

## Workers' Self-Management in Yugoslavia

Gerry Hunniss

### The Social Context

The Yugoslav system of Socialism must be evaluated in terms of the region's history, which continues to have a powerful impact on the political situation.<sup>1</sup> The dominant features in the history of the Yugoslav people have been the conflict between nationalities and resistance to foreign domination. The Communist Party of Yugoslavia (CPY), founded in 1919, was the first truly Yugoslav party in the history of that country, insofar as it united within its ranks the many nationalities and minority groups. The national liberation struggle during World War II acted as a strong unifying factor in the birth of the Socialist Federal Republic of Yugoslavia.<sup>2</sup>

Yugoslavia is a multinational state of over twenty million inhabitants. The Slav peoples, who constitute a great majority of the population, belong to five main ethnic groups: Serbs, Croats, Slovenes, Macedonians, and Montenegrins. Each of these groups has its territorial center in one of five autonomous

<sup>1</sup> A good if somewhat dated introduction to the Yugoslav system is Hoffman and Nial, *Yugoslavia and the New Communism*, New York, Twentieth Century Fund, 1962.

<sup>2</sup> The most recent study of the nationalities question in Yugoslavia is Paul Shoup, *Communism and the Yugoslav National Question*, New York, Columbia University Press, 1948.

republics. A sixth republic, Bosnia-Herzegovina, has a population consisting of Serbs, Croats, and Yugoslav Muslims. In addition to the six republics, two autonomous provinces have been created within Serbia. Kosovo-Metohija (Kosmet) has an Albanian majority, and Vojvodina in northern Serbia has a mixed population including a large number of Hungarians. Minorities in Yugoslavia make up about ten percent of the total population. Equality under the law is guaranteed to all citizens in Article XXXIII of the Constitution. Incitement to national, racial, or religious hatred is unconstitutional and as a rule this law is rigorously enforced.

When the nation of Yugoslavia was created at the end of World War II it was a country devastated by war. According to Yugoslav sources, over thirty-six percent of the country's industry was destroyed and some 1,700,000 people had lost their lives. Added to this was the extremely low technological and economic base of the country. Industrial development in most of Yugoslavia up to that period was concentrated in extractive industries which were largely in the hands of foreigners. Only in Slovenia and Croatia did a native industry exist. All these factors made the task of nation-building extremely difficult.

In addition, many social and economic factors must be kept in mind in any serious attempt to evaluate the Yugoslav experiment in self-management:

The low level of education and industrial experience of a great part of the working force, including sections of the managerial personnel. The steady stream of peasants deserting rural areas for the cities has vastly increased the number of unskilled and semi-skilled workers. While the government has done much to combat illiteracy and provide vocational training, the problem is still a serious one with direct implications for the development of self-management.

The division between the more industrialized northern regions and the less developed southern parts of the country.<sup>3</sup> While regional equalization is the official policy of government

<sup>3</sup> The rich/poor division of the country is directly related to the nationalities question. Slovenes and Croats in the north and parts of Serbs have the highest standard of living. The rest of Yugoslavia is relatively underdeveloped.

and party, progress in this respect has not been up to expectations. The introduction of workers' self-management in 1950 and the economic reforms of 1953 have reduced the resources and the role of the federal government in aiding the development of poorer regions and have shifted part of the burden on enterprises and banks. The battle between the developed and underdeveloped republics is a part of every aspect of Yugoslav politics, and resentment is directed against the federal government by the rich as well as the poor republics.

### The Political Framework

Yugoslavia has undergone a series of revolutionary political changes during the past thirty years. The rapidity of recent institutional changes can perhaps best be understood by viewing them as an attempt to move from a preindustrial into an industrial era while simultaneously fostering the values of postindustrial society. In addition to the cataclysmic changes involved in pursuing a policy of industrialization and decentralization, Yugoslavia is also experiencing a sociopolitical revolution in attempting to unite hitherto hostile nationalities and minority groups within a constantly changing political system.

The Yugoslav political system in the immediate postwar years was modeled on that of the Soviet Union. This first period came to an end in the late 1940s with the break with the Soviet Union. Since 1950, Yugoslavia has been moving toward increased decentralization of the economy, lately this has also begun to be extended to the political/administrative structures. The elevation of the Commune to the "basic sociopolitical community"<sup>4</sup> was accompanied by a number of significant innovations. Election of deputies to the Federal Assembly (and the power to recall them) was granted to commune assemblies. In the early 1950s, a constitutional provision delegated responsibility over all activities not expressly reserved to the districts,<sup>5</sup> the republics, and the Federation, to the local communes. A year later, a provision was passed stipulating that local ad-

<sup>4</sup> The term sociopolitical community refers to communes, provinces, assemblies and the Federation. Sociopolitical communities include the

ministrative agencies were responsible only to their own local assemblies and councils and no longer to republican and federal governmental agencies.

The 1963 constitution and subsequent amendments initiated a number of far-reaching structural changes in the parliamentary system intended to give the self-managing organizations of associated labor more direct influence in representative bodies on the communal, republican, and federal levels. The federal assembly now has five councils (chambers), three of which represent the functional interests of self-managing working organizations from the basic areas of the economy, education and culture, welfare and public health. Every parliamentary act must be passed by two chambers, that is, the Chamber of Nationalities acting in conjunction with one of the other four. Recent changes in the election of these functional chambers of the federal and republican assemblies have retained the principle of indirect voting,<sup>6</sup> but the composition of the electoral body now consists of members of the communal assemblies and delegates of work communities in the commune (enterprises and institutions), while formerly it was the communal assemblies alone which elected deputies to the functional chambers of republican assemblies and the federal assembly. This has increased the influence of local work communities in policy making on the republican and federal level. Of particular interest is the fact that university and high school students have obtained the right to be elected to the Chamber for Education and Culture.<sup>7</sup>

The fourth council (the sociopolitical council) is elected directly by citizens in the communes. Finally, the Council of Nationalities, elected by the assemblies of the republics and provinces on a basis of parity, insures the equal participation of the various nationalities and minorities in the policy making of the federal government.

The entire process is geared to replace the "professional politician" by delegates who, as a rule, retain their "professional

<sup>6</sup> The official designation of these functional chambers is "Chambers of Work Communities." In Croatia, direct voting by the citizens has been introduced in the election of the Provincial Chamber.

# Workers Management In Yugoslavia Recent Developments And Trends

**Michel Christian, Sandrine Kott, Ondrej Matejka**

## **Workers Management In Yugoslavia Recent Developments And Trends:**

Workers' Management in Yugoslavia International Labour Office,1982 Monograph reviewing workers self management in Yugoslavia describes principles and trends the different forms of associated labour institutional framework administrative aspects financial aspects incl Sources of income and its allocation planning the decision making process labour relations working conditions political participation trade union activity and legal aspects of protecting the right to workers management Diagrams glossary and references

**Workers' Management in Yugoslavia** Najdan Pašić,Stanislav Grozdanić,Milorad M. Radević,1982

*Worker's Management in Yugoslavia* International Labour Office,1962

*The Palgrave Handbook of Workers' Participation at Plant Level* Stefan Berger,Ludger Pries,Manfred Wannöffel,2019-01-21

Comprising the study documentation and comparison of plant level workers participation around the world this volume meets the challenge of offering a global perspective on workers participation representation and models of social partnership Value chains economic life inter cultural exchange and knowledge as well as the mobility of persons and ideas increasingly cross the borders of nation states In the knowledge age the active participation of workers in organizations is crucially important for sustainable and long term growth and innovation This handbook offers lessons from historical global accounts of workers participation at plant level even as it looks forward to predict forthcoming trends in participation

**Comparing Economic Systems** Andrew Zimbalist,Howard J. Sherman,2014-05-12

Comparing Economic Systems A Political Economic Approach presents a political economic approach to the analysis and comparison of different types of economic systems Full integrated political economic case studies of several representative countries including Japan Sweden and France are given This book consists of six parts and begins with an overview of some definitions of the main kinds of political and economic systems theoretical arguments from various points of view about how political and economic systems relate to each other and the criteria for evaluating different political economic systems The next section considers three essentially market capitalist systems Japan Sweden and France The Soviet Union a centrally planned allegedly socialist economy is examined next More specifically Soviet development from 1917 to 1928 and from 1928 to the present is discussed Central planning in developing countries such as China and Cuba is also explored Finally the theory of market socialism is analyzed citing the cases of Hungary and Yugoslavia This monograph will be of value to politicians economists and economic policymakers

**Planning in Cold War Europe** Michel Christian,Sandrine Kott,Ondrej Matejka,2018-10-08

The idea of planning economy and engineering social life has often been linked with Communist regimes will of control However the persuasion that social and economic processes could and should be regulated was by no means limited to them Intense debates on these issues developed already during the First World War in Europe and became globalized during the World Economic crisis During the Cold War such discussions fuelled competition between two models of economic and social organisation but they also revealed the convergences and complementarities between them This ambiguity so often overlooked in histories of the Cold

War represents the central issue of the book organized around three axes First it highlights how know how on planning circulated globally and were exchanged by looking at international platforms and organizations The volume then closely examines specificities of planning ideas and projects in the Communist and Capitalist World Finally it explores East West channels generated by exchanges around issues of planning which functioned irrespective of the Iron Curtain and were exported in developing countries The volume thus contributes to two fields undergoing a process of profound reassessment the history of modernisation and of the Cold War **Yugoslav Review** ,1983 *Eastern European Capitalism in the Making* Elena A. Iankova,2002-09-09 Publisher Description **Market and Plan under Socialism** Jan S. Prybyla,2019-11-07 In this volume the author provides an analysis of the centrally planned socialist state economies and their common percentage in the Stalinist Plan introduced in the Soviet Union in the late 1920s Prybyla first explores the neoclassical plan in two variants conservative and liberal the radical plan Maoplan and the Yugoslav experiment neomarket Yugoplan He then examines specific countries as their governments search for alternative solutions to the economic problems that plague them His dynamic presentation of the economic models clearly shows the transformation of the original Stalinist model reveals the obstacles to reform created by the structural problems that exist within these economies and demonstrates that inherent deficiencies within the systems must in time affect growth and balance **When Workers Decide** Len Krimerman,Leonard Isaiah Krimerman, Frank Lindenfeld,1992 [The Indian Journal of Labour Economics](#) ,1987 **Subject Guide to Publications of the International Labour Office, 1980-85** International Labour Office,1987 **Management and Labour Studies** ,1984 *General Report* International Labour Organisation. Iron and Steel Committee,1986 **International Legal Books in Print, 1990-1991** Bowker-Saur,1990 **7th World Congress, 1-4 September 1986: Institutional forms of workers' participation, with special reference to the Federal Republic of Germany** International Industrial Relations Association. World Congress,1986 **New Acquisitions in the UNECA Library** United Nations. Economic Commission for Africa. Library,1983 *Handbook of Comparative and Development Public Administration* Ali Farazmand,1991 **Historical Dictionary of Slovenia** Leopoldina Plut-Pregelj,Carole Rogel,1996-07-28 A valuable reference work for students scholars researchers and those interested in the economy politics and culture of Slovenia **Workers' Participation and Workers' Ownership** Ruddar Datt,1993 The Project Of Preparing A Volume On Workers Participation And Workers Management Was Decided At The 33Rd Conference Of The Indian Society Of Labour Economics At Hyderabad In December 1991 Basic Contributions Included In The Volume Are Three Seminal Articles Professor Gyan Chand In Presidential Address 1961 Develops A Cogent Case For The Development Of Industrial Democracy Professor V M Dandekar Carries The Theme Forward In His Presidential Address 1990 Made A Powerful Case For Employee Ownership For A Stable Base The Book Carries 31 Articles By Distinguished Teachers Of Labour Economics Personnel Managers In Industrial Establishments Like Hmtand Ara Project Of Ccl And A Number Of Research Studies

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