

Studies 4

The Principles and Methods of the Organization

1. What is an Organization and Why is it important?

The organization is a system that unites the people to stand and act as an organized force. It unites the members and all its parts to act to attain a common goal. By the use of the organization and organized action, the unity expressed in spirit and goal takes a concrete expression or form.

As a system, an organization has a set of proven principles that guides the thinking and action of the whole membership. It has a framework of its tasks that reflects a structure of organization and a system of leadership in different levels and responsibilities. These are the main factors that guarantee that the whole organization march in one beat towards the attainment of its set goals.

The organization can be likened to a broom that derives its power from the bond that keeps it tight. If these strands are divided, this will be weak and easily broken. But if it is bonded, the broom is an effective instrument that can sweep anything on its path.

2. What is a revolutionary organization? Why is it important?

An organization is revolutionary if it upholds the interest of the masses of the people. It will relentlessly work for the liberation of the masses from the exploitative and oppressive system and truly change the society.

Our history is replete with the experiences of the Filipino people in forming their different organizations to pursue their revolutionary struggles. An example is the Katipunan that was formed in 1892 as a conduit for the unity and armed struggle of the people to liberate the country from Spanish colonialism. Today, there is the Communist Party of the Philippines, the New Peoples Army and the mass organizations that are still striving to lead them to advance the revolutionary struggle for the attainment of national freedom and democracy.

These are the opposites of organizations formed or being formed by the enemy. They aim to safeguard their selfish interests to exploit and oppress the masses. They want to maintain the status quo wherein they are the only one who benefit from it. They use these counter-revolutionary organizations, directly or indirectly to hoodwink the people or violently suppress their struggles for genuine change. The examples of these are the AFP, the barrio councils and bogus cooperatives.

This not only favors the enemy but they divide the people. They usually use the tactics; "Divide and rule" to thwart our unity, this is why the few who are in the ruling class can lord it over the majority of the Filipino masses. As long as we are disunited, we can never effectively fight their exploitation, oppression and rule. But if we are organized and strong, if we are like a broom, we can act and sweep them away like the society's dirt. Their unity and

strength is the only force that the people can rely on to use against their class enemies.

It is our duty to organize revolutionary mass organizations so there will be a conduit of the unity and organized action of the people for their struggles. Let us consolidate and strengthen their unity and action. Only in this way we can show the power and the strength of the majority who are oppressed and exploited so we can overthrow their enemies and establish a democratic and free Philippines.

The membership in a revolutionary organization is voluntary. Membership means the wholehearted acceptance of the principles and commitment to freely act according to the principles, policies and decisions of the organizations.

A. Democratic Centralism

1. What is democratic Centralism?

Democratic Centralism is the principle that guides us in forming and running the affairs of the revolutionary organizations. This is the guarantee that we can act as an organized whole.

Democratic centralism means centralism that is based on democracy and democracy that is based on centralized leadership.

Centralism based on democracy means we take into account the interest and the situation of the whole organization. The smooth run of the organization is based on the active participation of every member and its parts. The decision that the organization implements is collectively decided and is based on the general interest.

Democracy under centralized leadership means the interest and actions of every member is under, is in accordance and works for the common interest and goals. We dutifully follow all the decisions of the organization and freely act to advance the interest and goals of the organization.

The essence of centralism is the strong commitment of each member to the principles and goals of the organization that is based on what the whole membership has decided. From this emanates the conscious discipline of the organization or the voluntary adherence of the members to the discipline of the organization. On the other hand, democracy is the conscious and active participation of the whole membership in the formulation of the decisions and the member's implementation of their duties and rights as members of that organization.

Our conscious adherence to the principles of democratic centralism provides us with the better condition to invigorate and hasten our actions and the whole organization. With this we form the right decisions, plans and programs of action and effectively implement these. It also ensures that our organization will be strong and whole in the face of many schemes that the enemy tries to destroy it. The practice of democratic centralism is important to

ensure the effective and organized action towards the victory of the revolution.

Democratic centralism is in the core of the strong adherence to the basic principles and implementation of the policies and decisions of the organization. This is the guarantee of the unity of the whole membership in thoughts and actions.

2. What are the basic conditions in the practice of democratic centralism?

To practice democratic centralism we must have the following conditions:

- a. All the leading units or groups in all levels of organization are democratically elected. They are responsible to their respective level that had elected them,
- b. After the free and contentious discussion, all decisions will be implemented without any exceptions, according to the four principles of discipline.
- c. All leading units or groups will take in consideration all the reports and views of the subordinate groups and the membership. They should always study the concrete experiences and give timely guidance and help in resolving the problems.
- d. the lower units should give regular and especial reports regarding their work to the higher organs and timely ask instructions regarding the problems they face and problems that needed the decision of the higher organ.
- e. All the units must adhere to the principles of collective leadership and all the major issues should be decided by the collective.

3. What are the four principles of discipline?

The four principles of discipline is important to ensure the unity of the organization. These are based on the principle of democratic centralism. These are;

First, the individual is subordinate to the organization. This means that all individuals must comply with the interest of the whole organization. They must follow the constitution of the organization and its decision without any reservations.

Second, the minority is subordinate to the majority, This means that the decision that will be followed in the organization is based on what the majority decided, If the minority have the other opinion, if the decision had been made, they must subordinate their will to the collective decision.

Third; the lower level of organization is subordinate to the higher level this means the lower level must follow the decision and policies of the higher level that represents the interest of the broader scope of membership.

Last ; the whole membership is under the highest council of leadership.

These means all the decisions or policies that was formulated by the highest leadership or council has its effects and must be followed by all the the members and parts of the organizations.

4. What are the tasks of the leadership and the higher level of organization?

The leadership of revolutionary organizations are unlike the bourgeois or feudal organizations of the present decadent society. They are not kings that are above or just commanding the membership. The leadership acts and is formed based according to the principle of democratic centralism. they act for the general of the organization and not for the interest of the individual or a small group.

The leadership is selected by a democratic process. It can be done by simple consensus(by the approval of the general membership), In a higher level of development of the organization, when the conditions are ripe and there are rich experiences the selection of leader is done by a democratic process of elections.

It is the task of the leadership to lead the whole organization. It guides the over-all run of things, the smooth run of the whole organization to ensure the efficient and united attainment of goals of the organization. It directly lead in the of the whole work to ensure that the smooth implementation of decisions, plans and programs of acion, They administer the actions of different organizations to ensure the smooth implementation of its works.

One important part of leadership is to take part in leading in the formation of plans and actions of the organization. usually the program sets the tasks and aims for a particular period of time and the tasks are set that are needed to implement such aims,

In a plan, they set the exact tasks needed for the implementation of a specific action, campaign or guides and policies for a particular aim. The leadership also issues guides and policies for the implementation of the program or plans of acions. Through the program or plans of actions we sytimize and unite the organization into action.

We need to improve the study of situation and the run of organization. We also need to grasp firmly the situation of the masses and make sure that the program, plan and plans that answers the objective interests of the masses. The plans and programs that they formulates must be dessiminated and be explained to all members.

It is important for the leadership to oversee the matters of the whole organization and its parts. The leadership recieves reports from the lower level of organization and it carefully study the reports. It is important for the leadership to immerse itself with the ranks of the members and the masses, get the information and know the existing conditions.

Through this way the leadership can follow the events, the movements and can easily grasp the situation and adapt or solve the existing problems. Through this way we can easily advance our struggle.

The leadership also calls and conduct general meetings of the organization. In these meetings the important issues wherein the interest of the movement of the group is discussed. These discussion must form a united stand and decisions regarding the issues that occurs. It also in these meetings that the leadership report to the members the situation and the run of things, submit the program or plan of action that should be decided. The leadership also sees to it that unity is attained and maintained in these meetings.

5. What are the tasks of the members and the lower levels?

The membership of the revolutionary organizations is composed of active and responsible individuals who are working to advance the aims of the organization. This is different from the membership of bourgeois or feudal organizations whose unity is superficial because they are only following the lead of the leadership or their hope is based on how their leadership works.

The members of revolutionary organizations are not acting out of self-interests or the interests of a small group, but for the goals of the organization. So everyone is important, gives importance and acts to form an organization that is strong and solid against the ruling class.

It is the duty of the members to follow the decisions, implement the decisions, works, plan and program efficiently, safeguard the interest and security of the organization. Each and everyone must study the decisions, plans and programs of the organization to really understand it, analyze it on how could it be more effectively implemented, set tasks and methods of works. It is also important to let the leadership know the problems and the questions and the results of the work.

It is the duty of all the members and the lower levels to regularly and timely submit reports with their corresponding comments, observations and criticisms regarding the issues and problems that is important to the interest and movement of the organization.

It is the responsibility of each member to study the situation they are in and faithfully and concretely report the correct data to enable the organization to take the correct decisions and make appropriate plans.

It is the responsibility of each member to attend and actively participate in each meeting. It is their duty to help in formulating unity and help in the decision making process. During meetings, each members must share their experiences and knowledge about the situation and express their opinions, observations, comments and criticism.

B. The Committee System

1. What is collective leadership?

Collective leadership is the application of the principles of democratic centralism in leadership of a revolutionary organization. It teaches that the

committee works as a collective. All the important questions are collectively decided and implemented.

Through collective leadership, the leadership embodies the wide base of the democratic participation of the whole membership. The leadership can easily grasp the situation and know the problems the organization faces. The leading committees become the strong centers of leadership of the revolutionary organizations.

By collective leadership, by combining the actions of the members who carry out their tasks with the tasks of leadership- united action is attained. It fosters initiative and perseverance of each member in participating in the collective decision and its actual implementation. Through this means, we avoid monopoly of one or the decision of a few and make sure that the organization functions.

2. What is the Committee System?

The Committee system is a system of collective actions of a leading group or committee. The committee system reflects the division of work, the relations between the leader and the member, meetings and others. It aims to strengthen the leadership of the organization to enable it to do the functions of leadership.

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It is important for us to study and implement the Committee system. It is a way to implement collective leadership. Specially in the face of the multiplicity and the expansion of the organization, the leadership must pay attention to the organized and systematic work,

The Committee system combines collective leadership and individual responsibility. The efficient performance of each member of their particular work contributes to strengthen collective leadership.

Through the committee system, we avoid problems that hamper the performance of the whole committee. If there is a system of division of work, we avoid the piling up of the work in one person. If we follow a system of meetings, we avoid long winding and too many meetings and we can prepare well for the next meetings. We also avoid sticking up problems or unresolved problems. The committee system is important for the committee to be able to undertake its tasks and solve problems of leadership.

3. What is the work of the Secretary?

The secretary is primarily responsible for the work of the whole committee. The secretary is responsible for the smooth and efficient function of the committee is done. He also sees to it that the unity and cohesiveness and the efficiency of the collective function of the committee is attained. He makes sure that each member performs their tasks and the decisions are properly implemented. He at once investigates and consults with members whatever problems that may crop up or any change in the situation that must be acted upon.

The secretary takes the lead in the committee's implementation of its decision and solving the problems. He has the primary responsibility of calling the meetings of the committee and leading it. In this situation he is in the most advantageous position to be in the center to collectively unite the collective endeavor. He makes sure that the unity and collective functions of the committee and its members is maintained.

4. What is the correct relations between the secretary and the members of the committee?

There must exist a strong bond of unity between the secretary and the members to ensure that they carry out their tasks and leadership that has been entrusted to them by the organization. This unity is important for them to effectively and efficiently lead the committee. Another important ingredient is the trust between the members and each others to maintain the unity in the whole committee.

As the leader of the committee, the secretary guides the work of each member to make sure that the decisions are efficiently implemented. He helps and guides each and everyone in the performance of their work. In leading, he shows them through correct methods and by example how to work.

But this does not mean that the leadership of the secretary is over and above the committee and its members. He has the equal voice and privileges as the members. He has no special privileges and rights over his collective members.

On the other hand, it is the duty of the members to support and help the secretary. This can be expressed by recognizing and respecting the leadership of the former. This recognition and respect is a good situation for the secretary to perform his duties. Each member helps in monitoring the activities of the organization and the committee.

They promptly report to the secretary the result of their work and if there are problems and changes in the situation that must be acted upon. They help in the preparation and notify others about the meetings. Inside the meetings, they help in making it orderly and resolve the unresolved issues. They take the initiative in any work that might not be noticed or be taken by the secretary.

5. What are the duties of the deputy secretary?

The designation of a deputy secretary is a sign of collaboration and division of work inside the committee. This is another way of supporting the secretary to help face other more pressing problems.

The deputy secretary replaces the secretary when he is not able to do his work due to some reasons. This ensures that the committee is not disabled or not derailed in its functions in case that the secretary is incapacitated.

If the organization or the committee is still new or small, it will suffice to have only one deputy. If the organization grows, the committee becomes bigger and the work to be done expands, we need a bigger committee to face its pressing

tasks. Usually we assign several deputies for different divisions of work. Accordingly we assign deputies for education, finance and organization or any work necessary.

The secretary and its deputies forms the secretariat, through the secretariat, the collective leadership is expressed. The secretariat takes care of the day to day activities of the committee. Usually the secretariat is not the higher or separate leadership or above the committee.

6., What do we need to consider in making efficient the conduct of the meetings ?

The meetings are important aspects of the committee work. Here the decisions are made on how to implement the aims of the organizations. In a meeting, the committee collectively analyze the situation to formulate correct decisions, plans and programs of actions. Through the meetings the collective leadership is expressed and the unity is attained. It is the duty of the committee to set and implement a system of meetings.

There should be a regular schedule of meetings, We must guard against too many or long meetings. The higher organ must estimate, make a plan on how many meetings, the frequency of the meeting or the length of the meeting to assess, make the reports ready, and other agenda of the meeting.

Must not do long meetings. This will only happen if we have short and uneventful meetings. If the meeting is not adequately prepared. And if the meeting is not properly conducted. Therefore if it is needed, we must do special meetings. In these special meetings, we discuss emergency matters that needs decision and solve immediate problems.

Let us make sure that the notice of the meeting is disseminated. The members must be ready for the meeting. We must also make sure of the attendance to the meeting. The agenda must be set and it must be given to the members before the meeting.

We must be sure that the meeting is prepared. The members should be notified on what to report, what to investigate, what they must read and what will be done in the meeting. If there must be preliminary discussions before the meeting, it must be done. parts of the preparations are the meeting place, security food and other needed materials.

In the conduct of the meetings, make sure that the important matters are being discussed, Avoid being bogged down by minor issues or being sidetracked by peripheral matters. Avoid long and unnecessary discussions.

Concentrate on the most important agendas to make the discussion more fruitful. Try as much as possible, to balance the participation of all the members and avoid the monopoly of a few individuals of the discussions. Always assess and sum up the major points and the highlights of the meeting so everybody can be abreast of the meetings developments.

Mao makes this point - mtg is a waste of time w/o an agenda

7. How can we improve the committee system?

to improve the committee system unity, understanding and collaboration is very necessary among tis memebtrs. Trust and easiness can be fostered. Individualism is avoided and the collective leadership is maintained.

There must be a common language among the members. The must be a common understanding and sharing of knowledge between memebtrs on different issues and interpretations of the situation. There must be common concrete discussions and study. Through this way, we can easily have a common language and unity among the memebtrs.

Openness and trust is also a must. There must not be secrets. All the problems or anything must be laid squarely on the table and be discussed. We must not wait for meetings to bring out our problems, comments or personal views on important questions. It is divisive if we will just keep quiet in the meeting, or vent it out outside after the merting or behind comrades back.

We must unite with our collective, learn to unite with those we have a different opinions. The ways of forming small groups of friends or barkadas will weaken or destroy unity in a committee. We must be warmhearted towards comrades. We must guard against any thing that will foster disunity and destroy the colective work of the committee.
