ABSTRACTS

HANDLING AND EVALUATING CADRES IN CZECHOSLOVAKIA 1948-1989 AS A CONSTITUTING FACTOR OF COMMUNIST RULE

Jaroslav Cuhra

This contribution deals with the phenomenon of the so-called cadre practice in socialist Czechoslovakia. This meant that traditional staffing policy was substituted by a complex supervision of the individual, including his or her political leanings. The relatives of the person in question were taken into account as well, and the whole practice was governed by guidelines set by the Communist Party of Czechoslovakia. The author examines how this system was set up and how it functioned, and he assesses its importance with regard to the so-called leading role of the Communist Party in society.

SKETCHES OF (NON-)RELIABILITY: CADRE EVALUATION AND CADRE POLITICS IN CZECHOSLOVAKIA, 1948-1989

Marie Černá

In Czechoslovakia, cadre politics had a significant effect upon lives and careers. Not only could it take the form of people being excluded from social life, there also existed a pressure to create for oneself, via the ubiquitous assessments and evaluations, an appropriate profile. Part of each cadre profile was a person’s degree of reliability – reliability in a comprehensive sense that included political aspects as well as those of class affiliation. But there was more to the process of forming and evaluating a cadre profile than the pure intention of the communist administration to control societal development and ultimately change society. Moreover, the criteria used for the assessments cannot be regarded as a fixed, unchangeable set. Concrete case histories show that a cadre profile was the result of an often rather difficult social negotiating process functioning via cadre files and assessments. Multiple local, personal and occupational interests had an impact on this negotiating process and could result in the agreed profile being subject to supposedly sudden, at times even repeated changes.