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PROVISIONAL INTELLIGENCE REPORT

SOVIET WAGES AND WAGE DIFFERENTIALS

CIA/RR PR-33

8 June 1953

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DOCUMENT NO. _____
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 DECLASSIFIED
CLASS. CHANGED TO: TS S C
NEXT REVIEW DATE: 12/89
AUTH: HR 70-2
DATE: 30/79 REVIEWER: 0085

CENTRAL INTELLIGENCE AGENCY

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SOVIET WAGES AND WAGE DIFFERENTIALS*

Summary and Conclusions

Soviet wage policy shifted early from the principle "from each according to his ability, to each according to his needs" to that of payment according to the work performed and not according to needs. Present Soviet policy has been likened to the "carrot and stick" method of driving a donkey, differential wages being the carrot and heavy penalties the stick.

The Soviet system of differential wages has been much the same for two decades. The basic wage rates have not changed substantially since 1946. The stability of postwar wage rates indicates that the Soviet regime has evolved a wage policy which has been found adequate -- against the background of the large-scale use of forced labor -- to attract labor to the desired segments of the economy and to provide incentives for the worker to acquire skills and to assume responsibility. If the USSR in fact has found a flexible system for the management of the labor supply, it follows that top management is now freer from personnel problems and is able to give more attention to other production problems than in prewar years, when the acquisition and assignment of trained labor often constituted the major problem in industrial operations. It also follows that in the future there may be more reliance on incentive in Soviet labor policy.

The Soviet wage system uses differential rates between economic regions and industries to facilitate distribution of labor geographically and into important sectors of the economy. Differentials based on level of skill or training or on difficulty of the work performed are incentives for climbing the wage-scale ladder. Production bonuses (or penalties) and special awards provide incentives for increasing the productivity of labor.

* This report contains information available as of 1 May 1953.

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The operation of the Soviet wage system has resulted in a slowly rising average annual wage, which now probably stands between 5,500 and 6,000 rubles per year. Although the average wage is still short of the goal of 6,000 rubles set for 1950, the postwar increase in annual wages has been coupled with price decreases and some increases in consumer goods available. The USSR thus has increased the level of real income of the workers without changing basic wage rates. Little or no change in present money wages is expected through 1955, but according to the Fifth Five Year Plan (1951-55) a further increase in real wages is to be attained through reduction in retail prices and increases in collective consumption and in cultural expenditures by the state.

I. Prewar Trends in the Development of the Soviet Wage System.

1. Differentials within Industries.

Between World War I and World War II, Soviet wage policy went through two cycles. At the beginning of the Soviet regime in 1919, there was a tendency toward equalization in wages. During the early 1920's, this tendency was countered by a policy of increasing differentials, which lasted until 1926. A second cycle began in the late 1920's, with a trend toward equalization, which was reversed in 1931 with Stalin's attack on the evils of equalization. 1/* Thereafter, differentials were widened to emphasize the policy of payment according to the quantity and quality of work done and to stimulate the worker** to improve his qualifications. The same period also brought improvements in the status of salaried employees and engineering technical personnel.** 2/

* Footnote references in arabic numerals are to sources listed in Appendix E.

** Soviet sources consistently maintain the distinction between workers (rabochiye), (salaried) employees (sluzhashchiye), and engineering technical personnel (inzhenerno-tekhnicheskiye rabotniki).

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A comparison of the relationships of average wages for engineering technical personnel with average wages for workers in 1935 and in the 1941 Plan, as shown in Table 1, indicates a slight narrowing of the differentials after 1935. This narrowing may have resulted from a raising of the average wage level among workers as the proportion of them in the higher skill and wage grades increased.

Table 1

Wage Differentials Paid to Soviet Engineering Technical Personnel
1935 Actual and 1941 Plan
(Average Wages of Workers = 1.00)

Industry	Coefficients	
	1935 Actual <u>3/</u>	1941 Planned <u>4/</u>
Coal	2.63	2.53
Petroleum	2.18	2.01
Electric Power	2.41	2.13
Chemical	2.29	1.80
Food	2.29	1.86
Machine Construction and Metalworking	2.10	1.64
Cotton	2.60	2.12 <u>a/</u>

a. This 1941 figure refers to the textile industry as a whole.

2. Differentials between Industries.

From 1928 to 1935, there was a downward trend in the range of variation in Soviet average wages between industries classified as large-scale. There also were many changes in rank order, according to the level of average wages. The highest average monthly wage in 1928, that in the metalworking and machine-building industry, was 219.5 percent of that in the lowest paying industry, the linen industry. By 1935 the petroleum industry was paying the highest average monthly wage, equal to 173.4 percent of the average monthly wage in the linen industry, still the lowest paid. 5/

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In the 1941 Plan data, the average annual wage for workers in the coal industry was 186.9 percent of the average annual wage paid in the meat and dairy industry. At the same time, the average salary paid to engineers and technicians in the coal industry was 253.2 percent of that paid in the meat and dairy industry, while the salary paid office workers in the coal industry was only 136.2 percent of that paid in the meat and dairy industry. ^{6/} These average wage data reflect variations in skill and concentration of skilled workers as well as preferential rates between industries.*

3. Differentials between Geographic Areas.

Geographic differentials in wages have been utilized in the USSR, at least since the early 1930's, to induce the migration of labor to the desired location as well as to offset higher costs of living in some areas. One source found, in comparing 1935-36 wages and prices of rye bread, that the relationship between regional bread prices and regional wage levels was neither very simple nor consistent. In the northern areas on the one hand, the wage data suggested that no effort was made to maintain a standard of living as high as that in most of the other areas, while in the Far Eastern Kray on the other hand, the bread price was held low and the wages were among the highest in the country. ^{7/} Although the geographic variations in average wage data for 1935 are not consistent, because of the influence of factors other than geographic location, the wages in the Soviet Far East and East Siberia were on the whole significantly higher for all types of activity. For example, average monthly wages in the Soviet Far East in relation to the national average stood at 171 percent in large-scale industry, 153 percent in construction, 165 percent in rail transport, and 184 percent in loading and unloading work. ^{8/} The systems of preferential wage rates for the different geographic regions have been further elaborated since 1935.

II. Present Level and Structure of Soviet Wages.

The Soviet policy of paying differential wages has been much the same for two decades. The wage system became more complex with the introduction of additional bases for variations in wage rates in September 1946.** Under the present system, all types of work are

* See Appendix A for the rank order of industries according to average wages in 1928, 1935, and 1941.

** See Appendix B.

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grouped in relation to their complexity and the degree of labor input. Wage rates are established for workers of different qualifications and occupations. Wage scales correlate the rates of pay of workers with different qualifications, and the coefficients of the scale determine how much more a worker of a given grade is paid than one in the first (lowest-paid) grade.* As illustrated in Table 2,** enterprises generally have one wage scale with several rates in each grade, according to working conditions. There are special rates for cold work and hot and hazardous work, which differ for time workers and for piece workers. In hot and hazardous work the wage rate is often 12 to 15 percent higher than in cold. 9/

Piecework payment is the basic type and is fixed to express a direct relationship between the results of work and the earnings of the worker. The wage-scale rate shows the earnings which the State guarantees the worker for fulfilling the output norm. Progressive piece rates are meant to encourage the growth of work productivity still more than direct piecework, since the rate of pay for surpassing the norm grows progressively.

A system of salaries has been established for paying engineering technical personnel. The system stipulates the minimum and maximum salaries for each occupation. Within these limits a salary is established for each individual depending on volume of work, qualifications, and education. In addition, engineering and technical personnel are rewarded with bonuses for fulfilling and surpassing production plans and for lowering production costs. 11/

Salaries for professional and scientific personnel are similarly based on training and experience and volume of work.

Variations in earnings result from payments for performance achievements, nightwork, overtime, and longevity; from supplementary payments for employment in enterprises and branches of the economy that are deemed of vital importance at a given time; and from payments in accordance with the geographic area in which the enterprise is located.

* Grade is used throughout this report in the sense of wage and skill group (razryad).

** Table 2 follows on p. 6.

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Table 2

Examples of Soviet Postwar Basic Hourly Wage Rates and Coefficients 10/

Types of Workers	Grade							
	1	2	3	4	5	6	7	8
Time Workers in Cold Work								
Rubles per Hour	1.221	1.357	1.527	1.731	1.969	2.192	2.532	2.940
Coefficient	1.000	1.111	1.25	1.417	1.612	1.795	2.073	2.408
Piece Workers in Cold Work, Time Workers in Hot and Hazardous Work								
Rubles per Hour	1.291	1.441	1.628	1.853	2.067	2.367	2.742	3.143
Coefficient	1.000	1.116	1.261	1.435	1.601	1.833	2.124	2.434
Piece Workers in Hot and Hazardous Work								
Rubles per Hour	1.391	1.561	1.773	1.979	2.277	2.617	2.993	3.503
Coefficient	1.000	1.122	1.274	1.422	1.637	1.881	2.152	2.518

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Apparently the basic wage rates established in 1946 are still applicable. There is no evidence of a change in basic rates, except for teachers' salaries, since 1946, and the most recent handbooks on wages refer to the decree of 16 September 1946, if a specific authority is mentioned.* The wage and salary rates advertised on Moscow billboards and in the press in January through August 1952 correspond to the rates established in the 1946 decree. 12/ In some instances, basic rates may have been adjusted or may be subject to revision with government permission. Changes in income or take-home pay may have resulted from changes in norm requirements for worker output and from changes in bonus systems.

Several sources state that present and future increases in real wages are to be attained primarily by the reduction of retail prices and increases in collective consumption and cultural expenditures rather than from increases in individual money wages. Therefore, present wage rates are expected to change little or not at all through 1955. 13/

1. Differentials within Industries.

The wage increase decreed on 16 September 1946 had the effect of reducing wage differentials between levels of skill within industries by giving the greater increases to those workers receiving the lowest pay. Base rate differentials between the extremes of the ordinary labor scale appear to have returned to approximately the level of the late 1920's. Since average wages for workers and average salaries for engineering technical personnel cannot readily be calculated from available data, the relationship between the averages cannot well be measured. It would appear, however, to approximate that in the 1941 Plan data.

Table 3** gives selected examples for various occupations of base wage rates for workers of the lowest grade, with the wage coefficient for workers in the highest grade.

* See Appendix B for the content of the decree.

** Table 3 follows on p. 8.

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Table 3

Selected Soviet Postwar Base Wage Rates,
Lowest Grade (Grade 1), the Highest Grade in Same Scale,
and the Coefficient of the Highest Grade

<u>Types of Workers</u>	<u>Lowest Grade (Grade 1) Base Rate per Hour (Rubles)</u>	<u>Coefficient of Highest Grade</u>	<u>Highest Grade</u>
Piece Workers in Construction, Ministry of the Coal Industry in Eastern USSR <u>14/</u>	1.234	2.38	7
Piece Workers in Cold Work, Re- pairing Rolling Stock and Wagons, Ministry of the Coal Industry in Eastern USSR <u>15/</u>	1.291	2.24	8
Fitters in Locomotive Repair and Workers in Other Cold Work <u>16/</u>	1.465	2.15	8
Piece Workers in Cold Work in Machine-Building and Mine Re- pair Plants, Ministry of the Coal Industry in Eastern USSR <u>17/</u>	1.291	2.43	8
Welders in Normal Work Conditions, Ministry of Electric Power Stations <u>18/</u>	1.302	2.44	8
Piece Workers Doing Cold Repair in Small Electric Power Stations, Ministry of Ferrous Metallurgy <u>19/</u>	1.240	2.38	8

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Table 3

Selected Soviet Postwar Base Wage Rates,
Lowest Grade (Grade 1), the Highest Grade in Same Scale,
and the Coefficient of the Highest Grade
(Continued)

<u>Types of Workers</u>	<u>Lowest Grade (Grade 1) Base Rate per Hour (Rubles)</u>	<u>Coefficient of Highest Grade</u>	<u>Highest Grade</u>
Piece Workers in Smelting and Rolling Mills, Tube Rolling Mills, "Special Group," Ministry of Ferrous Metallurgy <u>20/</u>	1.480	3.38	12
Workers in Enterprises of the Cellulose and Paper Industry <u>21/</u>	1.411	2.38	8
Workers in Logging, Floating, and Other Work, Ministry of the Timber Industry <u>22/</u>	1.116	2.09	7

2. Differentials between Industries.

It is most difficult to measure differentials in wages attributable solely to the evaluation placed on a particular industry by the Soviet government. The same wage grades in different industries and occupations do not necessarily reflect the same level of skill and training and hence may be assigned differing wage rates without consideration of industry preference. Study of the data available indicates that similar work under similar working and living conditions is similarly paid. For example, workers in housing construction in the Ministry of Municipal Services of the RSFSR, presumably low priority, are paid at the same rate as construction workers in the Ministry of Ferrous Metallurgy (presumably high priority). For examples of variations in wage rates paid to the same (numerical) wage grade, see Table 3, above.

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Differentials between average wages in the various ministries and industries would reflect differentials in levels of skill and in concentration of more highly skilled workers rather than an arbitrarily preferential wage system. Some indication of industry preference can be seen in the list of industries which were given the 20-percent increase for work in the Urals and Siberia.* Variations in norm systems and in rates of pay for surpassing norms would further increase differentials among industries in wage payments.

3. Differentials between Geographic Areas.

In addition to the basic geographic differentials, a decree of the Soviet Council of Ministers on 25 August 1946, effective 1 September 1946, gave a 20-percent increase in pay to workers and engineering technical personnel employed in certain types of enterprises in the Urals, Siberia, and the Soviet Far East.*

In general, the present basic wage differentials between geographic areas appear to be higher for more highly skilled and more desirable categories of workers. For example, regional coefficients for welders in construction in the Ministry of Electric Power Stations were set separately and higher than for other construction workers of the same wage grades. 23/ This pattern does not appear to hold for engineering technical personnel. The Soviet Far Eastern area has always paid about the highest wages for nearly all types of employment and is now followed closely by the far northern areas, which were not previously given preference. Table 4** includes some examples of geographic wage differentials, not including the additional 20-percent increase mentioned above.

Professional personnel also receive differential pay for some geographic areas -- for example, the decree of February 1948 of the Soviet Council of Ministers concerning the salaries of teachers included increases of 50 percent for teachers on Sakhalin Island, 100 percent for teachers in the Kurile Islands, and remuneration in other remote places proportionate to the hardships encountered. 24/

* See Appendix B.

** Table 4 follows on p. 11.

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Table 4

Examples of Geographic Differentials in Soviet Postwar Wages

<u>Types of Workers</u>	<u>Region of Lowest Pay</u>	<u>Region of Highest Pay</u>	<u>Coefficient</u>
Piece Workers in Construction, Grade 1, Ministry of Ferrous Metallurgy <u>25/</u>	Bashkir ASSR	Khabarovsk Kray (Komsomol'sk)	1.27
Piece Workers in Construction, Grade 7, Ministry of Ferrous Metallurgy <u>26/</u>	Bashkir ASSR	Khabarovsk Kray (Komsomol'sk)	1.39
Piece Workers in Construction, Grade 1, Ministry of Electric Power Stations <u>27/</u>	Most of European USSR	Polar Regions	1.50
Piece Workers in Construction, Grade 7, Ministry of Electric Power Stations <u>28/</u>	Most of European USSR	Polar Regions	1.61
Operators of Hewing Machines, Ministry of the Coal Industry <u>29/</u>	Volga and Trans-Carpathian Areas, the Ukraine	Eastern Areas	1.29
Loaders of Coal from Bunkers <u>30/</u>	Volga and Trans-Carpathian Areas, the Ukraine	Eastern Areas	1.31

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Table 4
 Examples of Geographic Differentials in Soviet Postwar Wages
 (Continued)

Types of Workers	Region of Lowest Pay	Region of Highest Pay	Coefficient
Chief Mining Engineer <u>31/</u>	Volga and Trans-Carpathian Areas, the Ukraine	Eastern Areas	1.20
Piece Workers, Grade 1, Producing Construction Materials <u>32/</u>	Chuvash ASSR, Uzbek SSR, Chkalov Oblast, Tyumen' Oblast, Krasnodar Kray	Irkutsk, Kurgan, Molotov, Sverdlovsk, Kemerovo, Novosibirsk, Chelyabinsk	1.10
Piece Workers, Grade 7, Producing Construction Materials <u>33/</u>	All USSR, except Soviet Far East and Karaganda Lines	Soviet Far East	1.13
Engineers, Grade 1, Electric Locomotives <u>34/</u>	All USSR, except Soviet Far East and Karaganda Lines	Soviet Far East	1.19
Chief Engineer, Turnover Terminal <u>35/</u>	All USSR, except Soviet Far East, Murmansk, and Some Central Asia Lines	Soviet Far East	1.20
Stevedores in Seaports, Grade 1, <u>36/</u>	Black and Azov Seas, and Danube Basin Ports	Sakhalin Island	1.86

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4. Average Wages and Earnings.

No Soviet data on average wages for all workers and employees are known to have been published since 1940, apart from the goal of 6,000 rubles per year set for the end of the Fourth Five Year Plan (1950). There was no indication in the fulfillment announcements of the Fourth Five Year Plan that the goal was attained or exceeded. Recent Soviet references have been to real income, which includes social benefits and an unknown adjustment for changes in the cost of living. Failure to announce the fulfillment of the goal of a 6,000-ruble average annual wage may be taken to indicate that the goal was not reached.

In order to derive an estimate for average wages from the data available on basic wage rates, it would be necessary to have a detailed distribution of workers by wage grade, with additional information concerning the incidence of geographic differentials and all other forms of supplementary payments.

Using the available example of distribution of construction workers by wage-rate (tarifnaya) groups to weight wage rates for construction workers, an average wage is derived of 5,580 rubles per year in the lowest paying geographic area. 37/ The figure excludes supplementary payments and the slight upward influence of the higher salaried engineering technical personnel. Average annual wages in other industries would vary from this figure in accordance with the level of basic rates, distribution of workers, and all forms of supplementary pay. In industry, bonuses had increased by 1944 to 8 percent of the total payroll for industrial workers and to 28 percent for industrial technical employees. 38/ With the reduction of war-time pressure, these percentages have probably declined somewhat.

On the other hand, for railroad workers of the operations staff there was published an average wage of 710 rubles per month, or 8,520 rubles per year, which includes supplementary payments as well as base pay. 39/ Bonuses and supplementary payments are believed to constitute a particularly large part of earnings in railroad operations -- the average earnings of train construction workers were cited in the same publication as being nearly double the base rate published in another source. 40/ Examples are given in Table 5* of exceptional earnings in one coal mine in 1947 resulting from high output rates. 41/

* Table 5 follows on p. 14.

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Table 5

Examples of Increased Earnings of Soviet Coal Workers
Resulting from High Output
1947

	Rubles	
<u>Types of Workers</u>	<u>Base Daily Rates</u>	<u>Reported Daily Earnings</u>
Coal Cutters	40.00	171.00
Timbermen	36.15	49.50
Drillers	30.54	78.35

Subsequent increases in performance norms probably have reduced the rate by which norms may be surpassed, thus reducing earnings, and probably have limited the incidence of overfulfillment of norms. 42/

Average wages cannot be calculated accurately from the wage fund,* because the total wage fund includes payments for military personnel and other nonvoluntary labor, as well as workers, employees, and cooperative artisans. 43/ The magnitude of the military and other nonvoluntary labor groups is not known, and it cannot be assumed to bear a stable relationship to the labor force of workers and employees or to the total wage fund.

The goal of 33.5 million workers and employees with an annual average wage of 6,000 rubles set in the Fourth Five Year Plan leaves a residual in the total planned wage fund (252.3 billion rubles) of about 51 billion rubles. The 1947 goals of 31.6 million workers and employees and a wage fund of 280 billion rubles imply a far greater residual within the total wage fund. 44/ Apart from the statement that the 1950 goal for the total wage fund was exceeded, there has been no Soviet statement regarding the size of the wage fund since 1948. 45/ Since the wage fund goal was already exceeded in 1947 and 1948, it might be inferred that the total wage fund, although it still exceeds the goal for 1950, has decreased since 1948. Average

* For a list of payments made from the wage fund of an enterprise and of payments made in addition to the wage fund, see Appendix C.

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earnings need not have decreased, however, since the number of prisoners of war and non-Soviet civilian prisoners has also decreased. An average annual wage of 6,000 rubles would still be possible, even with the larger number of workers and employees than in 1948.

The basic wage rates for construction workers used in the calculations above appear to approximate the middle of the range of base rates listed in Table 3* and Appendix D. Considering this fact, the probable distribution by wage grades of Soviet workers and employees, and the probable effect on earnings of increases in work norms, the average annual wage for Soviet workers and employees is estimated to be between 5,500 and 6,000 rubles.

* Table 3 appears on p. 8, above.

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APPENDIX A

SOVIET INDUSTRIES IN RANK ORDER OF AVERAGE WAGES
1928, 1935, 1941

<u>Industry</u>	<u>1928 ^{a/}</u>	<u>1935 ^{a/}</u>	<u>1941 ^{b/}</u>
Metalworking Equipment and Machine-Building Industries (Including Production of Electrical Equipment)	1	3	2, 3, 6, 7 ^{c/}
Printing, Stationery, and Allied Industries	2	8	N.A.
Electric Generating Stations	3	2	10
Production of Boots and Shoes	4	9	N.A.
Leather and Fur	5	10	N.A.
Chemical	6	7	9
Needle	7	15	N.A.
Petroleum	8	1	8
Ferrous Metals	9	5	5
Food	10	16	14
Paper	11	13	11
Iron Ore Mining	12	6	5
Woolen	13	14	12 ^{d/}
Coal Mining	14	4	1
Woodworking	15	11	13 ^{e/}
Cotton	16	12	12 ^{d/}
Production of Linen Fabrics	17	17	12 ^{d/}
Nonferrous Metals	N.A.	N.A.	4

a. ^{46/}

b. ^{47/}

c. In order, heavy machine construction, electrical equipment, medium machine construction, and general machine construction industries.

d. Textiles industry.

e. Timber industry.

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APPENDIX B

SOVIET WAGE DECREES OF 25 AUGUST 1946
AND 16 SEPTEMBER 1946

By the decree of the Council of Ministers of 25 August 1946, effective 1 September 1946, a 20-percent wage increase was granted to the following workers in enterprises in the Urals, Siberia, and the Soviet Far East: to workers and engineering technical personnel of the coal industry engaged directly in the mining of coal and in loading and unloading work; to workers and engineering technical personnel in enterprises of ferrous and nonferrous metallurgy employed directly in hot working shops, in mining enterprises, and in loading and unloading work; to workers and engineering technical personnel of the petroleum industry employed in petroleum extracting and drilling operations; to miners of peat, graphite, mica, and asbestos; to workers in cement production; to workers in the salt-mining industry; to workers and engineering technical personnel in the chemical industry employed in shops with unhealthy working conditions or hot working shops, in mines, and in loading and unloading work; and to workers and engineering technical personnel employed directly in construction and installation work in construction projects of the following ministries: heavy industry enterprises, fuel enterprises, military and naval enterprises, ferrous metallurgy, petroleum industry of the eastern regions of the USSR, nonferrous metallurgy, and chemical industry. 48/

The decree of the Council of Ministers of 16 September 1946 established the following increases in basic wage rates: to the monthly wage rate up to 300 rubles, 110 rubles; to the monthly rate between 301 and 500 rubles, 100 rubles; to the monthly rate between 501 and 700 rubles, 90 rubles; and to monthly rate between 701 and 900 rubles, 80 rubles. 49/

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APPENDIX C

COMPONENTS OF WAGE PAYMENTS

The following payments are made from the wage fund of an enterprise. 50/

1. Payment according to basic piecework rates and for progressive piecework.
2. Supplementary payments to piece workers according to progressive rates.
3. Payments according to basic piecework rates for direct piecework.
4. Time payments according to wage scale rates.
5. Bonuses.
6. Supplementary payments for abnormal working conditions.
7. Supplementary payments for overtime.
8. Payments for standstill.
9. Other supplementary payments.
10. Payment for vacations.
11. Other monetary supplementary payments.
12. Cost of free services and natural (in kind) payments.
13. Payments for longevity.

The following wages are paid in addition to the wage fund.

1. Bonuses from the assistance fund for inventions and technical improvements.
2. Bonuses from the profit fund derived from the production of consumers' goods.
3. Bonuses from the directors' fund.

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APPENDIX D

SELECTED EXAMPLES OF SOVIET BASIC WAGE AND SALARY RATES

1. Railroad Transport.

a. Railroad Systems.

<u>Types of Workers</u>	<u>Monthly Wage Rates (Rubles)</u>		
	<u>Far East System</u>	<u>Karaganda System</u>	<u>Kirov-Kotlas-Pechora and Others</u>
Engineers of Engine Series IS, FD, SOK; of Electric Locomotives; and of Locomotive Shops <u>51/</u>			
Grade 1	940	920	790
Grade 3	806	750	640
Fitters in Locomotive Repair and Workers in Other "Cold Work " in First Category Depots <u>52/</u>			
Grade 1	372	352	330
Grade 8	800	750	690

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b. Railroad Lines.

<u>Types of Workers</u>	<u>Monthly Wage Rates (Rubles)</u>		
	<u>Group I ^{a/}</u>	<u>Group II ^{b/}</u>	<u>Group III ^{c/}</u>
Chiefs and Head Engineers of Base Engine Houses for Electric Locomotives, for Railway Motor Cars, and for Internal Combustion Locomotives <u>53/</u>			
Grade 1	2,040	1,870	1,700
Grade 3	1,440	1,320	1,200
Supervisors of Locomotive Service and Electrification <u>54/</u>	2,280	2,420	1,900
Reserve Locomotive Brigades in Shops			
Grade 1	850	850	790

a. Group I, Far East Railways.

b. Group II, Ashkhabad, Turkestan-Siberia and part of the Petrozavodsk - Murmansk - Kirov line, Ak-Bulak - Dzhusaly - Orenburg line, Kyzyl-Burun - Kerrar - Dal'-Mametly line, and others.

c. Group III, remaining railroad lines and parts of lines not mentioned above.

2. Ferrous Metallurgy.

For engineering technical and accounting workers in basic shops of ferrous metallurgy plants, such as blast furnaces, sintering furnaces, steel furnaces, and pipe rolling mills, and shops producing calibrating equipment and pressing and forging equipment, monthly

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rates, without the 20-percent increase of August 1946, are as follows: shop chief, 1,200 to 2,100 rubles; production supervisor for blast furnaces; 830 to 1,300 rubles; and chief repairman of mechanical or electrical equipment, 600 to 830 rubles. 55/

Classified rates for production workers in blast furnaces, smelting furnaces, rolling mills, tube rolling mills, given in hourly rates, without the 20-percent increase, are as follows: Grade 1, 1.35 to 1.48 rubles; and Grade 12, 1.50 to 5 rubles. 56/

3. Electric Power Plants.

Monthly classified rates of engineering and technical personnel of electric power stations, networks, and substations, water supply works, and district heating plants, by power groupings, are as follows: head and chief engineer of steam electric power station of from 20 to 75 megawatts, 2,000 to 2,500 rubles; and heads of shops for various branches (boiler room, machine room, electrician on duty), 880 to 1,000 rubles. 57/

Monthly rates for workers of electric power stations, electrical and heat networks, pumping stations, hydrotechnical headworks and water supply works, not receiving the 20-percent increase for enterprises in Urals and Far Eastern areas, are as follows: chief shop mechanic of heat and power stations, with turbine power from 48 to 75 megawatts, 880 to 1,000 rubles; operator of steam power turbines from 16 to 44 megawatts, 690 to 880 rubles; operator of hydroturbines to 7 megawatts, 500 to 690 rubles; man on duty at the chief control panel of electrotechnical stations from 20 to 75 megawatts, 680 to 880 rubles; and electrician on duty at substations, 550 to 640 rubles. 58/

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4. Coal Mining.

<u>Types of Workers</u>	<u>Monthly Wage Rate (Rubles)</u>	
	<u>Eastern Regions <u>59/</u></u>	<u>Donbas <u>60/</u></u>
Chief Mining Engineer	3,000	2,500
Chief Mine Mechanic in Mines Producing over 1,500 Tons in 24 Hours	2,400	2,000

<u>Types of Workers</u>	<u>Daily Wage Rate (Rubles)</u>	
	<u>Coal Fields in the Donbas, Georgia, near Moscow; Shale Mines of Leningrad Oblast; Estonian Shale Combine; Mines of Western Ukraine; Leningrad Coal Combine <u>61/</u></u>	<u>Volga Region Shale Mines, Mines of Trans-Carpathian Ukraine <u>61/</u></u>
Workers at Coal Face		
Operators of Cutting Machines	40.60	37.15
Coal Hewers, Miners Cutting Ore and Loading It on Conveyors, Hackers, and Cutters in Thick Seams	40.00	37.15
Coal Drillers, Blasters	30.54	26.94

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4. Coal Mining. (Continued)

Types of Workers	Daily Wage Rate (Rubles)	
	Coal Fields in the Donbas, Georgia, near Moscow; Shale Mines of Leningrad Oblast; Estonian Shale Combine; Mines of Western Ukraine; Leningrad Coal Combine 61/	Volga Region Shale Mines, Mines of Trans-Carpathian Ukraine 61/
Workers Engaged in Transport and Hoisting in Underground Mines		
Operators of Underground Locomotives	25.54	22.64
First Assistant Underground Passage Maintenance Men	21.54	19.24
Greaser and Cleaner of Mine Cars	15.94	14.53
Common Laborer Underground	18.94	16.74
Common Laborer on the Surface	14.33	12.83
Mechanic of Ventilators Producing up to 500 Cubic Meters	15.94	14.53

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5. Construction Industry.

Hourly rates for workers in construction in rubles, without the 20-percent increase, in the lowest paying geographic area, are as follows 62/:

<u>Types of Workers</u>	<u>Hourly Rate (Rubles)</u>
Construction Workers	
Piece Workers	
Grade 1	1.235
Grade 7	2.941
Time Workers	
Grade 1	0.985
Grade 7	2.090
Construction Metal Workers	
Piece Workers	
Grade 1	1.281
Grade 7	3.107
Time Workers	
Grade 1	1.017
Grade 7	2.207
Welders in Construction and Installation Work	
Piecework in Normal Conditions	
Grade 3	1.643
Grade 7	3.178

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6. Timber Industry.

Daily wage rates in timber supply and floatage in rubles are as follows 63/:

<u>Grade of Worker</u>	<u>Geographic Region</u>				
	<u>Sakhalin</u>	<u>I a/</u>	<u>II b/</u>	<u>III c/</u>	<u>IV d/</u>
1	14.83	11.33	10.53	9.73	8.93
7	36.75	25.94	23.83	21.22	18.66

a. Region I includes Arkhangel, Vologda, Irkutsk, Kirov, Murmansk, Molotov, Sverdlovsk, Tomsk, and Chita oblasts; Krasnoyarsk, Primorskiy, and Khabarovsk krays; Buryat Mongol, Komi, and Yakut ASSR's; and Karelo-Finnish SSR.

b. Region II includes Bryansk, Velikiye Luki, Vologda, Vladimir, Gor'kiy, Kemerovo, Kurgan, Kalinin, Kaliningrad, Kostroma, Ivanovo, Leningrad, Moscow, Omsk, Ryazan', Novosibirsk, Novgorod, Tyumen', Chelyabinsk, and Yaroslav oblasts; Altay Kray; Bashkir, Mari, Tatar, Udmurt, and Chuvash ASSR's; and Belorussian, Latvian, Lithuanian, Estonian, and Ukrainian SSR's.

c. Region III includes Voronezh, Groznyy, Kaluga, Kuybyshev, Penza, Pskov, Smolensk, and Tambov oblasts; Krasnodar and Stavropol' krays; Kabarda, Mordva, and North Osetian ASSR's; and Azerbaydzhan, Armenian, Georgian, Kazakh, and Kirgiz SSR's.

d. Region IV includes Kursk, Oreĭ, Rostov, Saratov, Stalingrad, Tula, Ul'yanovsk, and Chkalov oblasts; Dagestan ASSR; and Moldavian SSR.

7. Peat Industry.

Daily base rates for workers in the peat enterprises of local industry are as follows: strippers, blockers, and inspectors, 15.94 rubles; fuel carriers, 11.83 rubles; and workers in drying and storing lumped and cut peat, 14.33 rubles. 64/

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8. State Agriculture.

Wage rates in subsidiary agriculture of the Ministry of Municipal Services, in rubles per 8-hour day, are as follows 65/:

<u>Location of Subsidiary Agriculture</u>	<u>Daily Wage Rate (Rubles)</u>			
	<u>Grade 1</u>	<u>Grade 2</u>	<u>Grade 3</u>	<u>Grade 4</u>
Places in the Northern Areas	10.03	11.08	12.58	14.83
Khabarovsk, Primorskiy krays, Chita Oblast, Buryat Mongol ASSR	8.89	9.73	10.93	12.73
Within 50 km of Moscow, Leningrad; 25 km of Chelyabinsk, Sverdlovsk, Gor'kiy, Rostov	8.70	9.51	10.66	12.38
Krasnoyarsk Kray, Irkutsk Oblast	8.51	9.28	10.38	12.03
All Others	8.13	8.83	9.83	11.33

9. Trade Workers.

Stable monthly salaries and monthly classified rates for workers in trade (not including commissions) for stores in Moscow, Leningrad, and Murmansk are as follows: cashier, 375 rubles; bookkeeper, 560 rubles; and worker, 300 rubles. Monthly salaries and rates for stores of the lowest paying group, largely in small towns in agricultural areas, are as follows: cashier, 305 rubles; bookkeeper, 375 rubles; and worker, 250 rubles. 66/

10. Communications.

Basic monthly rates for workers in communications, are as follows: radiotelegrapher and radio-operator, 400 to 600 rubles; telephone operator, intercity station, 790 to 1,400 rubles; and chief of line section, 600 to 980 rubles. 67/

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11. Medical Personnel.

Basic rates for medical personnel are as follows 68/:

a. Size of Medical Institution (Number of Beds).

	<u>Monthly Wage Rate (Rubles)</u>		
	<u>Up to 25</u>	<u>100 to 250</u>	<u>Over 600</u>
Chief Physician of Stationary Medical Institutes in Cities and Workers' Settlements	750	950	1,400

b. Experience in Medical Work.

	<u>Monthly Wage Rate (Rubles)</u>	
	<u>Up to 5 Years</u>	<u>Over 10 Years</u>
Doctors of Medicine		
In Cities and Workers' Settlements	500	725
In the Country	550	850
Doctors of Dentistry		
With Higher Education	500	725
Graduates of Dental Techni- kums, Dental Technicians, with Completed Special Training	325	450
Feldshers and Midwives, with Middle Medical Education, Heads of Independent Units	375	500
Medical Sisters with Middle Medical Education	265	375

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12. Education.

Monthly salaries, for personnel in education in urban areas, are as follows: teachers in primary schools, grades 1-4, with 5 years' experience, 575 rubles; those in secondary schools, grades 8-10, with 5 years' experience, 710 rubles; and directors of secondary schools, who direct schools containing 440-880 pupils, and who have 5 years' experience, 1,010 rubles. 69/

In the higher educational institutions, monthly salaries are as follows: professor-director with a degree of doctor of science, and 5 years' experience, 4,000 rubles; professor, not having a degree of doctor of science, with 5 years' experience, 2,800 rubles; lecturers and senior instructors with a degree and 5 years' experience, 2,500 rubles; and assistants and instructors with a degree and 5 years' experience, 1,750 rubles. 70/

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APPENDIX E

GAPS IN INTELLIGENCE

There are no Soviet data available on average wages for the employed labor force more recent than 1940 and the goal planned for 1950. Recent data are not available from which average wages can be calculated, either for the total employed labor force or for individual industries.

The basic wage rates which are available for some industries may be used to estimate wage ranges for these and analogous industries.

No Soviet data on the total wage fund are available more recent than that for 1948.

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APPENDIX F

SOURCES AND EVALUATION OF SOURCES

1. Evaluation of Sources.

This report is based primarily on information contained in Soviet statistical handbooks, wage decrees, and directives, which are believed to be accurate. Soviet comments on the earnings of particular groups or persons were used sparingly, as they are believed to be tendentious.

Valuable summaries and analyses of Soviet wages were found in Abram Bergson, The Structure of Soviet Wages, and Solomon Schwarz, Labor in the Soviet Union.

25X1A [REDACTED] and unpublished FDD translations were valuable as sources of Soviet data. [REDACTED] contains extracts of sources marked with an asterisk.

25X1A

2. Sources.

Evaluations, following the classification entry and designated "Eval.," have the following significance:

<u>Source of Information</u>	<u>Information</u>
A - Completely reliable	1 - Confirmed by other sources
B - Usually reliable	2 - Probably true
C - Fairly reliable	3 - Possibly true
D - Not usually reliable	4 - Doubtful
E - Not reliable	5 - Probably false
F - Cannot be judged	6 - Cannot be judged

Evaluations not otherwise designated are those appearing on the cited document; those designated "RR" are by the author of this report. No "RR" evaluation is given when the author agrees with the evaluation of the cited document.

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