



Graph-4. - Actual, Predicted and Potential Shares of Non-Agricultural Labor Force For Yugoslavia For The Period 1952-71.

THE SYSTEM OF COMMUNICATION IN ASSOCIATED LABOUR THE YUGOSLAV CASE

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a) The structure of the system and relations of the elements

The Constitution of the SFR Yugoslavia, the constitutions of the socialist republics and provinces passed in 1974, and the Associated labour Act (1976) have marked the beginning of a higher phase of organization of self-government in Yugoslavia. The central role in this phase is played by associated labour, because all the rights and duties of man and the determination of his social position are obtained from labour (not from property). We consider that only on this basis is it possible to bring the working class to a dominant position in order to realize its historic interests — which are, under contemporary conditions, the only way to self-governing socialism and communism. On this basis, in Yugoslavia different forms of associated labour are established which develop appropriate communication systems and connect themselves with the milieu.

The whole system of associated labour is founded on the basic organization of associated labour (BOAL), which is one of the two fundamental elements of the whole socio-economic and political system (another such element is the local community).

Communication within the BOAL is primarily developed interpersonally. Self-managing in principle tends to be direct, and this also refers to the operative management. In this sense, the BOAL represents a theoretically optimal framework from the point of view of social intergration. One of the constitutional and legislative conditions for establishing a BOAL is the number and distribution of people in the space which provides the realization of the role and competence of the basic self-managing cell. It is obvious, then, that on this level of associated labour, a direct interpersonal and intergroup communication must be predominant. Its information basis should also be founded on direct oral information and explanation, with the application of written communications only when numerical indicators are involved or in exceptionally significant and complex matters — but even then in a very brief form. The BOAL is generally to deal with

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information concerning some decisions. The information for orientation will usually come from other organizational levels or through the media of mass communications. If such information is included in the communication flow within the BOAL, then it should pass through the corresponding situational changes (based on the concrete position and interests of the BOAL).

The organizational communications within the BOAL are performed through the system of operative management, but attention should be paid to not have this system circulate those pieces of information which belong to the system of self-managing communications (with the exception of cases when the carrying out of already-passed self-governing decisions is involved).

The first level in the communicational binding of associated labour is made by the BOAL. In addition to the local community, it is, as was already stated, the second basic point of constituting the delegate system. In the integration of associated labour, the BOAL sends its delegates to the Workers' Council of the Organization of associated labour (OAL), that is, the work organization (WO) to which it belongs, and either alone or together with the other BOAL-s (which is more common) it elects the delegations from which the delegates are elected to the Council of Associated labour of the Commune Assembly, the Assemblies of Communities of Interest and other self-managing and social bodies. In this way, the BOAL establishes basic communication relations with its organizational environment (higher system) and social milieu. These connections play a double role: the information circulates through them in both directions, and they take joint decisions. Thus the system of communications in associated labour qualitatively differs from all the other well-known systems of communications in material and non-material production.

The BOAL is obliged to be associated with other BOAL's in the work organization (WO). Thus, the next (the second) level of communication system in associated labour is established. This level is characterized by the following:

— direct communication and information is applied to a considerably smaller extent than is indirect (which is predominant). Directness is maintained in the political sense—since the delegates of the BOAL's in the Workers' Council of the OAL have an imperative mandate to carry out the decisions of their BOAL when the so-called essential self-managing right's and interests (income, etc.) are involved. The most significant decisions on the level of the work organization are accepted only if the majority of the workers in the BOAL has accepted them. However, the informative basis of communications and decisions, in most cases, is provided by the functioning of a special system for information which exists in each work organization in one form or another and to a varying degree of development.

The Associated Labour Act foresees as the next (third) level of organizational and self-managing integration the so-called composite organization of associated labour (COAL). It is established by the association of work organizations (WO) which are objectively related by reproductive cycle or division of labour in the same production. Such

composite organizations can be associated with agricultural cooperatives and other forms of associations of agricultural workers. The work organization, normally, can be included in several systems of this kind. The COAL arises from the conclusion of a so called self-managing agreement between the future members. In the course of six months, the workers of all included basic organizations decide on the statute of the COAL, for which the majority of votes of each BOAL is necessary.

It is obvious that delicate communication relations must be established on such a complex level of associated labour. They cannot be successful without the existence of a corresponding system of information. This system should represent only a superstructure with regard to the information systems of the associated WO and other members. Considering that the BOAL and WO maintain their self-managing position, and accordingly, the strategic control over the joint activities within the framework of the COAL, the systems of information of the members should include only data which refer to the events within the COAL (as an economic unit) and information on the course of the activities which are pooled on the basis of self-management agreements. Hence, there is no need to create an informational »supersystem« on the level of the COAL since the inevitable generality of its information would reduce the possibility of strategic control by the workers in the BOAL and WO. This means that information on the functioning of the COAL should always undergo some situational elaboration on the level of the WO and BOAL. Naturally, the system of information in the COAL should be created in integral form, with clearly-established connections and relations among the elements, standardization and rationalization of forms and procedures — but also with functionally independent primary informational subsystems of the WO and the BOAL.

Apart from the described basic forms of associated labour, there are some other forms of association which are not equally significant or characteristic — but they are still undoubtedly important for modern economy, business and other activities. These are, primarily, the associations of organizations of associated labour which appear in three variants (business associations, self-managing communities of interest of material production, and the communities of the basic organizations within the same or different work organizations which are formed in order to satisfy joint interests). In addition to these forms, there is association of banks and insurance companies, self-managing communities of interest and communities of the associated labour for mutual planing and business cooperation.

From the standpoint of communications and information, all the forms of association undergo the same regime: being the sovereign master of the income it creates, the BOAL must include in its flow of communications all information on the functioning of those forms of association relevant to income. That is, at the same time, the criterion of selection and elaboration because the informative observance of the activity of the whole network of labour and business association of

cordingly, the system of information of the work organization as well) is to enable all workers to get acquainted with the information so that they can consider it and, on this basis, establish their own attitudes (Art. 546 and 547).

With reference to the manner and the content of information to be imparted to the workers, as well as the organs which are responsible for that, corresponding norms are contained in the act, statutes and other self-managing general acts (agreements, regulations, decisions). The act has set out an obligation to the workers' council and the managing organs to inform the workers and the trade union organization about reprimands, findings and decisions of the Social attorney for self-management, of the Social Accountancy Service, and other competent organs regarding the inspection of the legitimacy of the functioning of self-managing organizations and communities (Art. 458 and 550). The significance of this regulation is especially great if we bear in mind that earlier, information of this kind was usually lacking.

In addition to this, the Act establishes obligatory information for the workers about the content of proposals for some decisions which must be previously discussed by the workers.

The Act has also foreseen the obligation of the organs of the socio-political community to inform the workers about issues significant for the realization of the self-managing rights and duties.

If the obligations concerning the information are not carried out, this represents a violation of the rights of the workers and a violation of the working duty regarding the competent organs. This commands severe sanctions and the material responsibility of the managing organs (Art. 550). This regulation solves the problem of responsibility for proper information and thus makes the basis for the elimination of one of the basic weaknesses of the self-management system as a whole.

Equally significant are the regulations on the socio-economic indicators which should be used. They guarantee the quality (exactness, preciseness) of information in the key sphere of self-management, i. e., revenue. The Act provides the following indicators: income per worker, revenue related to the average means used, net income per worker, accumulation related to the revenue, net income and the average means used, personal incomes and funds for joint consumption per worker and, finally, net personal income per worker (Art. 140). These indicators are obligatory. In addition, the workers can independently, or in agreement with the workers of the other basic organizations with which they pool their work or resources, (with which they make joint plans) introduce some other indicators as well.

On the basis of these indicators, the workers can follow the results of work and management and thus appropriately and rationally manage the revenue. The indicators, in particular, make feasible a comparison of the achieved results with the previous results (time dimension of information) and with the aims set out by the plan. These indicators also serve for a comparison with the results of other organizations of associated labour which deal with the same activity or with which

the BOAL is associated. Hence, the system of indicators is one of the essential grounds for the self-management of workers and their decisions on income and other questions.

The most significant indicator, the income per worker, points to the material basis of self-management and represents a framework for the satisfaction of personal and joint needs of workers and for higher reproduction in the basic organization and beyond it. It is simultaneously the indicator of labour productivity. By comparing the incomes per worker in the following period with the previous period, or by comparison with other similar or associated basic organizations, or by comparison with the planned revenue — the worker gets acquainted with the efficacy and rationality of the management. This offers the workers the possibility to exercise an influence on the organization and policy of labour and management, and to undertake measures whose purpose is to raise the productivity of work.

The indicator of the relation between the income and the average means used shows the efficacy of economy of the means which are socially-owned.

The net income which comprises personal incomes and accumulation, stated per worker, makes possible high performance in labour and management regarding both: the satisfaction of the needs and the improvement of the conditions of the work, respectively, the raised reproduction (in which each worker is interested). The relation toward the increase of means for raised reproduction, that is, increased basic and operating capital, becomes a more and more significant factor under the conditions of rapid technical progress in the world.

The indicators of the relation of accumulation to the revenue, net income and the average means used offer a basis for the study and establishment of real policy concerning the realization of raised social reproduction.

The value of the indicators of accumulation related to the net income (as stated in the Commentary of the Act) is especially great in light of the existing tendencies, particularly in the branches in which the level of the labour equipment is relatively high, that the distribution of the means for personal incomes is based exclusively on the realized revenue, regardless of the social function of the realized income in the strengthening of accumulative and reproductive capability as a precondition of further development of the basic organization itself and the society as a whole.

The indicators which present personal incomes and joint consumption per worker and net incomes enable the workers to follow the variations of personal income in their basic organization, and by comparison of this indicator with the corresponding indicators for the other basic organizations, to estimate whether the distribution of personal incomes is realized in accordance with the self-managing agreements which have been signed.

In addition to these indicators provided by the Act, the Federal Executive Council can prescribe certain other indicators on the results of labour and management.

Closer regulations on the establishment, purpose and manner of utilization of the indicators are passed by the Social Accountancy Service. To ensure the comparability, the indicators are created by a unique methodology. The aim of indicators of the results of labour and management is manifold. They are used in planning, decision-making, as a basis for the distribution of revenue, the distribution of personal incomes and in the passing of other significant acts and regulations (Art. 144).

Naturally, all these legislative regulations should be operationalized through the self-managing normative acts on all the levels of the work association and in all the self-managing organizations (BOAL, WO, COAL, etc.). They are also one of the bases for the designing and monitoring of functioning of the system of information in the organizations of the associated labour. Thus, these normative acts prevent inefficacy and improvisation in the system and process of disseminating information to the workers and this constitutional demand is thereby fulfilled. This will certainly contribute to the elucidation of relations between business secrets and information of workers, which is also a potential basis of techno-bureaucratic manipulation.

c) Information and business secrets

The Associated Labour Act solves another essential question connected with information. Namely, the conditions of the market economy and contemporary management in general demand that some kinds of information should be treated as a business secret. Simultaneously, some information cannot circulate freely due to the security and self-protection of the work collective and the aggregate society. Bearing in mind this real situation and in order to prevent its misuse with a view to techno-bureaucratic manipulation of information and the disabling of self-management, the Act has developed a corresponding regulation establishing the bases for the further regulation of business secrets in self-management normative acts.

First of all, business secrets involve only those documents and data established as such by the organization of associated labour in the statute, self-management agreements or other general acts. This eliminates subjectiveness in the determination of secrecy which, in fact, is the main basis of manipulation. Such documents are: papers and data which refer to secrets in production, the results of research work, constructive work and other documents and data whose illegitimate use would oppose the interests of the organization of associated labour.

The Act, naturally, prohibits all the papers and data referring to the management of the BOAL to be proclaimed business secrets. We should bear in mind the constitutional principle of the public-character of labour which represents the general rule of behaviour in the self-managing society, while business secrets are an exception.

Apart from the above mentioned cases (when the BOAL proclaims something to be a secret on the basis of the statute or other general

act), there is also an obligation to keep the secrets of other organizations and institutions. However, other organizations must always clearly indicate when a secret is concerned. This relates to so-called military secrets and data which are of special socio-economic significance. Public tenders are considered to be secrets up to the publishing of their results (Art. 441).

Since there are occasionally practical needs to report data which are considered to be business secrets, this can be done only by those workers who are authorized to do so by the statute or other general act. The issuance of such reports are governed in the same way. The Workers' Council of the BOAL is obliged to form a special organ which is competent for the question of business secrets.

All the workers are obliged to keep the secrets regardless of the way in which they learn it. This pledge lasts even after cessation of the employment.

When such data are reported to persons or organizations which are allowed by regulations to approach such documents of information, it is not considered to be the violation of the duty of keeping the secret (Public Attorney, etc.). Without such possibility such organs would not be able to carry out their duties.

Business secrets can also be reported at conferences of the Workers' Councils when it is indispensable in the course of decision-making. In such cases, the persons present should be warned that a business secret is involved and that they are to keep it.

In a similar way, this refers to the organs of the self-managing workers' control. When a worker addresses those commissions or reports a criminal deed, an economic violation, etc., he can also report data which are considered to be business secrets.

As one can see, the Act has introduced strictness in the institute of business secrets, having left closer regulation to the self-managing normative acts. In this way a clear situation has been made for information in associated labour: everything which has not been strictly established as a business secret (by normative act) should be accessible to all the workers and should be freely circulated in the information system of the organization of associated labour.

SISTEM KOMUNICIRANJA U UDRUŽENOM RADU: JUGOSLOVENSKI SLUČAJ

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R e z i m e

Novi ustavi (1974.) i Zakon o udruženom radu (1976.) otvorili su na normativno-institucionalnom planu višu razvojnu fazu organizacije samoupravljanja u Jugoslaviji. Centralno mesto u toj organizaciji imaju oblici udruživanja i razmene rada, u kojima je kontrola sudbine dohotka

objektivni osnov dominantnog položaja radničke klase u društvu koje se nalazi u višoj razvojnoj fazi diktature proletarijata.

Udruženi rad pojavljuje se kao sistem (integralna i usklađena celina), koji se sastoji od niza nivoa i elemenata koji su intenzivno i dvosmerno komunikacijski povezani. Taj sistem uspostavlja komunikacijske veze sa svojim okruženjem, to jest ostalim (pod) sistemima u okviru globalnog društvenog sistema. Karakter i značaj ovih veza detaljno su analizirani. Analiza otkriva i izvesne kritične tačke u vezama i odnosima u okviru celine sistema i kod pojedinih elemenata, i sugerirše moguća rešenja.

Poseban odeljak bavi se normativnom osnovom informisanja u udruženom radu, koja je znatno unapređena donošenjem Zakona o udruženom radu. Naročita pažnja poklonjena je indikatorima situacije organizacije udruženog rada koji treba da radnicima obezbede adekvatnu informacionu osnovu za samoupravljanje. Oдавно je već poznato da kontrola informacionih tokova predstavlja glavnu i najčešću osnovu tehnobirokratske manipulacije. Prikazana normativna osnova treba da eliminiše korene te pojave u oblasti informisanja. S tim u vezi je i institut poslovne tajne, čije ispravno tretiranje u bitnoj meri utiče na mogućnost i delotvornost samoupravljanja. Nova rešenja u tom pogledu sadrže narednu mogućnost eliminisanja manipulacije po ovom osnovu.

U celini gledano, autor je pokušao da sa stanovišta teorije sistema i savremene komunikologije uspostavi kategorijalno-problematski okvir analize procesa komuniciranja u udruženom radu i sa udruženim radom, ograničavajući se, u ovoj prilici, na opis i osnovne dimenzije i uslove tog procesa.

OCENA KONFLIKTA URAVNOTEŽENJA PLATNOG BILANSA I POSTAVLJENIH CILJEVA DOMAĆEG PRIVREDNOG RAZVOJA JUGOSLAVIJE POMOĆU EKONOMETRIJSKOG MODELA

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Uvod

Jedan od najvažnijih zadatak tekuće ekonomske politike Jugoslavije je simultano održavanje unutrašnje i spoljne ekonomske ravnoteže. Privredna nestabilnost, koja se ogleda u kolebanju tempa rasta, inflatornim tendencijama i nepovoljnom kretanju nivoa zaposlenosti, a čiji je jedan od izraza i deficit trgovinskog i platnog bilansa, može imati ozbiljne posledice na proizvodnu aktivnost i efektivnost privredivanja, kao i raspodelu dohotka. Prateća pojava ubrzanog privrednog razvoja po pravilu je narušavanje eksterne ravnoteže; s druge strane posmatrano, eksterna ravnoteža predstavlja ograničavajući faktor domaćeg privrednog razvoja. Stoga je očigledno da i pored potrebe za uporednim ostvarenjem unutrašnje i spoljne ekonomske ravnoteže, postoji uvek i međusobni konflikt ovih ciljeva.¹⁾ Posebno, kad se ima u vidu orijentisanje jugoslovenske privrede na povezivanje sa svetskom privredom i na tržište kao najvažniji mehanizam alokacije resursa, politika održavanja eksterne ravnoteže postaje još složenija, a njeni ciljevi postaju nekonzistentni sa drugim ciljevima domaće ekonomske politike. Zato je veoma važno odrediti optimalni odnos među ciljevima unutrašnje i spoljne ekonomske ravnoteže, mogućnost i dinamiku njihovog međusobnog ispunjavanja.

Da bi se ekonometrijski ocenile, odnosno predvidele, potrebe za dodatnom inostranom akumulacijom zemalja u razvoju, kao rezultat nekih postavljenih ciljeva domaćeg privrednog razvoja, najčešće se koristi takozvani model dva jaza.²⁾ To je visoko agregatni uprošćen model, koji ekonomski rast posmatra kao rezultat bruto kapitalnog formiranja uz dva ograničenja: nedostatak odgovorajućih resursa, odnosno jaz u resursima (razlika između domaće štednje i željenog nivoa investicija)

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¹⁾ O konfliktu između unutrašnje i spoljne ravnoteže videti u knjizi: Oskar Kovač, *Spoljnoekonomska ravnoteža i privredni rast*, Institut ekonomskih nauka, Beograd 1973., glava II (opšta razmatranja) i glava XI (analiza uzroka platnobilansne neravnoteže u Jugoslaviji).

²⁾ Videti o tome: E. E. Leamer i R. A. Stein, *Quantitative International Economics*, Allyn & Bacon, Boston 1970, glava 5.