resolution of the Central Committee of the Communist Party of China on All Cadres Needed for Seizing National Power (October 28, 1948)

To the North China Bureau, East China Bureau, Northeast Bureau, Northwest Bureau, Central Plains Bureau, and also to the Shanxi-Suiyuan Sub-bureau, Hebei-Rehe-Chahar-Liaoning Sub-bureau, Henan-Anhui-Jiangsu Sub-bureau, Central China Working Committee, and all Front Committees:

I. The September meeting of the Central Political Bureau discussed the preparation of cadres needed for seizing national power. The rapid development of the war has urgently brought this task to the forefront of our Party.

If our Party lacks this preparation, it will inevitably be unable to adapt to the needs of the war's development, placing our Party in a passive position. Therefore, the Central Committee, in accordance with the guidelines of the September meeting, hereby makes this resolution.

II. It is estimated that during the third and fourth years of the war (July 1948 to June 1950), the People's Liberation Army may seize approximately 160 million people, about 500 counties, and many medium and large cities from the Kuomintang-controlled areas, and establish political power in these new areas. The largest part of these new areas will be seized in the fourth year, while a smaller part will be seized in the third year. The estimated population and number of counties and cities included in this area that may be seized are roughly equivalent to our total population and number of counties and cities at the end of the second year of the war, i.e., June 1948. That is to say, by the end of the fourth year of the war, i.e., June 1950, we may have grown from the current 168 million people and 586 counties and cities to about 330 million people and about 1,000 counties and cities. We should prepare our cadres based on this possible development prospect. We must prepare all the cadres needed to seize national power. This resolution refers to preparing the cadres needed for the fourth year of the war. The cadres needed for the third year of the war, since the war is still taking place not far from the existing five liberated areas, should be resolved by each area itself, except for those already dispatched.

The Central Committee will make a separate resolution regarding the cadres needed in the fifth year of the war and beyond.

III. Based on past experience in developing new areas, each newly established county will require at least 75 county-level and district-level cadres (in the old liberated areas, the average number of cadres detached from production per county, including village-level cadres, was about 200 to 300, with the largest counties having as many as 400). With 500 counties, approximately 37,500 cadres will be needed. On average, one prefectural committee will be established for every 5 counties, requiring at least 60 cadres per prefectural committee; with 100 prefectural committees in 500 counties, a total of approximately 6,000 cadres will be needed. On average, one district party committee will be established for every 30 counties, requiring at least 80 cadres per district party committee; with 17 district party committees in 500 counties, a total of approximately 1,360 cadres will be needed. The region, encompassing approximately 500 counties, requires the establishment of four Central Bureaus, each with at least 200 cadres, totaling approximately 1200 cadres. In addition, approximately 7000 cadres need to be prepared to work in major cities. The total number of cadres required at the five levels (Central Bureaus, Regional Party Committees, Prefectural Party Committees, County Party Committees, and District Party Committees) and in major cities is approximately 53,000.

IV. These approximately 53,000 cadres will be allocated as follows: 17,000 in North China, 15,000 in East China, 15,000 in Northeast China, 3,000 in Northwest China, and 3,000 in Central China. V. The aforementioned 53,000 cadres, categorized by their job nature, should include cadres in the following areas: military work (military and political work cadres necessary for establishing military regions, military sub-regions, and local forces); party affairs; confidential work; government work; work for mass organizations such as workers', peasants', youth, and women's federations; economic work (managing industry); financial work; banking work; trade work (managing trade bureaus); news agency and newspaper work; and school education work for universities and party schools. These categories are indispensable. The proportion of cadres in each category must also be appropriately allocated.

VI. Based on past experience in developing new areas, the minimum required number of cadres at all levels and for all tasks, excluding general staff, is approximately 7 per county, 10 per prefectural party committee, 15 per regional party committee, and 40 per central bureau. Therefore, in the aforementioned approximately 500 counties, the minimum number of cadres bearing primary responsibility for various tasks at all levels would be approximately 160 at the central bureau level, 255 at the regional party committee level, 1000 at the prefectural party committee level, and 3500 at the county level. These cadres must be included proportionally from the cadres drawn from each region. In the East and Northeast regions, of the 15,000 cadres transferred from each region, those responsible for key tasks must include 48 at the Central Bureau level, 75 at the Regional Party Committee level, 300 at the Prefectural Party Committee level, and 1,050 at the county level. The North China Bureau will transfer 2,000 more cadres than East or Northeast, and the proportion of cadres responsible for key tasks should also be increased. In the Northwest and Central Plains regions, of the 3,000 cadres transferred from each region, those responsible for key tasks must include 8 at the Central Bureau level, 15 at the Regional Party Committee level, 50 at the Prefectural Party Committee level, and 200 at the county level.

VII. The allocation of the 53,000 cadres to each region will be completed in two phases. The first phase, beginning in June 1949, aimed to complete approximately two-thirds of the recruitment in each region: around 11,000 in North China, 10,000 in East China, 10,000 in Northeast China, 2,000 in Northwest China, and 2,000 in Central China. The second phase, beginning in December 1949, aimed to complete approximately one-third of the recruitment in each region: around 6,000 in North China, 5,000 in East China, 5,000 in Northeast China, 1,000 in Northwest China, and 1,000 in Central China. Cadres needed by each region before June 1949 for developing new areas near their own borders were not included in the aforementioned plan for 53,000 cadres.

VIII. In order to complete the preparations for the aforementioned 53,000 cadres, to address the shortage of cadres in various districts, and to prepare for the cadre needs of the fifth year of the war (July 1950 to June 1951), the planned and large-scale training, development, and promotion of cadres has become a major task for Party committees at all levels in various districts. To this end, it is imperative that:

A. Each district's Central Bureau (Sub-bureau) and District Party Committee should immediately establish Party schools, or strengthen and expand existing Party schools, and select appropriate cadres from all levels and categories to study at these schools. During the study, cadres from all four levels—District Party Committee (or Provincial Party Committee), Prefectural Party Committee, County Party Committee, and District Party Committee—should be organized into a complete learning structure and studied together, with each District Party Committee serving as a unit. This method of centralized learning with established frameworks can strengthen leadership, facilitate cadre improvement, and make it easier for cadres at all levels to become familiar with each other.

Furthermore, these frameworks can be readily applied to various locations during future deployments, avoiding the need for reshuffling and reassignment, thus benefiting work development (of course, this doesn't mean they absolutely cannot be rearranged). At the prefectural and county levels, short-term training courses should be universally offered to train district and village cadres. County-level training courses should provide rotational training for village-level cadres, and a group should be selected from these courses to leave production duties, with some filling vacancies at the district level and others sent to Party schools run by the prefectural, district, or provincial Party committees for further study.

B. Deputy positions should be added to all important work posts at the five levels: Central Bureau (Branch, Working Committee), District Party Committee (Provincial Committee), Prefectural Party Committee, County Party Committee, and District Party Committee. A group of cadres from the district and village levels will be selected to serve as deputy heads at the county level; a group of county-level cadres will be selected to serve as deputy heads at the prefectural level; a group of prefectural-level cadres will be selected to serve as deputy heads at the district or provincial level; and a group of cadres from the district or provincial level will be selected to serve as deputy heads at the central bureau, branch bureau, or working committee level. This will allow cadres at all levels serving as deputy heads to gain practical experience and prepare them for future promotion. This method of establishing deputy positions should be one of the most important methods for preparing cadres.

C. Military and political schools should be established in all major military regions, or existing schools should be strengthened and expanded to train military and political cadres needed by military regions, military sub-regions, and local forces.

D. Secondary schools should be established, and existing secondary schools should be improved to train a large number of personnel with intermediate levels of education to supplement cadres at all levels and in all areas of work.

E. In areas where universities are possible, regular universities should be established immediately to train higher-level personnel needed for future work in politics, economics, and culture.

F. Various specialized schools should be established to train specialized personnel. Short-term intensive courses or training classes can be attached to the aforementioned secondary schools, universities, and specialized schools to meet urgent needs.

G. In liberated cities, former enterprise personnel and public-school staff (excluding reactionary elements) should be extensively utilized, trained, and reformed to supplement the shortage of cadres in urban work. After a period of time, a group of these personnel can be selected, trained, and sent to newly liberated areas for work. Xin, from major cities under Kuomintang control, such as Beijing, Tianjin, Qingdao, Shanghai, Nanjing, Hangzhou, Wuhan, Chongqing, Chengdu, Xiamen, Guangzhou, and Kunming, large numbers of workers and intellectuals were recruited to the liberated areas. After necessary training, they were assigned to various positions.

IX. To address the difficulties faced by the families of cadres transferred to the new areas and reduce their concerns, the families of all local cadres transferred in the past and future to the new areas shall be treated as military dependents. Local governments should publicly announce this and immediately implement such treatment for the families of already transferred local cadres.

X. To ensure that cadres transferred to the new areas are fully prepared politically, ideologically, and organizationally, cadres selected by each region in June and December of next year, except those

already studying at Party schools, must undergo two short-term intensive training sessions before the end of June and December of next year.

XI. The transfer of the aforementioned 53,000 cadres will be subject to notification from the Central Committee.