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WAGE RATES IN USSR INDUSTRY, 1946 - 1950

[Numbers in parentheses refer to appended sources.]

From 1946 through 1950 there was a significant increase in individual monetary wages of workers and employees in the USSR, as well as an increase in state appropriations for worker benefits. The postwar fund of monetary wages for workers and employees increased continuously due to a growth of employment in the national economy and increased labor productivity.(1) Also, the Soviet government provided for an arbitrary wage increase for workers and employees in the low and middle wage categories. This was put into effect as an immediate countermeasure to the September 1946 decree which raised the prices of rationed foods.(2)

In December 1947, the first of a series of price reductions was introduced into the Soviet economy. This occurred simultaneously with the monetary reform which reestablished the full value of the Soviet ruble and a ration-free economy with single state prices.(3) There were subsequent price reductions on consumers' goods after 1947, which resulted in a significant increase in the real income of all workers and employees. In 1948 alone, the real wages of workers were doubled; and, in 1949, the income of workers and employees at comparable prices, per worker, exceeded the 1948 rate more than 12 percent. The income of peasants in 1949, at comparable prices per agricultural worker, was 14 percent more than in 1948, and rose more than 30 percent over 1940.(4)

In 1950, considering price reductions on consumers' goods, the growth of monetary wages of workers and employees, the increase in the "natural" as well as monetary income of farmers, and the rise in bonus payments and additional privileges given by the government, the income of workers, employees, and farmers, at comparable prices, rose 19 percent over the 1949 level. The total income of workers, employees, and farmers in 1950 rose 62 percent over the 1940 income, at comparable prices.(5) According to another source, the 1950 national income rose 64 percent over the 1940 income, instead of 38 percent as called for in the Five-Year Plan. In 1951, it increased 12 percent over 1950.(6)

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As a result of the growth in the number of workers and employees, and the increase in productivity, the wage fund in 1948 almost doubled the prewar level /1940/.(7) According to the plan for 1950, the average yearly wage of workers and employees in the whole national economy was fixed at 6,000 rubles, and the wage fund at 252.3 billion rubles.(8) The Soviets claim that this goal was significantly exceeded.(9)

In a special study of the Gor'kiy Automobile Plant imeni Molotov, the generalization is made that wages at this plant increased considerably during the 1947 - 1950 period due to the substitution of norms based on technical estimates for statistical norms based on work experience, as well as the perfecting of technology, the better organization of work, mechanized labor, the improvement of worker qualifications, and the growth of socialist competition among workers and engineering-technical personnel. The average wages of automobile workers at the Gor'kiy plant during 1947 - 1950, increased by 1,833 rubles in comparison with 1946.(10)

WAGE DECREES

Information on wage decrees, as well as statistics on wages for workers and employees, is limited and fragmentary. The following decrees, given chronologically from 1946 through 1949, are significant for that period.

On 25 August 1946, the Council of Ministers USSR issued a decree calling for increased wages and improved housing conditions of workers and engineering-technical personnel of enterprises situated in the Urals, Siberia, and the Far East. Accordingly, effective 1 September 1946, a 20-percent wage increase was granted 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 non-ferrous 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; and to workers in the salt-mining industry; and 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.

The same increase was granted to workers and engineering-technical personnel 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, employed directly in construction and installation work.

In connection with the increase of wages for the above categories of workers, the wage fund of the respective ministries was to be raised by 1,400,000,000 rubles.

This 20-percent increase was granted to 824,000 workers engaged in 727 enterprises and to construction workers in the Urals, Siberia, and the Far East.(11)

The September 1946 decree for the increase in wages, designed to offset the increase of food prices (highest increase going to the lowest paid workers) has already been mentioned.

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According to a decree of February 1948 of the Council of Ministers USSR and the TsK VKP(b), a fixed schedule of wages was provided for teachers in elementary and secondary schools, for teachers of the mentally and physically handicapped, for art and music teachers, and for persons teaching in remote areas of the USSR. Teachers were rated according to their education and experience. Those with experience and education under the old regime did not qualify under this decree. The salary rate for teachers of primary schools (grades 1-4), with 5 years of experience, was fixed at 575 rubles a month. Teachers of secondary schools (grades 8-10), with 5 years of experience, received 710 rubles a month. The above rates were for city schools; rural teachers received less. Directors of secondary schools, with 5 years of experience in city schools (440-880 pupils), received 1,010 rubles. The above salary rates were the minimum in their respective categories. Teachers with higher educational qualifications and greater experience received additional remuneration.

Teachers of the physically and mentally handicapped received salaries 25 percent higher than the teachers in public schools, and the monthly salaries of music and art teachers were fixed at a rate of 25 rubles above the salaries of teachers of the Russian language. Salary rates for teachers on Sakhalin Island were raised 50 percent; on the Kurile Islands, 100 percent; and teachers in other remote areas received remuneration in direct ratio to the hardships encountered in their respective areas.(12)

On 19 April 1948, a decree of the Council of Ministers USSR was promulgated concerning measures for improving the organization of work in the kolkhozes and for increasing kolkhoz wages. This decree introduced new norms with the division of labor into nine groups. The "workday" norm applied to the performance of a certain amount of work, and ranged from $\frac{1}{2}$ to $1\frac{1}{2}$ days. To increase and encourage agricultural production, the decree provided for a percentage of wage increase for each percent of production in excess of the norms. Conversely, there was a deduction for inability to attain planned norms.(13)

By order of the Central Committee of the Communist Party and the Ministry of Finance USSR, a decree was passed on 28 January 1949 to increase wages in direct proportion to the years of meritorious service. According to this decree, the increase could be paid in a lump sum or by a periodic increase. Persons eligible for this increase were employees and engineering and technical personnel of enterprises, institutions, and organizations of ministries and departments which granted the right to receive the increase. The agencies granting this privilege were not listed.(14)

Interruptions in working service did not disqualify workers from the benefits of this order, since the total service period was taken into account. However, this order was not effective for persons returning to work in the course of a year after the promulgation of this order in enterprises, institutions, and ministry or department organizations where standard increase were calculated on the basis of uninterrupted working service. Allowance was made for persons on leave in the Red Army, Navy, or Air Force, and for time spent in party, trade union, or komsomol organizations.(14)

WAGES BY OCCUPATIONAL GROUPS

Railroad Workers

In the first postwar Five-Year Plan for railway transport, the revision of the wage system resulted in raising the wage level of all transport work.(15) The most important measures of this revision were bonuses for years of outstanding service for staff workers, an increase in the number of supervisors

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and engineering and technical personnel receiving bonuses, bonuses for locomotive and conductor brigades of heavy freight trains, and more extensive use of bonuses in piecework wages.(16) Nearly two thirds of the total number of supervisory and engineering and technical personnel received bonuses in 1949 for fulfilling and exceeding the state plan for transport.(17)

The average monthly earnings of railroad operating personnel in 1946 and 1949, according to Migal' (18), are given below:

| <u>Classes of Workers in Railway Transport</u> | <u>Average Monthly Earnings in Rubles</u> | | <u>Earnings of Leading Occupations in % of Average Earnings</u> | |
|--|---|-------------|---|-------------|
| | <u>1946</u> | <u>1949</u> | <u>1946</u> | <u>1949</u> |
| All workers of the operations staff | 573 | 710 | 100 | 100 |
| Including: | | | | |
| Locomotive engineers of freight traffic | 1,771 | 2,117 | 309.7 | 298.1 |
| Chief conductors of freight traffic | 935 | 1,063 | 164.9 | 149.7 |
| Train construction workers (piece workers) | 1,004 | 1,113 | 175.2 | 156.9 |

Railroad brigade workers, including engineers, assistant engineers, firemen, and locomotive shop workers, as well as supervisory and management personnel, are classified according to the hardships and difficulties under which they work. In some cases this means the peculiar location of the railroad. For instance, railroad workers employed in the Far East railroad system are paid at a higher rate than those in the Karaganda system, and Karaganda system personnel receive higher wages than the Kirov-Kotlas-Pechora lines and others which are classified in the lowest of three groups.(19)

The wage data given in the following charts, which were reproduced from Nikolayev's book on the wages of railway operating personnel, were not dated. However, it is assumed that the data is not older than 1949, since the book was published in 1950. Only part of Table I is given below (20):

| <u>Kind of Work</u> | <u>Group I</u> (Far East System) | <u>Group II</u> (Karaganda System) | <u>Group III</u> (Kirov-Kotlas-Pechora lines and others) |
|--|-------------------------------------|---------------------------------------|---|
| Engineer instructors (train) | 920-1,320 | 850-1,210 | 790-1,100 |
| Engineers of Engine Series IS, FD, SOK of electric locomotives and of locomotive shops | | | |

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| <u>Kind of Work</u> | <u>Group I</u> (Far East System) | <u>Group II</u> (Karaganda System) | <u>Group III</u> (Kirov-Kotlas-Pechora lines and others) |
|--|-------------------------------------|---------------------------------------|---|
| Category 1 | 940 | 920 | 790 |
| Category 2 | 905 | 930 | 715 |
| Category 3 | 806 | 750 | 640 |
| Assistant engineers of Engine Series EKH, E, SO, SU in shops | | | |
| Category 1 | 664 | 612 | 535 |
| Category 2 | 618 | 580 | 500 |
| Category 3 | 588 | 544 | 470 |

The wage system of locomotive brigade workers under the piecework system is classified by kilometers covered. Engineers of fast passenger trains receive a monthly wage of 1,800 rubles. Engineers in heavy transport receive 1,700 rubles a month; suburban engineers, 1,500 rubles a month. During the winter period, the wage rate is increased from 10 to 20 percent.

The increases indicated below were established for locomotive brigade workers by government decrees, as follows:

14 March 1945 -- 10 percent increase for workers in the Karaganda system

13 April 1945 -- increase for brigade workers on railroads in the Far East: for engineering and technical workers and laborers, 20 percent; for employees, 10 percent

16 June 1946 -- increase for workers on the Pechora line (except parts of the Kirov-Kotlas line): laborers and engineering-technical personnel, 20 percent; employees, 10 percent

16 September 1946 -- wage increase in connection with increase in bread prices. Workers receiving up to 300 rubles a month were given an increase of 110 rubles; those receiving from 301 to 500 rubles, an increase of 100 rubles; those receiving 501 to 700 rubles, an increase of 90 rubles; and those receiving 710 to 900 rubles, an 80-ruble increase.(21)

The monthly wage rates of workers in locomotive shops of the Far East Railroad System are listed below. The categories are arranged according to experience and training. Wages in the Far East Railroad System are the highest of all railroad systems.(22)

| <u>Occupation</u> | <u>Monthly Wage</u> (in rubles) |
|--|------------------------------------|
| Fitters engaged in locomotive repair and workers in other "old work" occupations | |
| Category 1 | 372 |
| Category 2 | 404 |
| Category 3 | 436 |
| Category 4 | 478 |
| Category 5 | 538 |
| Category 6 | 606 |
| Category 7 | 690 |
| Category 8 | 800 |

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The monthly wage rates (in rubles) of supervisors, engineering and technical workers and employees of locomotive shops are as follows: In the following three tables Group I refers to Far East railways; Group II to Ashkhabad, and Turkestan-Siberia systems, part of Petrozavodsk-Murmanak-Kirov Line, Ak-Bulak-Dzhusaly-Orenburg Line, Kiril-Burer-Kerar-Dalimamedly Line, and others; and Group III to the remaining lines and parts of lines not mentioned above. (23)

| <u>Position</u> | <u>By Railroad</u> | | |
|--|--------------------|-----------------|------------------|
| | <u>Group I</u> | <u>Group II</u> | <u>Group III</u> |
| Accountant-bookkeeper personnel in locomotive shops | | | |
| Category 1 | 1,200 | 1,100 | 1,000 |
| Category 2 | 1,140 | 1,045 | 950 |
| Category 3 | 1,080 | 990 | 980 |
| Reserve locomotive brigades in shops | | | |
| Category 1 | 850 | 850 | 790 |
| Engineer and technical workers in shops | | | |
| Chiefs, head engineers of base engine houses for electric locomotives, rail- way motor cars, and internal combustion locomotives | | | |
| Category 1 | 2,040 | 1,870 | 1,700 |
| Category 2 | 1,680 | 1,540 | 1,400 |
| Category 3 | 1,440 | 1,320 | 1,200 |
| Head engineers of turn- around terminals | | | |
| Category 1 | 1,200 | 1,100 | 1,000 |
| Category 2 | 1,080 | 990 | 980 |
| Category 3 | 960 | 960 | 880 |

The monthly wages (in rubles) of railway lines management personnel are as follows (24):

| | <u>Group I</u> | <u>Group II</u> | <u>Group III</u> |
|---|----------------|-----------------|------------------|
| Supervisors of locomotive service and electrification | 2,280 | 2,420 | 1,900 |
| Heads of service sections and assistant chiefs of personnel service | 1,320 | 1,210 | 1,100 |

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The monthly wages (in rubles) of workers in fuel storehouses are as follows (25):

| <u>Position</u> | <u>Group I</u> | <u>Group II</u> | <u>Group III</u> |
|---|----------------|-----------------|------------------|
| Supervisors in charge of fuel storehouses | | | |
| Category 1 | 860 | 795 | 740 |
| Category 2 | 750 | 695 | 640 |
| Category 3 | 630 | 595 | 550 |
| Assistant supervisors of fuel storehouses | | | |
| Category 1 | 630 | 595 | 550 |
| Category 2 | 580 | 540 | 500 |
| Category 3 | 520 | 485 | 450 |

Metallurgical Workers

It is assumed that the following classified wage data in the metallurgical industry is for 1949.

The wage rates of engineering-technical and accounting personnel in various types of machine shops of the metallurgical industry are as follows (26):

| <u>Position</u> | <u>Monthly Wage Rate by Shop Groups</u> (in rubles per month) | | |
|---|--|-----------------|------------------|
| | <u>Group I</u> | <u>Group II</u> | <u>Group III</u> |
| Shop chief | 1,300-1,700 | 1,000-1,350 | 830-1,000 |
| Deputy shop chief | 1,100-1,500 | 930-1,100 | 690-880 |
| Supervisor of shifts | 930-1,100 | 830-950 | -- |
| Chief section master | 930-1,100 | 830-950 | 790-930 |
| Work distributor | 630-880 | 600-790 | 600-790 |
| Bookkeeper, timekeeper, production accountant | 410-550 | 410-525 | 410-525 |

The wage rates of engineering-technical and accounting workers of basic shops in ferrous metallurgy plants, including blast-furnace, sintering furnace, steel-smelting, pipe-rolling, calibrating, and pressing and forge shops, are as follows (27):

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| Position | Wages for Personnel in Ural-Eastern Region, Receiving 20% Increase (in rubles per month) | | | Wages for Personnel Not Receiving Increase (in rubles per month) | | |
|--|---|-------------|-------------|--|-------------|-------------|
| | Group I | Group II | Group III | Group I | Group II | Group III |
| Shop chief | 2,040-2,520 | 1,740-2,040 | 1,440-1,800 | 1,700-2,100 | 1,450-1,700 | 1,200-1,500 |
| Supervisor of shifts | 1,320-1,740 | 1,200-1,500 | 1,020-1,320 | 1,100-1,450 | 1,000-1,250 | 930-1,100 |
| Production supervisor for blast furnaces | 1,200-1,560 | 960-1,320 | 980-1,200 | 1,000-1,300 | 880-1,100 | 830-1,000 |
| Shift despatcher | 920-1,200 | 800-1,020 | 800-980 | 790-1,000 | 690-930 | 790-830 |
| Shop mechanic and electrician | 1,320-1,740 | 1,200-1,500 | 1,020-1,320 | 1,100-1,450 | 1,000-1,250 | 930-1,100 |
| Chief of production sector | 960-1,200 | 980-1,080 | 800-960 | 830-1,000 | 830-980 | 690-880 |
| Chief repairman of mechanical or electrical equipment and stone work | 920-1,200 | 860-1,080 | 800-960 | 790-1,000 | 740-980 | 690-880 |
| Engineer of shops- statistician | 920-1,200 | 800-1,080 | 750-980 | 790-1,000 | 690-980 | 640-830 |
| Shop technician, fabricator | 690-980 | 690-860 | 690-800 | 600-830 | 600-740 | 600-690 |

The monthly wage rates of engineering-technical and accounting workers of forge shops, metal products shops, foundries, and refractory material shops are as follows (28):

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| <u>Position</u> | <u>Wages for Personnel in Ural-Eastern Region, Receiving 20% Increase</u> | | | <u>Wages for Personnel Not Receiving 20% Increase</u> | | |
|---|---|-----------------|------------------|---|-----------------|------------------|
| | <u>Group I</u> | <u>Group II</u> | <u>Group III</u> | <u>Group I</u> | <u>Group II</u> | <u>Group III</u> |
| Shop chief | 1,560-2,140 | 1,200-1,620 | 980-1,200 | 1,300-1,700 | 1,000-1,350 | 830-1,000 |
| Deputy shop chief | 1,320-1,800 | 1,020-1,320 | 800-960 | 1,100-1,500 | 930-1,110 | 790-880 |
| Chief sector foreman | 1,020-1,320 | 980-1,140 | 920-1,100 | 930-1,100 | 830-950 | 790-930 |
| Production foreman, inspection foreman | 920-1,200 | 860-1,020 | 750-920 | 790-1,000 | 740-930 | 640-790 |

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Electrical Power Plant Workers (under Ministry of Ferrous Metallurgy)

The monthly classified wage rates of engineering and technical personnel of electric power stations, networks, and substations, water supply, and district heating plants are as follows (29):

Monthly Wages (in rubles) by Power Groupings

| <u>Position</u> | <u>Group I</u> (from 75 megawatts and above) | <u>Group II</u> (from 20 to 75 megawatts) | <u>Group III</u> (up to 20 megawatts) |
|--|---|--|--|
| Steam-electric power stations | | | |
| Head of electric power station | 2,500-3,000 | 2,000-2,500 | 1,600-2,000 |
| Chief engineer | 2,500-3,000 | 2,000-2,500 | 1,600-2,000 |
| Heads of shops for various branches (boiler room, machine room, electrician on duty) | 980-1,100 | 880-1,000 | 690-880 |

The monthly wage rates for workers of electric power stations, electrical and heat networks, pumping stations, hydrotechnical headworks, and water supply works, not receiving 20 percent increase granted for enterprises in the Ural-Eastern area are as follows (30):

| <u>Position</u> | <u>Monthly Wage Scale</u> (in rubles) |
|--|--|
| Chief shop mechanic of heat and power stations, with a total power of turbines | |
| From 75 megawatts and higher | 980-1,100 |
| From 48 to 75 megawatts | 880-1,000 |
| Up to 48 megawatts | 790-980 |
| Operator of turbine blast engines | |
| From 8 megawatts and higher | 590-880 |
| Operator of steam turbines | |
| From 44 megawatts and higher | 790-980 |
| From 16 to 44 megawatts | 690-880 |
| To 16 megawatts | 600-790 |
| Operator of hydroturbines to 7 megawatts | 500-690 |
| Diesel operator | 550-690 |

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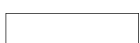
| <u>Position</u> | <u>Monthly Wage Scale</u> (in rubles) |
|--|--|
| Assistant mechanic on duty for condensing and circulating pumps | |
| In charge of one turbine | 500-600 |
| In charge of two or more turbines | 550-640 |
| Electrical Engineering Shops | |
| Man on duty at chief control panel of electro-technical power stations | |
| From 75 megawatts and higher | 790-980 |
| From 20-75 megawatts | 690-880 |
| Up to 20 megawatts | 640-830 |
| Electrician on duty at lights | 450-550 |
| Coal transport and mill operator, up to four mills | |
| 15 tons an hour and above, each | 550-600 |
| Up to 15 tons an hour, each | 450-550 |
| Chief electricians on duty at substations and chief repairmen in substations | 550-740 |
| Electrician on duty at substations | 550-640 |
| Assistant electrician on duty at substation | 410-500 |
| Electrician on duty in charge of cable networks | 550-640 |
| <u>Coal Mining</u> | |

The classified wage rates for supervisory, engineering, and technical workers in the Donets Basin coal fields are as follows (31):

| <u>Position</u> | <u>Coal Pits With</u> <u>24-Hr Mining</u> (in tons) | <u>Monthly Rates</u> (in rubles) |
|-------------------------------|---|-------------------------------------|
| Chief mining engineers | Over 1,500 tons | 2,500 |
| | From 1,000 to 1,500 tons | 2,200 |
| | From 500 to 100 tons | 1,800 |
| | To 500 tons | 1,500 |
| Deputy chief mining engineers | Over 1,500 | 2,000 |
| | To 1,500 | 1,800 |
| Assistant mining engineers | Over 1,500 tons | 1,800 |
| | From 1,000-1,500 tons | 1,500 |
| | From 500 to 1,000 tons | 1,300 |
| | To 500 tons | 1,100 |
| Chief mine mechanic | Over 1,500 | 2,000 |
| | From 1,000 to 1,500 | 1,800 |
| | From 500 to 1,000 | 1,600 |
| | To 500 | 1,300 |

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According to an article in Kazakhstanskaya Pravda, 26 August 1951, the average wages of a coal miner in the Karaganda coal mines, Kazakh SSR, increased to 4,000 rubles a month in 1951. (32). The Georgian newspaper Zarya Vostoka, on 26 August 1951, indicated that the average monthly pay of workers in the Gruzugol' Combine in the Georgian SSR increased from 731 rubles in 1945 to 1,112 rubles in 1950, and to 1,163 rubles in 1951. (33)

The following figures are representative of recent earnings of individual coal miners in the Mine imeni OGPU in Novoshakhtinsk, Rostov Oblast (Donbass). The miners listed are graduates of mining schools. (34)

| | <u>Amount of Wages</u> |
|-------------------|-----------------------------|
| Faceman | 5,179 rubles in June 1952 |
| | 4,919 rubles in July 1952 |
| | 4,503 rubles in August 1952 |
| Cutter and loader | 4,982 rubles in June 1952 |
| | 4,344 rubles in July 1952 |
| | 4,376 rubles in August 1952 |

Wages of Longshoremen

Monthly wages for drivers of heavy trucks in dock transport (both piece and time rates) were specified in the decree of the Council of People's Commissars USSR, 12 April 1941, No 906, for operators of motor vehicles in the RSFSR. Wage rates for motor vehicle operators in heavy transport (from 8 tons and higher) were decreed by the Council of Ministers USSR, 21 May 1946, No 6591. (35)

The wage rates listed below take into account the wage increase of 16 September 1946.

The monthly wage rates of drivers and longshoremen operating small cargo vehicles in ports are as follows (36):

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| <u>Tons</u> | <u>Black Sea, Azov Sea, Danube, Caspian, Baltic Sea</u> | | <u>Riga, Tallin, Baku</u> | | <u>Arkhangel'sk, Molotovsk, Murmansk, Kandalaksha, Kem', Belomoruk, Leningrad, Vladivostok</u> | | <u>Krasnovodsk</u> | | <u>Pechora (Nar'yan-Mar)</u> | | <u>Sakhalin</u> |
|--|---|------------------|---------------------------|------------------|--|------------------|--------------------|------------------|------------------------------|------------------|-------------------|
| | <u>Piece Work</u> | <u>Time Work</u> | <u>Piece Work</u> | <u>Time Work</u> | <u>Piece Work</u> | <u>Time Work</u> | <u>Piece Work</u> | <u>Time Work</u> | <u>Piece Work</u> | <u>Time Work</u> | <u>Piece Work</u> |
| Drivers of Third-Class Cargo Vehicles | | | | | | | | | | | |
| Freight capacity to 2.5 tons | 410 | 380 | 430 | 407 | 460 | 424 | 475 | 437 | 505 | 518 | 630 |
| From 2.5 to 5 tons | 450 | 415 | 485 | 446 | 520 | 478 | 537 | 493 | 632 | 588 | 720 |
| From 5 to 8 tons | 500 | 460 | 540 | 496 | 580 | 532 | 600 | 550 | 710 | 648 | 800 |
| Above 10 tons | 615 | 565 | 667 | 601 | 720 | 648 | 746 | 671 | 787 | 717 | 890 |
| Longshoremen driving all kinds of cargo vehicles | 330 | 310 | 352 | 331 | 374 | 350 | 385 | 360 | 441 | 410 | |

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Daily Wages for Stevedorrs at Sea Ports, After 16 September 1946 (37)

| Ports | Piece Rate by Work Categories | | | Time Rate |
|--|-------------------------------|-----------|------------|-----------|
| | <u>I</u> | <u>II</u> | <u>III</u> | |
| 1. Black Sea, Azov Sea and Danube basin, excluding those listed separately; also Gur'yev port | 12.73 | 15.26 | 16.54 | 11.89 |
| 2. Caspian basin except ports listed separately; also Kherson, Nikolayev, Feodosiya, Kerch', Tuapse, Batumi, Mariupol', Rostov | 13.85 | 16.26 | 18.22 | 12.90 |
| 3. Baltic Sea | 14.75 | 17.38 | 19.63 | 13.74 |
| 4. Northern basin ports; also Bak'i, Makhach-kala, Bekdash, Vyborg, Belomorsk, Kem', Kandaleksha | 15.53 | 18.50 | 20.74 | 14.42 |
| 5. Poti | 15.63 | 18.64 | 20.94 | 14.53 |
| 6. Riga | 16.34 | 19.94 | 22.64 | 15.53 |
| 7. Arkhangel'sk and Molotovsk | 17.34 | 21.34 | 23.70 | 15.94 |
| 8. Far East basin, excluding those ports listed separately; also Pechora (Nar'yan-Mar), Mezen', Pechenga | 17.38 | 21.41 | 23.70 | 16.04 |
| 9. Odessa, Novorossiysk | 18.64 | 23.04 | 25.64 | 17.24 |
| 10. Leningrad | 19.94 | 24.54 | 27.94 | 18.54 |
| 11. Krasnovodsk | 21.34 | 26.24 | 29.54 | 19.54 |
| 12. Vladivostok, Petropavlovsk on Kamchatka | 23.14 | 28.54 | 31.95 | 21.24 |
| 13. Murmansk | 23.54 | 29.24 | 33.15 | 21.94 |
| 14. Ports on Sakhalin Island | 23.70 | 29.75 | 33.39 | 22.09 |

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Lumber Workers

The following data, taken from the Karelo-Finnish newspaper Leninskoye Znaniye of 9 September 1949, show wages that were in effect in 1949 for workers in logging, floating, tapping, and processing lumber in enterprises of the Ministry of Timber and Paper Industry.

| <u>Category</u> | <u>Daily Wages</u> (rubles) | <u>Weekly Wage</u> (rubles) |
|-----------------|--------------------------------|--------------------------------|
| I | 11.33 | 68 |
| II | 12.03 | 72 |
| III | 13.29 | 80 |
| IV | 15.53 | 92 |
| V | 17.94 | 108 |
| VI | 21.44 | 129 |
| VII | 25.94 | 156 |

The above categories are graded according to worker qualifications and the difficulty of work. In addition to basic pay and extra pay at increased rates for extra work, workers in the timber industry also receive bonuses for performing a required number of work norms in a certain period. (38)

SYSTEM OF WAGE RATES FOR COAL MINES, 1948

According to Spravochnik Shakhterangol'shchika, three systems of wage rates was used in the coal industry: (a) time rate (b) straight piece rate, and (c) progressive piece rate. However, the basic wage systems are based on straight and progressive piecework.

Wage rates are established for each individual occupation. Each wage-rate scale shows the daily earnings which the state guarantees to the worker for fulfilling the output norm, or, in time work, for labor during a working day of established length.

The piece rate for a unit of work is the basis for calculating the wages of workers paid according to straight or progressive piece rates. Under the straight piecework system, the daily earnings of the worker are determined by multiplying the piece rate by actual productivity. If, for example, a passage cutter has an output norm per shift of 10 linear meters of a mining passage, the wage scale is 18 rubles 94 kopeks. However if he actually cuts 15 linear meters, his daily wage is determined as follows:

1. Piece rate for one linear meter equals 18 rubles 94 kopeks divided by 10 that is, 1 ruble 89 kopeks.
2. The daily wage amounts to 1 ruble 89 kopeks multiplied by 15, that is, 28 rubles 35 kopeks.

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The monthly wage is fixed by adding up the daily wages for the number of shifts worked in a given month.

The number of miners paid by the straight piece rate is not large. The greater part of piece workers are paid by progressive rates, which greatly promote labor productivity.

In 1948, two progressive wage scales were in effect for various groups of workers in coal mines.

First Progressive Wage Scale

The output of a worker up to 80 percent of the monthly norm is paid in accordance with the regular piece rate norms. Output ranging from 80 to 100 percent of the monthly norms is paid by double rates, and output over 100 percent of the monthly norm is paid by triple rates.

The monthly norm of the worker is determined on the basis of his shift norm and the full amount of calendar work days in a given month, with deductions for periods of illness, vacations and absence for public service.

In the first scale, the more qualified workers, i.e., those working in actual mining operations, are given preference; for example, operators of cutting machines and their assistants, cutters and loaders, miners, timbermen handling thick seams on sloping and inclined dips and ledges on steep strata, coal cutters working in cross cuts, and wagon loaders (manual labor).

Second Progressive Scale

The second scale differs from the first in that the output to the limit of 90 percent of the monthly norm is paid by norm rates; the output from 90 to 100 percent of the monthly norm is paid at rates of 1 1/2, and over 100 percent is paid by double rates.

This scale includes timbermen, drillers for coal and rock, carriers in transport, timbermen and support workers in construction and repair work, wagon loaders in loading from chutes and conveyers, drivers, operators of electric locomotives, conductor-couplers, and others.

The following data were taken from Table 19, of Spravochnik Shakhtera ugol'shchika. Only representative occupations and wage levels for each category, are reproduced. (39)

Daily Wage Scales of Workers in Coal and Shale Mines

| Occupation | Donbass, Georgia, Coal Fields Near Moscow, Shale Mines of Leningrad- skaya Oblast, Estonian Shale Combine, Mines of Western Ukraine, Lenin- grad Coal Combine | Volga Region Shale Mines, Mines of Trans- Carpathian |
|--|---|---|
| | (rubles) | Ukr. ac (rubles) |
| <u>Workers of Coal Face</u> | | |
| Operators of cutting machines | 40.60 | 37.15 |
| Coal hewers, miners who cut ore and load it on conveyers, hackers and cutters in thick seams | 40.00 | 37.15 |

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| <u>Occupation</u> | <u>Donbass, Georgia, Coal Fields Near Moscow, Shale Mines of Leningrad- skaya Oblast, Estonian Shale Combine, Mines of Western Ukraine, Lenin- grad Coal Combine</u> (rubles) | <u>Volga Region Shale Mines, Mines of Trans- Carpathian Ukraine</u> (rubles) |
|---|--|---|
| <u>Workers of Coal Face</u> | | |
| Gutters on other surfaces | 36.15 | 31.54 |
| Coal drillers | 30.54 | 26.94 |
| Blasters | 30.54 | 26.94 |
| <u>Timbermen</u> | | |
| Workers in steep and slightly dipping seams | 30.54 | 26.94 |
| Workers in other seams | 25.54 | 22.64 |
| Assistant operators of cutting machines | 30.54 | 26.94 |
| Conveyer transferring personnel | 25.54 | 22.64 |
| Loaders of heavy mine cars (manual labor) | 25.54 | 22.64 |
| Assistant blasters | 18.94 | 19.24 |
| <u>Underground Mines - Transport and Hoisting</u> | | |
| Operators of underground electric locomotives | 25.54 | 22.64 |
| Underground driver | 25.54 | 22.64 |
| First assistant underground passage maintenance man | 21.54 | 19.24 |
| Man charging storage battery of electric locomotives (senior) | 21.94 | 19.24 |
| Man on hauling truck | 18.94 | 16.74 |
| Greaser and cleaner of mine cars | 15.94 | 14.53 |
| Cleaner of the roads and gutters | 18.94 | 16.74 |
| Operators of transformers (generators) | 18.94 | 16.74 |
| <u>Workers Underground</u> | | |
| Electric fitters on duty in mine and in shaft | 30.54 | 26.94 |
| Carpenter in shaft | 25.54 | 22.64 |
| Man delivering lumber to mine | 21.94 | 19.24 |

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| <u>Occupation</u> | <u>Donbass, Georgia, Coal Fields Near Moscow, Shale Mines of Leningrad- skaya Oblast, Estonian Shale Combine, Mines of Western Ukraine, Lenin- grade Coal Combine</u> (rubles) | <u>Volga Region Shale Mines, Mines of Trans- Carpathian Ukraine</u> (rubles) |
|--|---|---|
| <u>Workers Underground</u> | | |
| Operator of pumps above 100 cubic meters an hour (at full power) | 21.94 | 19.24 |
| Operator of pumps up to 100 cubic meters an hour (at full power) | 18.94 | 16.74 |
| Common laborer underground | 18.94 | 16.74 |
| Water carrier in mines, underground guard and gate guard | 15.94 | 14.54 |
| <u>Workers at Mine Surface</u> | | |
| <u>Extraction</u> | | |
| Haulers | 18.94 | 16.74 |
| First assistant electric fitter on duty in mine surfaces | 21.94 | 19.24 |
| Lamp repairman | 15.94 | 14.53 |
| Common laborer | 14.33 | 12.83 |
| Trench digger | 18.94 | 16.74 |
| <u>Maintenance of Mechanical Equipment</u> | | |
| Turbocompressor mechanics | 25.94 | 14.53 |
| Mechanic for ventilators up to 5,000 cubic meters capacity | 15.94 | 14.53 |
| <u>Monthly Wages</u> | | |
| <u>Mechanics of underground machines in mines with daily output of</u> | | |
| Above 2,000 tons | 880-1,000 | 770-930 |
| From 1,000 to 2,000 tons | 640-830 | 600-725 |
| Up to 1,000 tons | 600-740 | 525-640 |
| Worker of mine surveying bureau | 450+ | 410 |
| Stoker of power installations | 500-600 | 440-525 |

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