

## D. The Concerns of Dr Mumme

In light of the joy that overcame the camp prisoners licking the “*Kogel-mogel*”, they almost forgot what the real goal was of the authorities, “looking after” their nutrition. And indeed, it is explicitly stated:

“As a result of the increase in food rations, an increase in the efficiency of the Jewish workforce is expected.”<sup>1</sup>

And since this improvement did not come at the expense of the HASAG firm, it could turn to solving the problem of the salaries of workers sent from Germany to factories in the *Generalgouvernement*.

In this context, on 26<sup>th</sup> April 1944, Dr Georg Mumme, a member of the main management of HASAG-Leipzig, sent a report to all HASAG factories in the *Generalgouvernement* - the Skarżysko factories, the Apparatebau, the Raków foundry, HASAG-Kielce and the “*Warthe-Werk*”. In the circular, Dr Mumme specifies the sections as follows:

The roles of the members of the HASAG staff, who were transferred to the *Generalgouvernement* to work in factories there **differed fundamentally from their roles in factories in the homeland**. This applies not only to the workers, who also held managerial positions in the factories in the *Reich*, but also, to an equal extent, to those workers, who were sent to the *Generalgouvernement* for supervisory positions, which are always related to the performance of managerial tasks, whether this refers to the management of professional work or guard duties in the Jewish camp.

1. Therefore, the first months of the mission should be considered a period of adaptation and trial, which will last at least three and no more than six months.

2. The management finds it justified that, during this period, the employee (whose contribution to the factory is still in doubt) will be set with a wage, not according to the employee’s position in his factory in the *Reich* nor according to his designated position in the factory in the *Generalgouvernement*, but a uniform wage according to the following rate:

- Weekly salary of 55 RM for men,
- Weekly salary of 35 RM for women.

This wage is mandatory for employees over the age of twenty-one, based on a forty-eight-hour working week. For employees under the age of eighteen and up to twenty-one, the wage will be reduced accordingly.

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<sup>1</sup> Überblick des Dienststellenleiters, Ktb des Kdo Radom März 1944, MA, RW-23/18, Bl. 33

At the end of the trial period, the employee being found to be suitable for his position, will be transferred to permanent salary conditions, and if not, will be sent back to the *Reich*.

Of particular interest are two provisions in the contract:

- All appointments, benefits, salary increases, etc., will be valid only during the period of employment in the *Generalgouvernement* and will be cancelled upon the employee's return to the *Reich*.
- The employee's previous position in the *Reich* and his salary are not automatically guaranteed at the end of his period of service in the *Generalgouvernement*, but the factory management will be prepared to "sympathetically examine" any application in this regard.<sup>2</sup>

It seems that, by the spring of 1944, it was already very difficult to find professionals with suitable management experience in HASAG factories in the *Reich* (or in other factories in the *Reich*) in order to transfer them to work in the *Generalgouvernement*. Having no choice, professionals (not top-notch), without management experience, were recruited for this task, or alternatively managers who were not professionals, or even just random people.

The HASAG management was probably worried that all of them would return to their factories in the *Reich* and demand that the *Reich* also recognise the status that had been temporarily granted to them under the pressure of circumstances in the *Generalgouvernement*.

The provisions of this circular referred only to workers, whose factories in the *Reich* received a weekly wage (not a monthly salary). It is to be assumed that the announcement aroused great indignation amongst German workers in the factory. It was as if the management had said directly:

"You were a simple worker and we have turned you into an important manager, learn to manage, be grateful and don't jump too high."

On the contrary, the circular revealed the complete subservience of the worker to the wishes of the employer because, from now on, he could never be sure of either his job or the level of his salary. Moreover, Dr Mumme's professional, prosaic language gives the impression that, amidst the nonsense, there is hidden confidence that the war is lost and that we must prepare for the era of peace.

This means that only essential workers should be kept and, most importantly, money must be saved. But, notwithstanding that, in March 1944, the scope of activity of German junior *Meisters* and supervisors expanded, due to an increase in staff.

The shipment of Jews from Łódź was already at the factory's door.

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<sup>2</sup> Leipzig, 26/04/1944, Einheitliche Entlohnung, APCZ, section 192/2, ref. 6, p. 31 (27)