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SOURCE Slovar'-spravochnik po sotsial'no-ekonomicheskoy statistike (Dictionary-Textbook for Social Economic Statistics), Gosplanizdat, Moscow, 1944, pp 211-221.

WAGE SYSTEMS AND LABOR STATISTICS
IN THE USSR

The Wage Fund

There are two types of wage funds: one, a fund of wages actually paid out during the accounting period, and the other, a calculated wage fund for work performed during the accounting period, regardless of whether or not payment was actually effected. Labor statistics usually concern the calculated wage fund since it is more closely connected with the work indices of a given enterprise or establishment for the accounting period and also because it is used as a basis for wage planning. All wages calculated for an enterprise or establishment for work during the accounting period are fully entered in the calculated fund regardless of whether or not the work was included in the plan and whether or not the work was fulfilled by workers on the payroll or by persons not listed on the regular payroll of the given enterprise or establishment.

The wage fund of an accounting period includes: (1) all wages calculated for a work period according to wage rates, salaries, piece rates or the average earnings of the pieceworker; (2) collective piecework payments; (3) extra pay for difficult working conditions, for transfer to higher grades, and for longevity; (4) pay for forced work stoppages as stipulated by law; (5) additional pay to pieceworkers in connection with a change of working conditions; (6) bonuses for fulfillment and overfulfillment of the plan and for qualitative indices (in addition to bonuses from the fund to aid inventions and technological improvements, bonuses from special funds, and bonuses from profits); (7) percentage rewards (percentage of the turnover, etc.); (8) additional pay for overtime and night work; (9) pay to brigade leaders still under contract for organizing the work of brigades; (10) extra pay for training apprentices on the job; (11) extra pay for work in remote areas; (12) pay to

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adolescents for work during preferential (1'gotnyye) hours; (13) pay for rest periods for nursing mothers; (14) pay for working time lost in the fulfillment of state duties and for time lost in military muster in accordance with the law; (15) payments for leaves of absence; (16) transportation to and from the place where leave is spent for workers in remote areas and in the Far North; (17) compensation for unused leave; (18) discharge payments; (19) pay to workers for time spent in school while continuing to be carried on the payroll of the enterprise or establishment; (20) the cost of free public utilities and the free delivery of food products and other articles in cases stipulated by law; (21) monetary compensation for living quarters and public utilities stipulated by law or by contract, but not actually allocated; (22) literary fees, lecturing fees, and other fees, awards of medals and pay for special commissions, services and work; (23) full payment of wages to apprentices, regardless of the sources financing such apprenticeship.

It is not permitted to exclude from the wage fund various deductions (income tax, deductions by writ, etc.), including deductions from wages for excessive use of fuel and deductions in connection with a worker's financial responsibility for the proper upkeep of government property and valuable material entrusted to him.

In the course of current accounting a monthly wage fund is usually kept, which is made up of all the elements of the wage fund enumerated above. The sum of the monthly funds for 3 months makes up the quarterly fund, and the sum for 12 months makes up the yearly wage fund.

In addition to the monthly wage fund, a daily fund and an hourly fund are also kept.

All elements of the fund dealing with man-days worked enter into the daily wage fund. Sums which are not directly connected with time worked do not enter into the daily wage fund. In this way, all payments due for piece rates, bonuses, extra pay for overtime and night work, pay for work stoppages not caused by the worker, pay for rest periods for nursing mothers, and all types of extra pay connected with certain working conditions (work injurious to the worker's health, remoteness of place of work, longevity pay, pay to pieceworkers in connection with a change of working conditions, etc.), are included in the daily fund. Such sums as pay for leaves of absence, discharge pay, monetary compensation for lack of living quarters and public utilities, and similar payments not connected with time worked are not included in the daily wage fund.

Those elements of the fund which are related to time worked in man-hours go into the hourly wage fund. This includes all elements of the daily fund with the exception of remuneration for current (intrashift) work stoppages, remuneration for rest periods for nursing mothers, extra pay for overtime work, and remuneration for time lost in fulfilling government duties during a working day.

Enterprises and establishments hire temporary workers for all kinds of odd jobs for a period of less than one day and not more than 5 days. These workers are not included on the payroll of the enterprise or establishment, but the wages due these workers must be calculated separately and later included in the general wage fund. The separate calculation of the wage fund paid to persons not on the payroll is necessary because in the computation of the average wage by branch of industry, wages payable to persons not on the payroll are not included in the wage fund. These wages are included only in the computation of the average wage for the entire national economy.

The above-mentioned wage funds (hourly, daily, monthly, and quarterly) are calculated in the case of hired workers, employees, and cooperative handicraftsmen. In addition, wages are also payable to military personnel and other categories

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not considered as civilian employees. Labor statistics in a centralized system include the calculation of the so-called full wage fund, covering all payments coming under the item of wages calculated for workers, employees, and cooperative handicraftsmen, as well as for other persons (military personnel and others.)

The Average Wage

Labor statistics compute the average wage by the hour, day, month, quarter, and year.

The average hourly wage is calculated by dividing the hourly fund, computed for a certain month, by the number of man-hours worked in that month. The average daily wage is computed by dividing the daily wage fund by the number of man-days worked during the month, and the average monthly wage is arrived at by dividing the monthly fund by the average number of workers on the payroll during the month. The average quarterly wage and the average yearly wage are calculated by dividing the corresponding quarterly or yearly fund by the average number of workers on the payroll for the given period.

In calculating the average monthly, quarterly, and yearly wage in those branches of the national economy in which persons may be holders of more than one office (education, public health, and state and public institutions), and also in calculating the average wage for the entire national economy from the average number of workers on the payroll, holders of more than one position are excluded and the total amounts of their wages remain in the general fund. In calculating the average wage for the entire national economy, wages paid to persons not listed on the payroll of an enterprise are also included.

Wages According to Rate Schedules and Piece Rates

Wages of workers and employees of various skills and qualifications are based on the wage-rate schedules and individual wage rates. Industrial workers are evaluated according to their qualifications, and are then assigned to a fixed wage category, for which wage-scale rates have been established. In enterprises, and individual groups of specialities and shops within them, the rate for a worker in the lowest category is determined. Organizations which regulate wages, usually the People's Commissariat and the trade-union organizations (All-Union Central Council of Trade Unions or Central Committee of a trade union), establish a scale of wage coefficients, that is, the correlation between the wage of the lowest category and the remaining categories of the wage system. By multiplying the amount of the wage of the lowest category by the wage coefficient, the amount of wage for each category is determined. Usually the percentage difference between the lower and each subsequent category is increased, to prevent the possibility of leveling out the wage for workers of different skills.

For workers not classified under wage-rate schedules individual wage rates are established.

The amounts of earnings computed according to a wage-rate schedule assigned to a worker (accounting for actual time worked), or computed according to individual wage rates, are called earnings by scheduled rates.

Under the piecework system, earnings are calculated by a piece rate for each unit of production (piece, ton, etc.). The amount of the piece rate is determined by dividing the rate of the corresponding wage category by the established output norm for the product. For instance, at a rate of 5 rubles per hour, and an output norm of 10 pieces per hour, 5 rubles divided by 10 equals 50 kopeks; 50 kopeks is the piece rate for a given kind of product. The piece rate for a unit of production, multiplied by the whole production output, is the wage according to the piece-rate system.

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Wage Systems

The following basic systems of wages are used: straight piece rates, progressive piece rates, simple time rates, and time rates plus premiums.

Under the straight piece rates, the wage is paid directly on the basis of the amount of finished output and on the rate per unit of output, and the rate per unit of output does not vary with the degree of fulfillment of the planned output norm.

Under the progressive piecework system, the rate per unit of output completed above the norm will rise in proportion to the degree of exceeding the output norm. Usually a scale of percentage increase over the basic rate is established for a unit of output, which increase grows progressively in proportion to the exceeded output norm. As a rule, increased rates are applied only in paying for usable output produced above the established norm. The output below the established output norm is paid according to the regular (standard) piece rates.

The piece rate (for straight and progressive piecework wages) is established by dividing the wage rates of the corresponding wage category by the output norm established for a given job.

There are two different groups in the piecework system of wages: individual piecework and brigade piecework. Under the individual piecework wage, the earnings are computed for the worker depending on the quantity of individual output. In brigade work, the earnings are computed for the total output of the brigade, and the distribution of the computed earnings of the brigade is made in proportion to the time worked by each member of the brigade, and in accordance with his wage category.

Under the simple time-rate system, the worker is paid by the hour, day, or month; under this system premiums are not established for the quantitative and qualitative indexes of work.

Under the time-rate system which includes premiums, the worker receives premiums for qualitative work indexes.

The extent to which any one of the wage systems is used may be determined by three methods: (1) by adding the number of man-hours worked in each system, (2) by adding up the number of man-hours paid under a certain system, usually as of the first day of the month, and (3) according to the proportion of the wage totals calculated for each type of wage in the accounting month.

The Working Day

There are two types of working day: one of standard duration and one of actual duration. The first indicates the number of hours which the worker has pledged to work in conformance with the law and with office or plant regulation.

The actual working day represents the time actually spent in work, including overtime and intrashift work stoppages. The actual length of the working day is analyzed monthly on the basis of reports on the actual number of man-hours worked during the month. The average actual working day is calculated by dividing the actual man-hours by the number of man-days worked.

Overtime

Work which is completed over and above the time which the worker is obligated to work by law is considered overtime.

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Work is not considered overtime when, according to schedule, the established duration of a working day exceeds the standard duration, while the number of rest days is increased. For instance, according to an established schedule a worker works 2 days in a row at a rate of 12 hours a day instead of 8 hours, and gets the third day off.

Overtime is calculated in man-hours worked above the standard working day. The hours of work on holidays and rest days are counted as overtime.

Utilization of Working Time

Working time is computed monthly according to the number of days worked and the number of days absent from work (with reasons for absence). The utilization of working time is analyzed in great detail in industrial enterprises, which submit a monthly report, including: (1) total of man-days worked, (2) number of man-days not worked, and (3) number of absences from work due to (a) regular vacations, (b) sick leave, (c) maternity leave, (d) absence connected with state duties, (e) absence with the permission of the administration, (f) absenteeism, and (4) total of holidays and rest days.

In accordance with instructions of the Central Statistics Administration, the following are included in the number of man-days worked: (1) total man-days of those present at work, including incomplete days due to work stoppages; (2) number of man-days completed by workers temporarily assigned to other enterprises or work projects, but included in the payroll of a given enterprise; (3) number of man-days of work of persons transferred from their basic work to other jobs (because of work stoppages or other reasons).

Work Week

The work week is either broken or continuous. In the broken work week there is one day, usually Sunday, which is a general day of rest for all or for the great majority of workers in enterprises or institutions. In the continuous work week there is no general rest day, but each day, according to the established schedule, a number of workers receive a day off. Under this system the balance of working time, in the period of a month, remains the same as under the broken work week.

The classification of workers by type of work week applies only to industrial enterprises.

Coefficient of Shifts

The coefficient of shifts helps to determine the extent to which a shift is filled, and as a result, the approximate load on the equipment. The coefficient of shifts is used only in relation to industrial enterprises, and is determined by dividing the total number of man-days worked by the number of man-days worked in a full shift. Usually the first shift is regarded as a full shift. The man-days worked by shifts are calculated separately for the basic production shops and separately for auxiliary shops. The higher the coefficient, the greater the work load on the enterprise, and therefore, the higher the production output must be.

Labor Turnover

Turnover of labor forces is the instability of the labor forces in enterprises, resulting when some workers resign or are discharged and others are hired in their place.

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Generally speaking, although it is not entirely accurate, the labor turnover gives the ratio of the number of those hired, and also the ratio of those discharged, in percent of the average daily number of workers. The first of these indexes is usually called the turnover index for newly hired workers, and the second, the turnover index for discharged workers.

The turnover indexes, calculated for small groups of workers, give a more accurate picture of the labor turnover, for instance, of workers in individual occupations. Sometimes the turnover index is computed as the relationship of the lower of the two figures (i. e., workers hired or dismissed) in percent of the average number of workers on the payroll, illustrated as follows:

	<u>Average No of Workers on Payroll</u>	<u>Workers Hired</u>	<u>Workers Dismissed</u>	<u>Turnover</u>
Case No 1	1,000	40	30	3%
Case No 2	1,000	20	50	2%

The reasons for turnover should be carefully analyzed.

Work Stoppage

Work stoppage refers to the time when a worker should have worked under the established schedule, but actually did not work, although he was at his working place. This does not include work stoppages when the worker, in connection with a shutdown at his usual job, was temporarily assigned to another job.

Work stoppages are classified as follows: whole-day stoppage, lasting through an entire shift (an exceptional case in Soviet industry), and current work stoppages, during part of a shift. The first is calculated in man-days and the second in man-hours.

Absenteeism

Absenteeism is the absence of a worker from his job without a satisfactory reason. The absentee is one who either does not come to work at all, or is more than 20 minutes late without satisfactory reason, or leaves work more than 20 minutes early, without satisfactory reason, at the end of the working day. In addition, a worker who is continually late to work without a good reason, who leaves early for lunch, who is late returning from lunch, who leaves early at the end of the day, and loafers on the job is considered a shirker if such violation of labor discipline occur three times during one month, or four times in the course of 2 consecutive months.

Labor Productivity

This is the quantity of output produced in a unit of working time. The unit of working time may mean a year, month, day, or hour, etc. In this connection, the average labor productivity of one worker in a year, month, day, or hour may be considered.

The index of labor productivity may either be actual or monetary. The actual index can be used only if the product can be measured in kind, as is usually the case in the output of a product of the same type and quality. In the case of different types of products, or those that cannot be measured, labor productivity is calculated only according to the total output expressed in monetary terms. The average output of one worker in gross production, in fixed prices of 1926-27, is taken as the monetary index of labor productivity in economic plans and accounts.

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The Index of Labor Productivity

This is the relative index of labor productivity in percent of the plan, or in percent of the preceding period.

Up to May 1943, the productivity index of Soviet industry was computed as the percentage of average output per worker in the gross production in relation to the corresponding index for the basic period.

In addition, beginning with May 1943, the Central Statistics Administration has been computing labor productivity as the weighted average of individual labor productivity indexes obtained from individual plants or groups of homogenous plants. The method of calculating the weighted average index is as follows: (1) the average output per worker is calculated in individual plants or in separate groups of homogeneous plants for the accounting period and for the basic period; (2) the output for the accounting period is expressed in percent of the output for the basic period, as a result of which individual labor productivity indexes are obtained; (3) the individual indexes are multiplied by the number of workers in a certain plant (or a certain group of plants) for the accounting period; (4) the totals are added together; (5) and the sum is divided by the number of workers of individual plants or groups of plants. The result will be the total labor productivity index.

The Index of Fulfillment of Output Norms

This is the relation between the time to be spent in the production output according to existing norms and the actual time spent. For instance, if, according to the norm, a period of 30 hours is required to complete a certain job, but the job is actually completed in 20 hours, the norm of fulfillment is $\frac{30}{20} \times 100 = 150$ percent, that is, the norm was exceeded 50 percent.

The fulfillment of the norm can be calculated in two ways:

1. On the basis of calendar time. The numerator indicates the amount of time necessary to produce all output according to the actual norms and the denominator indicates the amount of actual time worked, plus the hours spent on time work. The index calculated by this method determines the degree of norm fulfillment under certain concrete conditions; in other words, the actual labor productivity as compared with the norm.
2. On the basis of time worked. The numerator indicates the amount of time necessary to produce all usable output, including products showing defects not caused by the worker; the denominator indicates time actually spent in the production of faultless goods. This index characterizes the ability to fulfill the norm in the absence of production difficulties. In other words, it indicates the degree of mastering the norm.

Economy Indexes (Overexpenditure) of Wages

To determine the economy indexes (overexpenditure) of wages in comparison with the plan, the actual (accountable) wage fund must be compared with the planned fund.

In this comparison, the planned wage fund can be based either on an estimated 100-percent fulfillment of the gross-production plan or on an adjustment to the actual fulfillment of the gross-production plan. The result of comparing the actual wage fund with the original (unadjusted) planned fund is called the index of absolute economy (or overexpenditure) of wages. The result of comparing the actual wage fund with the planned fund, adjusted in accordance with the actual fulfillment of the gross-production plan, is usually called the index of relative economy (or overexpenditure).

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The following is an example of the calculation of wage economy (or over-expenditure) indexes:

Planned wage fund		100,000 rubles
Percent of fulfillment of the gross-production plan		95%
Actual wage fund		97,000 rubles
Planned fund, adjusted according to actual fulfillment of the gross-production plan		95,000 rubles
Absolute savings of the wage fund	$97,000 - 100,000 =$	3,000 rubles
Relative overexpenditure	$97,000 - 95,000 =$	2,000 rubles

Socialist Competition

The most complete record of socialist competition is set up by enterprises of industry, construction, and transport. The records of socialist competition provide indexes for the total number of workers and the percentage of Stakhanovites and of shock workers. These indexes make it possible to determine the percentages of Stakhanovites and shock workers among the total number of workers of individual industries and to observe the development of the Stakhanovite movement during a definite period of time.

Trade-Union Statistics

Trade-union organizations, while making wide use of statistical data compiled by the state, also make their own statistical studies of trade-union activities, on the following points: (1) network of trade-union organizations and organs, (2) number of trade-union members, (3) socialist competition, (4) inventions and practical suggestions, (5) cultural work of the unions, (6) club work, and (7) social insurance. The network of trade-union organizations and trade-union organs is surveyed once a year on the first of October. Information is received from individual trade-unions on the number of republic, kray, oblast, and city committees, and on the number of lower trade-union organizations. The group committees, factory-plant committees, local trade-union committees, and trade-union organizers are chosen from the lower trade-union organizations.

The report of trade-union membership is made four times a year, on 1 January, 1 April, 1 July, and 1 October, separately for each union. Calculations are made of the workers, the number of trade-union members, and the number of student trade-union members. Once a year, on 1 January, the distribution of trade-union members is determined, by sex and age groups.

The report of inventions and practical suggestions is made yearly on 1 January. This includes the number of inventions and suggestions accepted, the number refused, the number left over at the end of the year, the number put into use, those in the conclusive stage and in development and experimentation, those not examined, the number of adopted inventions and practical suggestions which have resulted in savings, and the amount of savings.

The report on cultural and educational work is made together with the report on trade-union membership and gives information on the number of semi-illiterate workers, and separately for members of workers' families, indicating the number of those illiterate or semi-illiterate persons who are receiving instruction and the number of those having completed schooling.

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The report of club activities, made on 1 January of each year, records the number of clubs and study groups and the number of adults and children enrolled in Classes (sociological and political, defense, arts, drama, music, etc.). The over-all activities of clubs, i.e., the number of lectures, reports, discussions, and the number of social gatherings, motion-picture performances, plays, excursions, out-of-town walks, and others are also recorded. The report is made separately for each trade union.

Social Insurance Statistics.

The most important points of social insurance are as follows: (1) records of the amounts deducted by enterprises and institutions from the wage fund; (2) records of state social insurance payment for temporary disability, pregnancy, and childbirth; (3) records of the number of cases and days of temporary disability due to illness; (4) recording of accidents in connection with production, including the total number of workers who suffered accidents on the job; (5) records of the number of pensioned workers, as well as the number of disabled workers, by types of disability, the number of disabled workers crippled on the job by disability groupings, the number of old-age pensioners, the number of those pensioned for prolonged meritorious service, and the number of families losing a breadwinner; and (6) records of summer pioneer camps.

Statistics for Cooperative Handicraftsmen

These are based on the records of artels. In the accounting records the number of all workers in artels is indicated, together with their earnings, with a separate record for the number of hired workers and their earnings. In the accounting records the number and earnings of workers directly employed in the basic activity of the artels are entered separately, including the different categories of workers engaged in industrial production. In addition, the average registered number of artel workers and their earnings are indicated by types of production, broken down by shop workers and those working at home. The artel records also provide indexes of the balance of working time in the shops by man-days (actual man-days worked, whole days of work stoppage, failure to appear for work (excluding absenteeism) and the number of Stakhanovites and shock workers). A record is kept of the total number of workers in the artel who are frequent absentees and who are absent without leave. There is a separate index of artel turnover, including (1) artel members at the beginning of the quarter, (2) new workers, (3) workers who left during the quarter, and (4) artel members at the end of the quarter, including those in the villages.

The registered membership of artels includes: (1) persons accepted as members of the artel by the administrative board, although they are in provisional status (until approved by the general meeting) and actually participating in the work of the artel; (2) persons actually participating in the work of the artel, having presented applications for membership, but not yet enrolled as members by the general meeting (or by the administrative board of the artel), provided they have worked for less than a month, (if membership is not approved within a month such persons are listed in the records as hired personnel); and (3) persons accepted as members of the artel, but temporarily not working, if their temporary absence from work is approved by the administrative board.

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