

## Work of Station/Institution for Vocational Counseling at the end of 1946.<sup>1</sup>

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The article will process all the data files and pieces of information that are archived in State Archives in Zagreb about the work of the Station for vocational counseling. Special attention will be dedicated to the analysis of the data from 1946, to see how the data was collected and defined about the children that were in the Station that year. The practicality of the doctors and psychologists that worked in the Station was manifested in the categorization and sublimation of data, but also the adjustment for the current moment of their practice. The children that ended their education during the Second World War on the area of Independent State of Croatia were given more attention for their physical characteristics, family and social history and already acquired knowledge of their selected trades. The generation that came after the World War was more exposed to psychological testings.

**Keywords:** Station/Institute for vocational counseling, 1946., Croatia, a new social paradigm.

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## 1. Introduction

The effects of the 1930's economic crisis were one of the incentives for creating a Station for vocational counseling in 1931. The Chamber of Commerce and Industry in Zagreb had a key role in that process. The Station for vocational counseling successfully conducted all kinds of examinations and counselings during the wartime period. During the Second World War, in 1942, although still as a part of the Chamber of commerce, it changed its name to Institute for for vocational counseling. Throughout all these years the station for vocational counseling did not step away from it's main objective: to determine the capabilities of pupils to find their suitable professions, which became a legal obligation by the Legal regulation of apprentices and young workers and employees, in 1942. The domain of the Institute for vocational counseling then expanded to the area of the entire Independent State of Croatia. With some other formal modification, the Institute will continue it's work in the new state. The end of the Second World War in Croatia spawned a new governing and political structure – the communists, and that same structure had it's effects on all the spheres of social, political, and economic life according to it's ideological and political postulates on which it grew. Under all kinds of terms, such as so-called, public ownership, and so-called universal suffrage, a new and repressive regime was formed. Aside from having an extremely cruel way of dealing with their political dissidents, the communists had an equally cruel way of clashing with everybody else who did not suit their new desire for the whole transformation of the society. A society in which everyone is „equal” would mean that every person is equally capable, ambitious, intelligent, and motivated. All natural and social sciences that indicated anatomical and mental differences between people became the enemies of the people over night.

## 2. Socio-historical context

At the end of the Second World War, the territory of the Independent State of Croatia (ISC) was again in the structure of restored Yugoslavia. The New Yugoslavia was a structurally different state from the one before the war. The monarchy was replaced by the republic system and, instead of, a multi-party system they had a one-party dictatorship. The new ruling leadership was assembled illegally by the few members of the Communist Party of Yugoslavia (CPY). To give the impression of the democratic state, they elected famous pre-war politicians to some prominent, but in reality not very important positions. The leadership of the CPY emphasized their dissimilarity from the pre-war state, stating that they have a federal form

of government instead of the centralistic form that was in the previous government (Jandrić, 2005, 23). However, the propagated federalism did not question the union of CPY, in which the centralistic form did not only remain the actual form of government but also the declared one (Jandrić, 2005, 31, 34).

One of the more important features of the new state were mass and extremely cruel executions of the members of the opposing military-political structures. Those executions were performed by the People's Liberation Army (PLA)/ Yugoslav Army (YA), which were under the supervision of the CPY, continuously during the entire war whenever they would capture a larger place (Marijan, 2008, 966).<sup>3</sup> The peak of those executions happened at the end of May, in 1945., on the Austro-Yugoslav border (Jandrić, 2005, 19).<sup>4</sup> The leader of CPY, Josip Broz Tito, who was the president of the government and minister of defense in the new regime (Petranović i Zečević, 2005, 581), spoke openly about those executions in his two speeches (Tito, 1948, 23, 62).<sup>5</sup> The members of the opposing military-political structures of the new Yugoslav state that were not executed when captured were sent to concentration camps (Geiger, 2013, 12-15, 23). The new state government under the supervision of CPY has shown a high level of repression towards the members of German national minorities, Volksdeutsche, all of them, regardless of age and gender, were interned to concentration camps (Geiger, 2013, 46-49).

Ethnic cleansing of Germans and the removal of other opposition, most of them from cities such as Belgrade, Sarajevo, and Zagreb (Tito, 1948, 197), has led to the birth of the new society. The basic feature of the new society was the fact that the leading positions were taken by poorly educated individuals. A great number of them were completely illiterate. This led to some huge problems in dealing with day-to-day routines, which Tito

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- 3 A typical case of mass executions was in Livno. The place was captured by the forces of the People's Liberation Army of Yugoslavia, after which a large number of civilians were executed without any trial in nearby villages. 28 civilians in the village Priluke and 14 civilians in the village Kablići. For a long period of time, that crime had been silenced and the Yugoslav historiography tried to justify it, with little success or shreds of evidence, by claiming that it was not the civilians who got murdered but the members of the village militia.
  - 4 Mass executions on the Austrian-Yugoslav border are known in Croatia's scientific and general public as Bleiburg. This term was coined by the place of the same name in Austrian province Koruška, where the handover of the majority of refugees to the communist government took place.
  - 5 Tito mentioned the executions of enemy soldiers in his speech in Ljubljana, on May 27th, 1945. and his speech in Užice on July 7th, 1946. Broz, Tito (1948). *Izgradnja nove Jugoslavije, svezak II, knjiga 1, (II/1)*. Beograd, p. 23.

addressed to as well in his speech.<sup>6</sup> The removal of political misfits included a huge number of high school and university teachers, which led to a drastic fall in the teaching quality.<sup>7</sup> A low level of education among the members of CPY has caused big problems in implementing their new policies. Poor education of officials, threats to political dissidents and aggressive promotion of communist ideology led the majority of population away from the communist's teachings (Akmadža, 2006, 262).<sup>8</sup>

Alongside listed general characteristics of the restored Yugoslav state, the new system had its own certain specifics for some areas of the state where the Croatian population was majority. For example, in some parts of the Federal State of Bosnia and Herzegovina in which the Croatian population was a majority, a high level of repression to local people was a rule not the exception. This was because those same people were supporters of the ISC, the enemy of the CPY during The Second World War. In the area of the Federal State of Croatia, the relationship between the new government and the Croatian population was different, in most cases depending on the support for the ruling regime. In that context, it should be mentioned that on the Adriatic coast, from Istria, on the north, to Split, on the south, the Croatian population was supporting CPY in great numbers, which could be noticed in the high percentage of local people joining the Yugoslav Army voluntarily. The Serbian population in the area of the Croatian State was giving even larger support to CPY, except in the areas of the region of Knin, in which the influence of the chetnik movement, led by priest Momčilo Đujić, was prevailing. However, in the northern districts of the Croatian State the support for the CPY, except for the areas that were populated by Serbs, was significantly lower and that made it difficult for the new government to stabilize after the war (Jandrić, 2005, 71-72). Among the leading members of CPY, the dominant opinion was that bigger cities, especially Zagreb, were centers of the regime opposition, and the new government was especially distrustful towards the more educated part of the population.

6 Tito described the new Yugoslav administration with these words in his speech in Novi Sad, on July 14th 1945. Broz, Tito (1948). *Izgradnja nove Jugoslavije*, II/1, p. 86.

7 For more information about this topic check out the book: Najbar-Agičić, Magdalena (2013). *U skladu s marksizmom ili činjenicama? Hrvatska historiografija 1945-1960*. Zagreb.

8 A concrete example was anti-church propaganda based on the slogan: "We will destroy the church after winning the elections!". That slogan in Croatia was condemned by the leadership of the CPY regarding it to be harmful in gaining the trust of the local population which was largely of the Catholic faith. Akmadža, Miroslav (2006). „Politika komunističkog režima u Jugoslaviji prema vjerskim zajednicama 1945. godine“, 1945. – *Razdjelnica hrvatske povijesti*, N. Kisić Kolanović, M. Jareb, K. Spehanjek (eds.). Zagreb, p. 262.

Thereby it was emphasized that Croatian intelligence was different than the Soviet intelligence, Croatian intelligence was mostly reactionary.<sup>9</sup> In circumstances when all other political parties were disabled in their work, the only true opposition to the ruling regime was the Catholic Church, which was nicknamed by the CPY, the Stronghold of reaction.<sup>10</sup> Because of that, the new government showed a high level of repression towards the high ranking members of the Catholic Church, that were either executed without any trial or falsely sentenced on the rigged trials.<sup>11</sup>

The present situation was additionally complicated by the harsh economic situation, that was so hard that even Tito spoke about them to the foreign press.<sup>12</sup> In those conditions, the feeding and the medical care of the population were depended on the material help of the West, organizations that were under the supervision of the UNRRA<sup>13</sup> (Spehñjak, 2006, 73), which Tito himself admitted indirectly to the foreign press.<sup>14</sup> According

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- 9 Tito said this to a journalist of a Soviet newspaper, 'Komsomolska pravda' on October 19th, 1945. Broz, Tito (1948). *Izgradnja nove Jugoslavije*, II/1, p. 166.
- 10 In an interview with the correspondent of the magazine of the French communist party, that was transferred by *Borba* in the issue of November 18th, 1945., Tito said that the Catholic church was, 'the only resistance in Yugoslavia because we have exterminated fascism'. Broz, Tito (1948). *Izgradnja nove Jugoslavije*, II/1, p. 186.
- 11 According to the available information of the unit of the People's Liberation Army and CPY in the first months of the postwar period 355 catholic priests were killed. The most famous example of those killings was the archbishop Josip Carević. Also the archbishop of Zagreb Alojzije Stepinac and bishop of Križevci Janko Šimrak were arrested. Stepinac was sentenced to a longterm sentence, and eventually died in a house arrest. On the contrary, Šimrak did not spend a lot of time in prison, but he died shortly after getting out of prison. Akmadža, Miroslav (2006). „*Politika komunističkog režima u Jugoslaviji prema vjerskim zajednicama 1945. godine*“, 1945. – *Razdjelnica hrvatske povijesti*, N. Kisić Kolanović, M. Jareb, K. Spehanjek (eds.). Zagreb, p. 261.; Jandrić, Berislav (2005). *Hrvatska pod crvenom zvijezdom: Komunistička partija Hrvatske 1945.–1952. Organizacija, uloga, djelovanje*. Zagreb, p. 228–231.; Krišto, Jure (2006). „*Postupak komunista prema vjerskim službenicima, osobito pripadnicima Katoličke crkve nakon rata*“, 1945. – *Razdjelnica hrvatske povijesti*, N. Kisić Kolanović, M. Jareb, K. Spehanjek (eds.). Zagreb, p. 237, note 24.; Švab, Mladen (1997). „Stepinac, Alojzije“, *Tko je tko u NDH: Hrvatska 1941.-1945*. Zagreb, p. 367.
- 12 In a conversation with the unnamed American journalist published in *Borba* on April 26th, 1947. Tito said that, 'the question of feeding the people in Yugoslavia is a tough one'. Tito confirmed that same claim to the reporters of a Polish magazine, which can be seen in an article published in *Borba* on March 20th, 1946.
- 13 UNRRA – United Nations Relief nad Rehabilitation Administration.
- 14 In a conversation with an American journalist published in *Borba* October 17th, 1946. Tito said that Yugoslavia had plans for rebuilding regardless of the help from the UNRRA, but admitted that it would be unjust to say that the discontinuation of the help would not affect the speed of rebuilding our country. All the more so because the help of the UNRRA consisted mostly of food provisions, clothing and other things essential to population”.

to that, the UNRRA's contribution to stabilizing the circumstances in the country was immeasurable. It was especially manifested in the fact that special teams of UNRRA were directly giving help to the local population in fighting against epidemics, as well as educating the local medical staff (Bednjanec Vuković, 2006, 435-436). The scale of UNRRA's help is most clearly visible in the fact that the Federal Croatian State had only 70 dentists and 250 dental technicians (Bednjanec Vuković, 2006, 438), which was a small number considering the population's needs at that time. According to that, we can conclude on the data that is available to us in the first months of the postwar period, the Federal State of Croatia was in an institutional, political, and social chaos that had been caused by the new government. The greatest impact on the low level of legitimacy in the State of Croatia was caused by harsh living conditions that could be seen in the low level of health care and huge problems with feeding the population.

The year of 1946. was very significant for the stabilization of the new government for multiple reasons. Firstly, the new Constitution was signed at the beginning of that year which formally and legally enabled all the political changes. Secondly, serious aggravation happens on the international level that year. Shooting down the American planes, rigged trial for the archbishop of Zagreb, Alojzije Stepinac, and open support to the Greek communists caused a further aggravation of relationships with the West, and brought the Soviet Union closer. According to that, it was highlighted in the Yugoslav press that the Soviet Union is the only country defending the Yugoslav interests while Great Britain was identified as the main enemy. Thirdly, at the end of that year, the decision to nationalize domestic and foreign capital was implemented, which was the first step to introducing socialism as the new economic system (Jandrić, 2005, 27).

### **3. The work of the Station/Institute for vocational counseling**

This paper will only discuss basic information about this organizational unit because there are so many previous articles describing the work of the Station/Institute for vocational counseling in great detail. The foundation of the Station/Institute for vocational counseling was a unique venture of an organized, practical, scientific, and professional activity, that was stripped of all the political refraction or economical and financial dependence, founded only for solving economical and social questions.

The Station/Institute for vocational counseling was an establishment whose primary objective was professional orientation. It began its work in 1931., and ever since then, it had been closely connected with

the Institute of Psychology in Zagreb. It was founded on the incentive of the Chamber of Commerce and Industry, which implies the economic necessity of the Station, while in the executive part it represents a peculiar form of self-investment in that branch. The general division of test development periods in the Republic of Croatia was made by Krunoslav Matešić.<sup>15</sup> According to his distribution, the period from 1932. to 1948. is called the Second Period of Test Development and Procedure Testings in the Republic of Croatia (Matešić, 2006, 91-96).

The Station and its work was marked by certain historical contexts, but despite many transitions in a relatively short period of existence (1931.–1948.), the employees of the Station, stripped of all the political and social changes, display the true condition of the population that was considered as the working class. The analysis of the archives of the Station, stored in the National archives in Zagreb, point out the objective and professional treatment of all respondents. The basic idea and the meaning of these testings and examinations was: „The right man in the right place”, and that meant the recognition of the needs of different subjects about the importance of good and trained workers for successful production processes. The domain of the Institute was widened in 1942. to the entire area of ISC. Since the beginning of the Station, there was an emphasis on the need to legally arrange, the obligational testing of physical and psychological capabilities of every child before putting together an internship contract. Probably the biggest professional acknowledgment was given to the Station/Institute during the participation in making the *Legal provision about the protection of apprentices and young workers and employees*.<sup>16</sup>

According to the legal provision about apprentices, young workers, and employees from 1942., every apprentice or pupil must be fourteen before starting his or her apprenticeship and they have to be physically and mentally capable to learn their elected profession. The written opinion about that ability is given by the advisory institute for vocational election. Following this legal provision, by the settlement of the Chamber of Commerce on March, 17th, the Station for vocational counseling changes its name to Institute for vocational counseling (Žebec Šilj, Žebec, 2018, 17).

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15 Matešić, Krunoslav (2010). Psihodiagnostička sredstva. Jastrebarsko.

16 Mataić, A (ed). 1943. Independent State of Croatia, Laws and legal provisions and orders declared since November 21st to December 30th, 1943., Book XL (Volume 391 - 400). Zagreb. [Mataić, A. (ur.). 1943. Nezavisna država Hrvatska, Zakoni i zakonske odredbe i naredbe proglašene od 21. studenoga do 30. prosinca 1943., Knjiga XL (Svezak 391. - 400.). Zagreb.]



Since the very beginning, the Station/Institute is linked to the Croatian Worker (Hrvatski Radiša)<sup>17</sup>, this facility conducted medical and psycho-technical testing of Worker's cadets throughout the war and the data for the year of 1946 shows us that people were still seeking for services from the Institute (Žebec Šilj, Žebec, 2018, 16).

However, the total number of visitors from the Station, displayed in the review of A. Forenbacher (1943.) for the year 1940., 1941., and 1942. shows a considerable increase in a relation to the previous decade (the number of visitors was increased on average for 1800) (Žebec Šilj, Žebec, 2018, 16). Since 1944. the Institute for vocational counseling was sectioned out of the Chamber of Commerce and transferred to the jurisdiction of the Main Administration of Labor Mediation. However, this period of work of the Station/Institute is completely unexplored and stripped of quality bibliographic units (Žebec Šilj, Žebec, 2018, 10).

The postwar period brought it's own professional challenges, primarily because of the chaotic situation in the middle of 1945, when it was very hard to determine which of the pupils had successfully finished elementary school or highschool. The situation was similar in 1946, during the large migrations of the local population on the area of the former ISC, death marches, and mass deprivation of human rights and freedoms. These events did not affect the professionalism of the Institute for vocational counseling that remained a systemically organized facility that professionally advised and directed it's followers with the help of the most advanced and scientific methods of that time.

The Institute is the only facility for professional orientation, among three of them, that survived the war and after the year of 1945, it entered the structure of the Ministry of Labor of the Federal Croatian State as the Institute of the Psychology and Physiology of Labor. It's work was organized in three departments: department for distribution of professional staff and work pedagogy, department for the rational organization of labor from the psycho-physiological aspect, and the department for the suppression of the professional accidents (Žebec Šilj, Žebec, 2018, 16). The Institute conducted testings among children with reduced mental and physical abilities, which can specifically be seen with the children tested under the serial numbers 25 341 and 25 342 in 1946. During the period of 1946. to 1948.

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17 The Croatian Worker was established in 1903. as an association for introducing apprentices into trade and commerce. Since 1916. it operates under the name Croatian Worker. The association provided care for gifted and poor children, and taught them how to become an artisan and how to develop their trade into becoming a modern economic branch; Cf. Kolar, Mira (2004). *Hrvatski Radiša 1903. – 1945. (2003.)*. Zagreb.



the Institute acted under the supervision of the Psychological Institute of the University of Zagreb (Matešić, 2017, 196–206).

During the 1948 the number of examined and advised people reached the figure of 5000. Such a high number of users was examined by one doctor and five psychologists (Žebec Šilj, Žebec, 2018, 18). Even though the science department in the Federal State of Croatia before the war was mostly influenced by the Middle Europe, this all changed after the Second World War.

The leading cause for the prohibition of the Institute in 1948 could be linked, according to Matešić, with the decision of the Central Committee of the All-federal Communist Party on June, 4th, in 1936. That decision condemned all of the Institute's psycho-technic methods as unscientific and anti-Marxist (Matešić, 2010, 49). The basic objection was that „the results obtained while the applicant was very young will not significantly change in the future when the applicant gets older”. Simply said, if the applicant was bad in science studies at the age of six, it will equally be bad at the age of sixteen. The second objection was that while setting up the diagnosis „no account was given to the current process of the candidate's development”. The third objection was about the method of tests, the norms received from the candidates of the certain class group are applied as well as a norm for the candidates that developed in completely different conditions. The fourth objection about the method is that it is harmful because the civic psychology conducted certain researches among society classes on the behalf of those testings, for example, educational limitations for children of the working class, trying to prove that the children of poor families are mentally less valuable, trying to prove that there are higher and lower classes, etc. And the final objective was that the tests „were standardized and therefore do not take into consideration individual differences” (Žebec Šilj, Žebec, 2018, 19).

By the end of the Second World War and by erecting the civic government, the implementation of the Soviet social guidelines was a desirable model of government on all levels. In 1946. they started to attack the psychodiagnostic methods that the Institute has been using and also some of the more important individuals such as, Ramir and Zoran Bujas. The new political and social model did not agree with the former so-called „mechanistic methods of the obsolete psychology”, because they were more suited for the capitalistic production. The Psychological Institute joined into these discussions encouraged by the decisions of the Fifth Congress of the CPY connected with the „fight for ideology and purity in science”.

The key thing about all of this was the congressional request to carry out the purge against the intelligence that opposes the establishment of the „people’s democracy”. The students, the tools in the hands of the new political and intellectual elite, the party members of the Faculty of Philosophy in Zagreb, carried out the ideological clash with the professors, assistants, and other students that the Party labeled as the enemy of the people. Ramir Bujas was criticized because of his understanding of psychology as the empirical science of „biological nature”, and he incorporated those settings into his university lectures. In particular, he was charged for claiming that „Marxism is not a science” (Matešić, 2010, 45–46) which is a good example of ideological confrontation under the disguise of intellectually justified personnel and institutional changes. This whole process gave birth to the new intellectual ideologists that were more suitable for the new regime. They directly participated in re-employing inside the current institutions and were given the authority to employ the new institutional staff. This was not just a classical trading of old with the young, it was the changing of the whole social paradigm. The best example of overtaking the university and the exploratory range was reflected through the person of Anka Matić, who was the principal of the advisory center for upbringing children and youth from 1956 to 1965, and after that the principal of Institute for studying the developmental problems of children and youth, in Zagreb.<sup>18</sup>

It is important to understand that at that time the only true psychological testing and research was in the range of professional orientation (Matešić, 2010, 47). Formally, the Institute was abolished because of the reorganization of the state government of FPRY on August, the First, 1948. In 1952. because of the international requests, the advisory center for vocational

18 Anka Matić (1911–2004) graduated a group of subjects in the 1930’s (A. General Pedagogy with Methodology and Psychology, B Logics, Aesthetics, History of philosophy and C. Folk language) on the Faculty of Philosophy in Zagreb. Then she went to novelists. She got a scholarship from the French government and continued her studies in Sorbonne. She graduated from the Institute for professional orientation by Henry Pieron and in Institute for pedagogical psychology in the year 1939/40. During her studies in France, she conducted psychological testings of children and youth in the segment of professional orientation and work with Henry Wallon in the Institute for Psychobiology of children. She got her doctorate in July 1941, in Sorbonne. She was a member of LCYY from 1935. and CPC from 1938. right until the dissolution of the Party in Croatia in 1990, she returned to the country with a Yugoslav delegation that participated in a peace conference in Paris, in 1946. Soon as she returned, on January 15th, 1947 she began her work as an assistant of Ramir Bujas, in the department for psychology in Zagreb. She was chosen as an assistant professor in 1950 and in 1955 she left the department. She was a bearer of the Partisan monument in 1941, a member of SUBNOR and SSRN. She had multiple medals. At the meeting, on December 18th, she stood by the students and members of CPY who attacked the ideologically unsuitable teachers (Battle for ideology and purity in science, 1949. Look into: Matešić, 2010, 47.

counseling was re-established (Matešić, 2010, 50). Since the very beginning, high professional standards and a multidisciplinary approach were present in the work of the Station for vocational counseling. The first professional team consisted of dr. Zlatko Pregrad<sup>19</sup> and physician dr. Aurel Forenbacher<sup>20</sup>, with the key and direct involvement of dr. Ramira Bujas.<sup>21</sup> The presence of dr. Ramir Bujas ensured psycho-technical standards and cooperation with known Parisian homogeneous institutions. Right until 1948., in the Station and Institute for psychology and physiology of labor, the professional work was continued by the psychologists Zoran Bujas<sup>22</sup>,

- 19 Zlatko Pregrad (1903–1983) studied philosophy, pedagogy, psychology, and Slavic languages at the University of Zagreb, Berlin, and Vienna. He defended his doctorate with a pedagogical issue in Zagreb, in 1928 he worked in the Station until 1937, after which he became a professor in a Teacher Training School, in Zagreb. In the academic year of 1946/47, Pregrad moves to the, then called Pedagogical Institute, now the Department of pedagogy of the Faculty of philosophy. He taught general and systematic pedagogy and especially aesthetic upbringing, up until his retirement in 1972 he was a headmaster of the Pedagogical Institute and a dean of the Faculty of Philosophy 1959 – 1960. At the time of his work in the Station, he collected a number of data that he processed and then, published. Look into: Matešić, 2010, 33.
- 20 Aurel Forenbacher (1882–1972), botanist and doctor graduated in 1904 on the department of mathematics on the Faculty of Philosophy in Zagreb. Had his doctorate in 1905, became an assistant on the botanical-physiological institute of the University of Zagreb and in 1913 became a private assistant professor of cytology and morphology of plants. He left the university because of criticism about his two works about floristic researches in Dalmatia. Then he went to medical school in 1917 on the Medical Faculty in Zagreb, which he finished in 1925. He specialized in internal medicine in 1928 and opened a private practice. He is assigned as principal of the State Artisan school in 1930. From 1931 to 1935 he was director and doctor of the Station for counseling in choosing a profession, and from 1935 till his retirement in 1940, he was the principal of the State female teacher's school. Since the beginning of the Station, different tests for measuring intellectual capabilities have been applied. Those tests originated as an adaptation of then generally accepted psychodiagnostic means. Look into: Matešić, 2010, p. 33.
- 21 Ramiro Bujas (1879-1959), founded his first laboratory for experimental psychology in 1920, in 1923 he founded Psychological institute, 1929, a Chair for psychology on the Faculty of Philosophy in Zagreb. In 1931 he engaged in the establishment of the Station. He participated in writing the Rule Book for the Station (1931) He participated in creating two tests, Alfa-series and , 'Z' series. Look into: Matešić, *Psihodijagnostička sredstva*, Jastrebarsko 2010, p. 33.
- 22 Zoran Bujas (1910–2004) had his education at the University of Zagreb and University in Paris. He created the N-series as a means to test the intelligence of illiterate people in 1942. He tried to introduce knowledge tests into the school system. He has contributed a lot in developing statistics as a necessary assumption for the advancement of psychology and the development of psychological tools. In the domain of the Institute for counseling in choosing a profession (1947) he publishes , 'Personal memo of the student'. It was an example of a file intended for teachers to gather all the information about students. His professional ideas became a theoretical and practical foundation for dynamic and progressive professional orientation advocated by Zoran Bujas. He

Angelina Borić<sup>23</sup>, Milutin Dobrenić<sup>24</sup>, Jelena Kajfeš<sup>25</sup>, and Boris Petz. This group could be considered as the founders of applied psychology in Croatia.

#### 4. The review course in the Institution

To fully understand the work of the Station from this period it is necessary to direct the attention to the „admission documentation”, which contained the data about every individual candidate, it’s general and family history, written medical discussions and conclusions of psychologists. The documentation of every candidate consisted of four basic parts. The first thing to do was to fill out the „Application Card” that was marked with the serial number and the date of application. The application consisted of thirteen enumerated questions:

1. Surname and name,
2. Day, month, and year of birth,
3. Place of birth, district,
4. The place, type of school, and the number of grades the candidate attended,
5. What year did the candidate left school,
6. The place of residence( with whom, place, street, number),
7. The name, profession, and housing of the guardian(father, mother, custodian),
8. Age of brothers and sisters,
9. What trade is he/she attending,

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contributed a lot in designing a large number of tests and measuring instruments that are used in professional orientation – B-series, N-questionnaire, M-series and other.; Look into: Matešić, Krunoslav (2006). „Drugo razdoblje razvoja testova i postupaka testiranja u Republici Hrvatskoj od 1932. do 1948.“, *Suvremena psihologija*, 1, p. 91–96.

- 23 Angelina Borić (1907–?) graduated from the pedagogical-psychological group of subjects on Faculty of Philosophy in Zagreb, 1934 assigned as a professor of College on the department for defectology on the College of Zagreb in 1949 in the year 1962 she went from the Academy of Pedagogy on the College of defectology in Zagreb, the College that she helped to establish herself. In the 1970’s she was the dean of the College. Look into: Matešić, 2010, p. 50.
- 24 Milutin Dobrenić (1917–2003) Graduated from the pedagogical-psychological group of subjects on the Faculty of philosophy in 1941 and had his doctorate in 1943. After the war, he finished Dentist school, and in 1961 graduated from the Dental department of the faculty of medicine. In 1962, in Zagreb, finished his dissertation and got a promotion to a doctor of medical sciences. On the Faculty of Dentistry, he became a regular teacher and worked there until his retirement in 1983 he was the head of the Clinical Institute for mouth diseases of dental clinic of CHC Rebro. Look into: Matešić, 2010, 50.
- 25 Because of the international requests, the Counseling for choosing a profession opens again in 1952 Jelena Kajfeš (1907–1987), one of the five layoffs, becomes the manager. Being that the archives of the Station/Institute had been preserved, so had been a part of tests, so with the professional help of Jelena Kajfeš, professional orientation took a new course in development. Look into: Matešić, 2010, 50.

10. What other trade would they attend,
11. What is the favorite occupation in the free time,
12. Has the candidate already been in some kind of trade and what did they study for,
13. How long had they been studying right now, with whom and where?

There was one more, unnumbered, question that required a descriptive answer: „Personal remarks or desires”.

After the basic questionnaire, the basic documentation consisted of a „Medical report” that was structured bilaterally and tabularly. It consisted of medical data that showed family and personal history (the general health, at which age did the parents die, height and weight, surgeries, places of treatment, and recovery). With grades ranging from 1 to 5, where a lower grade represented a maximum gratification of average conditions, which were not correctly listed, and a higher grade meant the opposite or minimum gratification. The questions were about nutrition, musculature, strength, developmental status, beginning of the menstruation; state of the organs such as heart, lungs, nerves and skin; state of bone structure, eyes, nose, and ears. Short answers were predicted for sections such as „Spiritual life”, „Interferences in speech” and „Remarks”. At the end of the application was the final medical opinion „Not suitable for...” and „General results of medical opinion”. Then there was the PI form that described the psychological characteristics of the candidate. The „Advisement” was the form that had the final medical opinion structured with answers to questions: who instructed the boy, how many times did he attend these questionnaires, what is the candidate’s desired profession, what did they advise him to pursue as his profession and what were the characteristics of the process of counseling. With this documentation, a special document was also written for the Local Union Council. It was a summary of all candidate’s examination results. The most important information from that document was: the proof that the candidate was sent to the counseling by this council (Local Union Council), to determine their psychological and physical ability for a certain/desired/trained trade. The document was either confirmed or another trade was recommended after a total inspection.<sup>26</sup> After the number 25342, all the active students of elementary schools in Zagreb are sent to the Institute by the schools themselves and at that point, with that number, our analysis stops.

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26 HR-DAZG-239 Institute for psychology and physiology of labor, Sig. 10/24 971 - 10/25 340, 1946.

With a serial number 25341 deficiency of personal and medical data was noticed, while special attention was dedicated to psychological testing of the boy, but because of the deficiency of the listed elements, he was left out of this description. Under the serial number 25342 a blind girl, from Osijek, was processed, the deficiency of personal data was also present with her, but a different approach in psychological testing is evident because of her visual impairment, as well as the recommended stay in the Institute for blind children's education in duration for at least one year. So, the recommendation for professional counseling is omitted. The dates of processed serial numbers of candidates begin with November, 19th, 1946.

## **5. The general pattern and analysis of the content of the part of the archive fund HR-DAZG-239 Institute for psychology and physiology of work, Sig. 10/24 971 – 10/25 340, 1946<sup>27</sup>**

This part of the paper will process the health, social and educational history of older minors, children that were supposed to finish their elementary education during the Second World War. It's about the generation born between 1928 and 1932, at the moment of examination they had fourteen to eighteen years of age. By the year of 1946, they left the formal education and the only available solution was to further instruct them to some kind of a trade.

That same year the Station processed/examined pupils from elementary schools in Zagreb, but the approach to these cases was different from the approach to the generation that ended it's education during the Second World War. The psychological tests and their results were part of the available documentation of a used fund, which is not the case with the process of the candidates with serial numbers from the Chart.

All the candidates have in common that they finished or aborted their education during the Second World War and that the majority of them that were processed in 1946 came from Zagreb. The data about the candidates was collected from the Application Card. Candidates came for counseling from all over Croatia and there are even two examples of people who came from abroad.

In the archives from 1946. the authors selected 168 medical charts to process, from counseling application to final opinion. The counseling consisted of 92.7% of boys and 7.3% girls. Their average age was 16.02 years.

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27 Appurtenant Chart with personal records of candidate and occupational reference on pages 17–18.

Most applicants came from the area of the city of Zagreb about 36.9% of them. The majority of applicants studied for a carpenter 11.3%, machinist 10.1%, metal turner 7.7%, shoemaker 5.3%, and mason 4.1%. Other trades such as locksmith 3.5%, electromechanical 2.3%, or one candidate that attended school for refinement of oil or surgical-medical technician, were not chosen or proposed very often.

During the counseling, the psychologists and doctors skillfully noticed intellectual talent or possible retardation of the candidate and based on that conclusion proposed further education or selection of a „lower” professional qualification. Professional interest was evident because every candidate was processed individually and the final opinions were written specifically although with fewer details. In 1945 we can see the simplification of the examinations and conclusions without the detailed reports in the Application Cards like before.<sup>28</sup> The social history refers to a high number of children without one parent, which is a direct consequence of the war. Most often, the title and profession of parents are omitted in this category.

With recommendations for children who have not regularly finished or attended school, the experts of the Station take into consideration the obvious deficiencies in learning their trade. These children are described as: more sensitive or „slower”. The deficiency in education had affected other abilities of the children as well, but this is just a generalized conclusion because of all the traumatic experiences suffered during the war that must have left consequences on the psycho-physical development of these children. The recommendation for further education and further instructions for work is not linked to the social status of the family nor for its size but exclusively to the duration of elementary education in sense of acquiring additional/necessary skills required for well-performing of certain professions. If the education was shorter, the instruction for further education was more probable.

The medical and hygienic state of the children was not good, but if we compare it with the results of the archives from 1939, with a similar quantitative cause, the results do not vary a lot. This conclusion is drawn from the data that a large number of children had suffered a skin disease called itch. The entire families would suffer from the itch. Only one child, from nearly 170 ill children, had the operation (testicles) which means that this type of medical care was not proposed or available to these children. A large number of children either had or were still having tuberculosis, or they had a direct connection with this disease. Streptococcus was widely

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28 HR-DAZG-239: ZPFR, angle. 2, I-163 *General records; Application book*, n. 18841–23850 (from January 29th, 1945 to September 4th, 1945).



spread, as well as pneumococcus, which tells us that lung diseases were most common. Malnutrition was exceptional.

Professional counseling of this generation tried to take into consideration all of the existing elements, in a sense of personal and social characteristics, level of education, and cognitive abilities of the candidate, and if those elements were in synergy the employees of the Station would recommend further engagement in the trained/selected/desired trade.

Application card's serial numbers 25330 to 25340 show us a certain acceleration in the process of examination and completion of counseling for the older generation of candidates. The process is fragmented and an introduction to a different approach to testing is introduced which does not rely so much on the physical attributes and medical condition of the candidate, as well as potential diseases distinctive from the family's history. This data is regularly skipped from serial number 25340 and significant attention is given to psychological testing. This is probably because the schools already had personal data about those students for whom they ordered testings. The schools provided these data to the employees of the Institute for vocational counseling and that is why there are no records of this information in the "Application Cards".

The serial number 25 342 marks an end of testing the generation of children affected by war that either completely ended their education during the war, or successfully managed to find a suitable trade, or still needed a proper direction in finding one. The employees of the Station sometimes intervened when a change of profession was required because of the physical deficiency of the candidate. Psychological testings on this generation in 1946. are performed fragmentary only when there are debatable elements of physical state, such as blindness.

At the end of 1946, (December 31st, 1946) the employees of the Institution started with the examinations of younger children from elementary schools in Zagreb, by doing this they started to conduct a different approach to testing. Mainly concentrating on the psychological traits of the candidates. Additional documentation about conducting intelligence tests as part of overall processing was also provided in some cases except for the documentation starting with the serial number 24 971 to 25 340. Data about the physical status of candidates was not primary objective anymore like it was for respondents of previous generations (1928-1932.) when the emphasis was on the candidate's family history and its physical state of the body.

The display of crucial and available elements for 168 candidates up to serial number 10/24971 and 10/25 340 resulted in a conclusion that refers

to the work of the Institute's employees according to the needs of the given moment and maximum rationalization. Throughout the year of 1946, the Institute had requests for completely different categories of testing: children that finished formal education and children who are still in elementary schools. A different approach to processing these two groups is noticeable. The emphasis, according to the preserved documentation, is placed on different parameters. That means that the physicians of the Institute were aware of these primary differences and approached them with equal attention, with the agenda of finding the right professional orientation for the individual and putting him or her on the labor market system.

## 6. The chart with basic data of candidates service users of the station/institute (a few examples)<sup>29</sup>

Number	Signature	Birth year	School leaving year	Family and social history	What candidat should be	Recommendation of the station employees	Doctor Observation	Place from where candidates come
1	10/24971	1930	1943	mother works, without father	lathe operator	lathe operator	undernourished, shoe insoles	Zagreb
2	10/24978	1931	1944	father missing in 1945	radio technician	radio technician	need to attend school, lack of school knowledge	Zagreb
3	10/24987	1930	1942		shoemaker	shoemaker	reduced contrast sensitivity	Pregrada
4	10/24997	1929	1940		he's training to be a mason but he doesn't want to be	recommended to be the merchant	malnourished, surgical removal of the tonsils	Zagreb
5	10/24999	1930	1943.	mother died in 1938, father died in 1942	joiner	joiner – there is a still free place for that	-	Stolac (Bosna and Herzegovina)
6	10/25 309	1930	1944	doesn't know for his father, mother died in 1943	machinist	machinist – the boy last two years cleaning machines without the possibility that somebody teaches him how to operate on machines	arrange teeth, better nutrition, lack of school knowledge need to continue with school (processed on December 31st, 1946	Zagreb

<sup>29</sup> The serial numbers are not numerably consistent. With the serial number 25 100 a whole series that continues with number 25 300 had been cancelled.

7	10/25 318	1929	1942	father with psysical disabilities mother died in 1943	butcher	butcher	good operating instruction (processed on December 31st, 1946.)	Prijedor (BiH)
8	10/25 333	1930	1946	without medical history records	modellers	missing the conclusion and advice of the Station - psych testing was done	-	Zagreb
9	10/25 338	1930	1946	without medical history records	machinist	missing the conclusion and advice of the Station - psych testing was done	-	Čakovec
10	10/25 340	1931	1946	without medical history records	machinist	missing the conclusion and advice of the Station - psych testing was done	-	Pakrac - located in a boarding school in Palmotićevo (street in Zagreb)

## 7. Conclusion

Throughout the 17 years (1931 to 1948) of uninterrupted work, the Station/Institute constantly improved and perfected its organization of professional work, introduced new forms of work, filled in the inventory of its means and methods of work. The interest of individuals and tradesmen for the work of the Station/Institute grew from year to year, which is proven from the documents from the fund HR-DAZG-239 Institute for psychology and physiology of labor. The work of the Station/Institute for vocational counseling was a response of Croatian physicians, psychologists, and businessmen to the challenges of the 20th century. Originally, it was a reflex to the harsh economic and social situation in which Croatia existed during the existence of Yugoslavia. Croatian intellectuals and people prone to thinking of development and progress, mainly doctors and psychologists, engaged in social, pedagogical and health planning and in that way laid foundations to professional orientation in Croatia.

Only during the existence of the Banate of Croatia the interest of the formal government to finance this institution was evident. The period of establishment of the Independent State of Croatia brought the Station/Institute complete and institutional affirmation when the Station/Institute made the cooperation contract with the ministry of association.

After obvious intense work in immediate postwar years, and the best example for that is the year 1946., the Institute for psychology and physiology of labor in Zagreb is banned from working. This facility was the last organizational form of uninterrupted work of the Station for vocational counseling. After the end of the war, the new government under the leadership of CPY took complete control over the society and established a system of government inspired by the Soviet model. This is the reason why the new scientific tendencies, by the help of the new intellectual elite, tried to move away from the former middle-European influences and models.

The year of 1946 was significant not only because of the shift in the political system but also because of the attempt to integrate all social subjects into a new social system. The employees of the Institution tried to adapt to this as well. The records about the numbers of seekers of the Institute's services show a great interest for demand of their services, which could be linked to the fact that during the period of ISC, the work of the Station/Institute was improved and institutionally recognized. In the year of 1946. the Institute had 5 psychologists and a very intense operation. Although at the beginning of work, the Institute linked its action with the needs of Croatian Worker, the domain of the Institute was actively developed and surpassed local boundaries.

Considering the fact that during the war a large number of children were left without one parent, which significantly aggravated the existential conditions of many already damaged families. By the end of the war, the new government under the leadership of CPY took complete control over the society and established a system of government inspired by the Soviet model. Even though employees of the Station are trying to ignore the fact that the shift in social-political reality has happened, and are trying to modernize in the period of a long-awaited peace, these actions will not go unpunished because they were detected as intensive, aggressive, advanced and „western”.

This is obvious with the signature under the number 25 342, where a different approach is visible in collecting the data in the Institution. The younger children, who had just finished elementary education and had not attended any trades, are tested. This professional counseling is to direct them to the most appropriate trade. Until that signature number in 1946, the candidates, who were already studying a certain trade, were tested, and with the results of those tests, scientists made conclusions about the compatibility of psychical and mental abilities with the content that the candidates were studying about in the given moment. This generation was not examined in great detail by psychologists, which certainly changed by the end of the year with the new generation of children. The paradigm of the new social slogan in which everyone was nominally equal and had an equal working ability was not able to adopt the attitudes of the team of psychological experts, who administered testings of the intellectual abilities of children through strictly scientific principles.

After the Second World War, in 1948, the Institute for psychology and physiology of labor in Zagreb is banned from working. The reasons for cancellation were political and ideological ones, even though they tried to justify it because of different concepts in the profession. For example, it was considered that the theory of ability and application of tests in psychological examinations were not scientifically based. Ban on the use of tests remained until 1951 and in 1952 because of the international pressure, Station/Institute for vocational counseling was re-established.

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## **Rad Stanice/Zavoda za savjetovanje pri izboru zvanja krajem 1946. godine**

### Sažetak

U ovome radu obrađuju se arhivski podaci i gradivo Stanice za savjetovanje pri izboru zvanja deponirano u Državnom arhivu grada Zagreba. Posebna pozornost posvećena je analizi i obradi podataka iz 1946. godine, kao važne u načinu prikupljanja i definiranja podataka o djeci koja kroz Stanicu prolaze u toj godini. Praktičnost liječnika i psihologa koji su bili djelatnici Stanice očitovala se u kategorizaciji i sublimaciji podataka, ali i prilagodbi trenutku u kojem rade. Tako su djeci koja su privela kraju svoje obrazovanje tijekom Drugog svjetskog rata na prostoru Nezavisne države Hrvatske, posvetili pozornost više u smislu fizičkih karakteristika, obiteljske i socijalne anamneze i već stečenih znanja oko već izučenih zanata, dok su generaciju koja je još aktivno u sustavu obrazovanja 1946. testirati na traženje samih osnovnoškolskih ustanova, uz veću pozornost posvećenu psihološkom testiranju.

**Ključne riječi:** Stanica/Zavod za savjetovanje pri izboru zvanja, 1946., Hrvatska, nova društvena paradigma.