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TRADE
UNIONS
IN
PEOPLE'S
CHINA



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I. BRIEF SURVEY OF THE TRADE UNION MOVEMENT IN CHINA

China's trade union movement began after the First World War. Ever since its first days, it has developed under the leadership of the Chinese Communist Party.

The Communist Party of China, after it was founded on July 1, 1921, established the Chinese Trade Union Secretariat, openly to lead the working-class movement of the country.

Under the auspices of the Secretariat, the First All-China Labour Congress was held in May 1922 in Canton, attended by 162 delegates, representing 200,000 workers organized in more than a hundred trade unions in twelve cities. The Congress discussed ways of eliminating the craft outlook among union members and the differences between local groupings in trade unions, educating the workers in socialism, drawing them into the democratic revolution; and other questions. The Congress adopted such slogans as "Down with imperialism" and "Down with the war-lords," and passed resolutions to strive for the 8-hour working day and to give support to strikes. It was also resolved that until a national federation of trade unions was established, the Chinese Trade Union Secretariat was to be recognized as the liaison centre for the trade unions of the whole country.

From 1922 to February 1923, the tide of the workers' struggle rose all over the country. More than a hundred strikes were called involving 300,000 railway workers, dockers and seamen, factory workers and miners. The majority of these strikes were successful, and during the strikes new trade unions were organized. Fearing the growing strength of the trade unions, the warlords embarked on a policy of suppression. On February 7, 1923, workers on the Peking-Hankow Railway came out to fight for their right to form a union, but were crushed by a massacre in Hankow and Changhsintien. Trade unions in all areas controlled by the warlords were closed down and driven underground, resulting in a temporary decline in the movement.

In Kwangtung Province in South China, however, trade unions still kept their legal status and the movement continued to surge ahead.

In May 1925, sponsored by the trade unions of railway workers and seamen and workers of other branches of industry, the Second All-China Labour Congress was held in Canton, attended by 277 delegates, representing 165 trade unions with a total of 540,000 members. The Congress resolved that an All-China Federation of Trade Unions be set up, that the working class of the country take an active part and lead the revolutionary struggle against imperialism and feudalism, and that the workers unite with the peasants and revolutionary forces within the country. In order to link up the struggle of the Chinese workers with that of the workers of the whole

world, the Congress voted to affiliate with the Red International of Labour Unions.

Shortly after the Congress textile workers in Japanese-owned mills in Shanghai came out on strike in defence of their union, and during the strike one of their leaders was killed. On May 30 a demonstration of the Shanghai workers in support of the textile workers was fired on by the British police of the international "settlement." This led to the nation-wide demonstrations against imperialism known as the "May 30th Movement." In Canton and Hongkong, the general strikes which aimed at imperialism had the sustained support of the workers and people throughout the country and lasted sixteen months. This movement laid the foundation for the Northern Expedition carried out later by the revolutionary government in Canton.

The Third All-China Labour Congress was convened in Canton in May 1926, attended by 502 delegates, representing 699 trade unions with a membership of 1,241,000. The Congress pointed out that the immediate task of the Chinese working class was to support the National Revolutionary Army to carry out the Northern Expedition, and to unite with the peasants, who constituted 80 per cent of China's population, in the common struggle.

After the Northern Expedition was launched in July 1926, workers all over the country organized transport teams to support the expeditionary army. Workers in Shanghai, in co-ordination with the northward drive of the army, staged three armed uprisings and occupied Shanghai. The trade union movement

developed rapidly with the victorious advance of the expeditionary army. Never before had the All-China Federation of Trade Unions enjoyed such high prestige among the nation's workers and office employees. In June 1927, the Fourth All-China Labour Congress was convened in Hankow. It was attended by 420 delegates, representing 2,800,000 members, an increase of nearly 1,600,000 over the previous year. The Congress condemned Chiang Kai-shek's betrayal of the revolution, and called upon the workers of the whole country to carry on the struggle. Following the failure of the First Revolutionary Civil War (1924-1927), the trade union movement fell to a low ebb under the reign of terror of the reactionary Chiang Kai-shek clique.

After the betrayal of the revolution by the Kuomintang, the Chinese Communist Party set up revolutionary bases in the countryside. Here the workers were accorded broad democratic rights, and they organized their own trade unions and actively supported the revolutionary war. In areas controlled by the Kuomintang, the broad masses of workers waged unremitting struggles against the reactionary rule for democratic rights and better living conditions.

In November 1929, the Fifth All-China Labour Congress was held secretly in Shanghai, attended by a hundred delegates. The Congress called upon the workers to oppose the reactionary rule of the Chiang Kai-shek clique.

In July 1937, the War of Resistance to Japanese Aggression broke out. Leaders of the All-China Federation of Trade Unions went to the liberated areas in the enemy's rear, and to areas occupied by the

Japanese and the Kuomintang, to wage the struggle against the Japanese invaders.

In the fight against the enemy, the workers of the liberated areas demonstrated their courage and determination, vigorously carrying on production in order to support the war. At the same time they formed many trade unions. In 1945, the Preparatory Committee of the Workers' Federation of China's Liberated Areas was set up which comprised organizations covering 920,000 members.

In September 1945, the World Federation of Trade Unions held its constituent congress in Paris. Teng Fa, representing the workers in the liberated areas, and Chu Hsueh-fan, President of the Chinese Association of Labour in Kuomintang-controlled areas, together formed a delegation to attend the congress on behalf of all the workers of China. The Chinese trade unions formally joined the World Federation of Trade Unions.

In the nineteen years after the Fifth All-China Labour Congress, workers in Kuomintang-controlled areas were no better than slaves. They had practically no freedom or rights whatsoever, and suffered from the ruthless exploitation of bureaucrat-capitalists and groaned under the joint rule of terror of the imperialists and Chiang Kai-shek clique. But, undaunted, the workers persisted in their heroic struggles. During the years of the War of Liberation, the workers in Kuomintang-controlled areas waged struggles against foreign aggression, against starvation, persecution and civil war. In co-ordination with the People's Libera-

tion Army, they dealt telling blows to the reactionary rule of Chiang Kai-shek.

In August 1948, a year before the nation-wide victory in the Chinese People's War of Liberation, the Sixth All-China Labour Congress was held at Harbin, then a liberated city. The Congress was attended by 518 delegates from trade unions in the liberated areas, from the Chinese Association of Labour and other democratic trade unions in the Kuomintang-controlled areas, representing altogether a total of 2,830,000 organized workers. The Congress adopted resolutions on the current tasks of the Chinese trade union movement.

The supreme task of the Chinese working class, the resolutions pointed out, was to strengthen working-class solidarity and unite with all sections of the people to overthrow the rule of American imperialism and its tool—the Kuomintang reactionary clique, and establish the Chinese People's Republic. The resolutions also defined the tasks of the labour movement in the liberated areas and in the Kuomintang-controlled areas.

The Sixth Congress decided to restore the All-China Federation of Trade Unions, amended its Constitution and elected the Sixth Executive Committee. Thus it enabled the Chinese working class to regain its unity under the banner of the people's revolution.

Following the Sixth Congress, the Chinese working class waged bitter struggles in line with the resolutions of the Congress. In spite of extremely difficult conditions, workers in the liberated areas, together with peasants, succeeded in increasing pro-

duction to support the War of Liberation. On the other hand, workers in the Kuomintang-controlled areas, uniting with various sections of the people, fought against aggression, persecution and hunger. In the liberation of various cities the workers fought to protect factories, helped the people's government to take over the enterprises owned by bureaucrat-capital and rapidly restored production. At the same time the trade unions carried out political education among the workers which strengthened their understanding of their new position as masters of the country and gave them a new attitude towards labour.

During 1949 all major cities in the country were liberated and in February the All-China Federation of Trade Unions moved from Harbin to Peking. It convened, in July of the same year, a national conference on trade union work, at which the question of organizing the workers on a nation-wide scale was discussed. In November 1949, the Chinese Association of Labour, which was affiliated as a separate organization to the All-China Federation of Trade Unions, voluntarily announced its dissolution. This further strengthened the unity of China's trade union organizations. In June 1950, the Trade Union Law of the People's Republic of China was promulgated by the Central People's Government which granted extensive rights to trade union organizations. Since then the trade union movement has spread rapidly all over the country.

On May 2, 1953, the Seventh All-China Congress of Trade Unions opened in Peking. Delegates to the

Congress numbered 830, representing 10,200,000 trade union members. The Congress elected the Seventh Executive Committee, adopted a report on amendments to the Constitution and amended the Constitution. The Congress also adopted important resolutions concerning reports on the trade union work in China. These reports and resolutions summed up the experiences gained in trade union work in the four years after liberation, and defined the policies and tasks of trade union work in the period of planned national economic construction.

The fundamental tasks of the Chinese trade union organizations during the period of national construction, the resolutions pointed out, were to unite and educate the workers to steadily raise their political consciousness and strengthen their sense of organization; to consolidate the worker-peasant alliance; to unite with all sections of the people to work actively for the fulfilment of the national construction plan; to gradually improve, on the basis of developing production, the material and cultural life of the working class and all other working people; and to strive, step by step, for China's socialist industrialization and transition to socialism.

The resolutions of the Congress also made it clear that internationally the task of the Chinese trade unions was to fight, continuously, for lasting peace and for greater solidarity and unity among the workers in the labour movement of the Far East and all over the world.

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At the present moment, the Chinese trade unions, which by December 1954 had a membership of 12,454,000, are leading the working class throughout the country to strive for fulfilling ahead of schedule the First Five-Year Plan (1953-57) for Development of the National Economy.

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II. THE ORGANIZATION OF THE TRADE UNIONS

1. The Organizational Principle of the Trade Unions

The trade unions of the People's Republic of China are organized along industrial lines, based on democratic centralism. They are under one national unified centre.

(1) Under the principle of organization along industrial lines, all trade union members in the same enterprise or office are grouped together in one single basic organization; and all trade union members in the same industrial branch of the national economy are organized in the same national industrial union. Local trade unions, whenever possible, are also to be organized along industrial lines. Thus, all the workers of an integrated iron and steel works—steel smelters, machinists, building workers, electrical workers, transport workers, engineers and technicians, and other workers and staff members—are organized in the same primary trade union body which is part of the national heavy industry workers' trade union. And the trade union members in the works coming under the Ministry of Heavy Industry are organized in the Heavy Industry Workers' Trade Union. Organizationally, this principle guarantees close unity of the workers throughout the country as an integral body.

(2) Under the principle of democratic centralism, the leading bodies of the trade unions of all levels

are elected democratically from below by the membership or its representatives. They submit reports on their work at regular intervals to the membership; the lower trade union organizations carry out the decisions of the higher trade union organizations; the trade unions of all levels carry on their work in accordance with their Constitution and the decisions made. All decisions are made by a majority vote of the members present at the meetings. The Constitution of the Trade Unions of the People's Republic of China also stipulates that the All-China Congress of Trade Unions shall be convened every four years; the national congresses of industrial unions, every three years; congresses of the provincial trade union councils, the trade union councils of those cities directly under the central authority, and provincial congresses of industrial unions, every two years; congresses of trade union councils of those cities directly under the provincial authority and congresses of industrial unions in cities and mining areas, annually; the general membership meeting or the meeting of representatives in an enterprise or institution, every year or six months. This principle guarantees democratic life in the trade unions.

2. The Organizational System of the Trade Unions

(1) The Supreme Leading Body of the Trade Unions in the Country

The supreme leading body of the trade unions in the People's Republic of China is the All-China Fed-

eration of Trade Unions; while the supreme authority is the All-China Congress of Trade Unions. The latter elects the Executive Committee and the Auditing Commission of the All-China Federation of Trade Unions. The Executive Committee at its plenary session elects the Presidium and the Secretariat. In the intervals between Congresses, the Executive Committee is responsible for the thorough implementation of the decisions of the Congress and for guiding trade union work throughout the country.

The Presidium is the supreme leading body when the Executive Committee is not in session, and is responsible for carrying out the decisions of the Congress and of the Executive Committee, and directing trade union work on the national scale. The Secretariat attends to the routine work under the guidance of the Presidium. (Table showing the organizational system of the trade unions attached.)

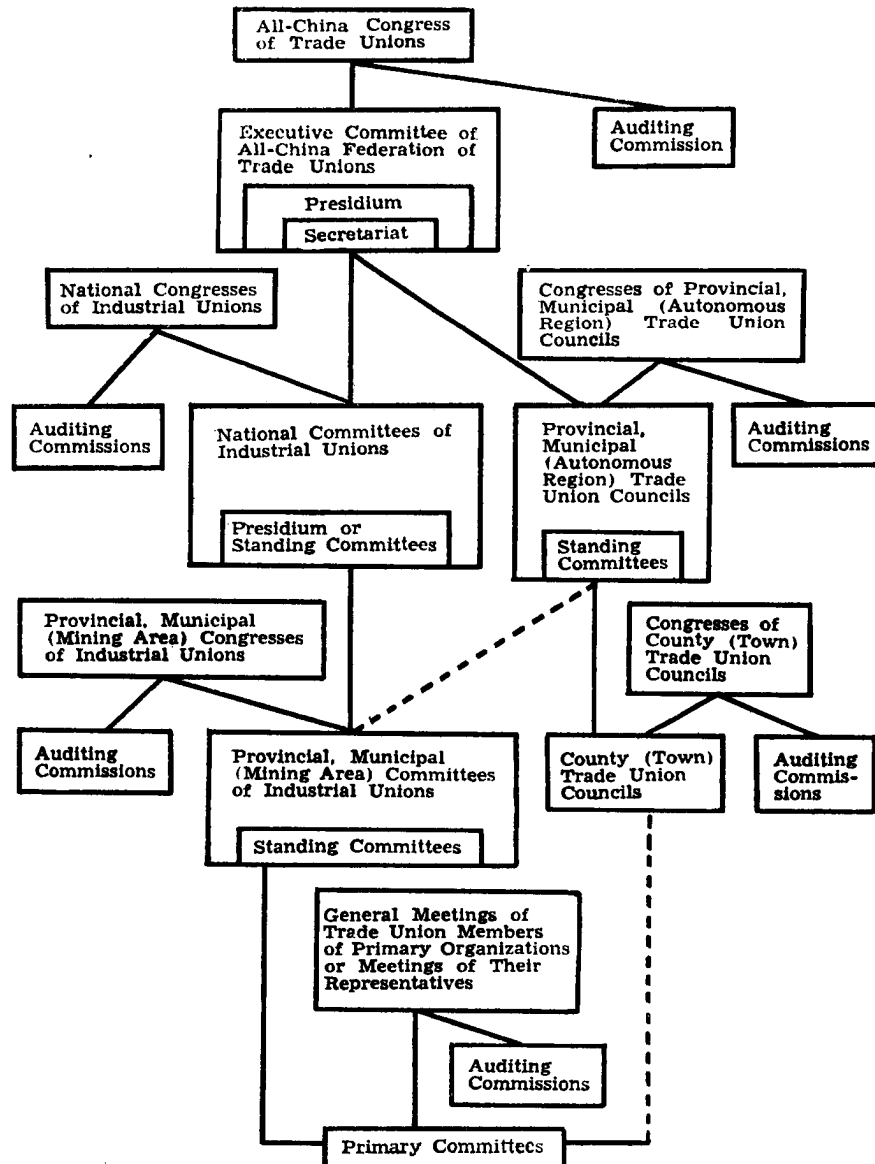
The All-China Federation of Trade Unions has set up the following departments to carry out its work: (1) General Executive Office, (2) Organization Department, (3) Propaganda Department, (4) Production Department, (5) Wages Department, (6) Labour Protection Department, (7) Labour Insurance Department, (8) Finance Department, (9) Department concerned with workers' housing and general living standards, (10) International Liaison Department, (11) Women Workers' Department, (12) General Affairs Department, (13) Department of Sports and Physical Culture, (14) Collective Labour Insurance Administration Bureau, (15) The Cadres' Training School attached to the All-China Federation of Trade

Unions, (16) *The Workers' Daily*, (17) The Workers' Publishing House.

The highest leading bodies of eighteen industrial unions have been set up. They are the national committees of thirteen industrial unions—railway workers, seamen, heavy industry workers, postal and telecommunications workers, first machinery industry workers, second machinery industry workers, electrical workers, coal miners, textile workers, highway transport workers, shop assistants, educational workers and petroleum workers; the preparatory committees of three industrial unions for building workers, agricultural and water conservancy workers and the forestry workers; and the working committees of two industrial unions for light industry workers and salt industry workers. Between sessions of the national congresses of the industrial unions, the respective national committees are responsible for the carrying out of the decisions of these congresses and of the All-China Federation of Trade Unions, and for directing the work of their respective organizations.

The Fourth Plenary Session of the Seventh Executive Committee of the All-China Federation of Trade Unions, held in January 1956, decided to improve the work of all industrial unions to meet the needs of the socialist construction of our country. The session decided to strengthen their leading bodies and the leading bodies at intermediate levels, and to give more active leadership to the basic organizations. The session also decided to restore the national leading bodies of the industrial unions of civil aviation workers, geological workers, bank workers and medical

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 IN THE PEOPLE'S REPUBLIC OF CHINA



workers, and set up industrial unions of foreign trade workers, cultural workers, grain and agricultural produce purchasers, supply and marketing co-operative workers and government workers.

(2) Local Trade Union Organizations

Local trade union organizations include the trade union councils of the provinces, municipalities, autonomous regions, counties and towns. Elected by the trade union congresses of their own levels, these councils are the joint leading bodies of the local trade union organizations and industrial unions in their respective provinces, municipalities, autonomous regions, counties and towns. There are at present twenty-two provincial trade union councils, three trade union councils of municipalities directly under the central authority and two trade union councils of autonomous regions, all of which are under the direct leadership of the All-China Federation of Trade Unions.

Local trade union organizations also include the provincial, municipal and mining area committees of the various industrial unions, elected by the provincial, municipal and mining area congresses of their respective industries and are responsible for leading the trade union work of all organizations up to their level in their respective industries.

(3) Primary Trade Union Organizations

The primary organizations are the foundation of the trade unions. They are formed by the trade union

members in the same enterprise or establishment. In an enterprise or establishment with twenty-five union members or more, a committee may be set up. Short of this number, a trade union group may be set up, and an organizer elected. In the workshops generally workshop committees may be set up and trade union groups formed according to production units or office units. The primary committees and workshop committees can, if necessary, set up under their own leadership working committees from among their trade union members to deal with the following matters: production, wages, rationalization proposals, culture and education, labour insurance, labour protection, housing and general living standards, finance, and a committee for women workers. They may also set up savings and mutual-assistance fund.

By 1954 the number of primary trade union organizations amounted to two hundred thousand.

3. Membership

The trade unions in China are mass organizations of the working class formed on a voluntary basis. The Constitution of the Trade Unions of the People's Republic of China provides: "Membership in the trade unions shall be open to all manual workers and brain workers, whose wages constitute their sole or main means of living and who accept the Constitution of the Trade Unions." Any person with such qualifications may be admitted to trade union membership without distinction of nationality, sex or religious be-

lief provided his personal application is approved by a trade union group and confirmed by the primary committee or the workshop committee of the trade union concerned.

Since liberation the membership of the All-China Federation of Trade Unions has increased as follows:

Year	Membership
1948	1,448,200
1949	2,373,900
1950	5,170,000
1951	7,297,800
1952	10,200,500
1953	12,229,200
1954	12,454,091

4. Leading Personnel of the All-China Federation of Trade Unions

(Elected in May 1953 at the Seventh All-China Congress of Trade Unions)

Honorary Chairman: Liu Shao-chi

Chairman: Lai Jo-yu

Vice-Chairmen: Liu Ning-I, Liu Chang-sheng, Chu Hsueh-fan

Members of the Secretariat: Lai Jo-yu, Liu Ning-I, Hsu Chih-chen, Chen Shao-min,* Li Chi-po, Liu Tse-chiu, Li Tsai-wen, Tung Hsin, Chang Wei-chen, Chang Hsiu-chu

Members of the Presidium (25): Lai Jo-yu, Liu Ning-I, Liu Chang-sheng, Chu Hsueh-fan, Hsu

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Chih-chen, Chen Shao-min,* Li Chi-po, Liu Tse-chiu, Li Tsai-wen, Tung Hsin, Chang Wei-chen, Chang Hsiu-chu, Kang Yung-ho, Kung Hsiang-chen, Tsai Shu-fan, Chang Tsan-ming, Tu Yen-ching, Wang Wei-kang, Yang Chih-hua,* Chao Kuo-chiang, Chin Chih-fu, Chiu Chin, Hsi Chan-yuan, Chang Chi, Yang Chueh
Chairman of the Auditing Commission: Wang Wen-hsing

*Women members.

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III. WORK OF THE TRADE UNIONS

1. Organizational Work

The trade unions of China are the mass organizations of the leading class of the state. The interests of the state and the working class have become completely identical since the liberation. With the support of the state and under the leadership of the Communist Party, the trade unions of China have become a school of communism for the workers, and are a strong social pillar of the people's democratic power.

The organizational work of the trade unions is to mobilize and organize all trade union cadres and workers throughout the country to carry out the unions' fundamental tasks.

The All-China Federation of Trade Unions is the highest leading body of the trade unions of China. When its Executive Committee is not in session, the Presidium is responsible for carrying out the decisions of the All-China Congress of Trade Unions and of the Executive Committee, and for directing trade union work all over the country. The routine trade union work is dealt with by the Secretariat under the guidance of the Presidium.

The primary trade union organizations are the foundation of the trade unions, and are formed by the trade union members of the same enterprise or establishment. They are the foundation of trade union

work because they have direct contact with the masses. The trade unions of China, therefore, have paid consistent and special attention to the primary trade union work. Since the National Conference on the Organizational Work of the Trade Unions was held in 1950, there has been a great increase in the number of primary trade union organizations, which by 1954 had reached 200,000. At the meeting to discuss organizational work held in 1954, it was stressed that the trade unions must make fresh efforts to unite and educate the mass of the workers, give further impetus to the spirit of democracy, form more solid links with the workers, bring the enthusiasm of the trade union activists into full play and improve the work of trade union groups.

The tasks of the primary trade union organizations are as follows: (1) To organize the workers and staff members to launch labour emulation drives, strengthen labour discipline and ensure the fulfilment or over-fulfilment of the state's production plans; (2) To constantly work to improve the material and cultural life of the workers and the betterment of their working conditions, to help and supervise the managements or owners of enterprises in thoroughly carrying out the policies of the people's government and the labour laws and decrees; (3) To organize cultural, political and technical studies as well as cultural and sports activities; and (4) To admit new members, collect dues and report regularly both to the higher trade union organizations and the membership on their activities and financial position.

Mindful of the fact that democracy is the soul of the trade unions and of the importance of bringing trade union democracy into full play, the primary trade union organizations regularly call general membership meetings or meetings of all the workers and staff members at which they report on their work, obtain the opinions of the workers and conduct criticism and self-criticism.

The trade unions of China have always considered it important to train activists and bring their enthusiasm into full play. The trade union organizations have adopted various ways and means to attain this purpose. They help them to prepare plans for trade union work, advise them on the best ways of doing their jobs and help them to solve any difficulties they may encounter. Meetings are called to summarize and exchange experience of work, and spare-time short-term training courses are regularly conducted. In the past few years a large number of activists have been brought forward from among the rank and file, who put their whole heart into trade union work. The number of trade union activists totalled 2,730,000 in 1954 as against 1,990,000 in 1953.

In order to systematically raise the theoretical and occupational levels of the cadres and activists, trade unions at all levels have set up schools for training cadres. The All-China Federation of Trade Unions has set up a school for senior trade union cadres, with three branches, which together can take in more than 2,800 students. A total of 44 schools for trade union cadres have been set up by the industrial unions and the provincial and municipal trade union organizations.

In 1954 more than 616,000 cadres and activists were trained in full-time or spare-time courses at such schools. The Presidium of the Seventh Executive Committee of the All-China Federation of Trade Unions, at its ninth meeting held in January 1956, decided to improve the work of training trade union cadres for the purpose of raising their theoretical, occupational and cultural levels. This will help to strengthen the leadership of the trade unions and meet the situation brought about by the new upsurge of the working-class movement.

2. Propaganda and Educational Work

The propaganda and educational work conducted by the trade unions among the workers may be described as follows: to educate the workers in the spirit of patriotism and internationalism in co-ordination with the production tasks and the important political events at the time; to raise their cultural and technical levels by organizing study courses; and to satisfy their needs of rest and recreation in co-ordination with their political, technical and educational needs.

In 1952 trade union organizations in a relatively systematic way carried out communist education among the workers. In the autumn of 1953 they carried out propaganda and education among the workers and staff and their families concerning the general tasks of the state during the period of transition to socialism. During the 1954 Spring Festival they or-

ganized workers' delegations to visit peasant families, invited the peasants to visit factories, held various kinds of get-together and informal discussion meetings, so educating the workers throughout the country on the worker-peasant alliance. When the Constitution of the People's Republic of China was published in June 1954 trade union organizations publicized it among the workers and staff and initiated extensive discussions. Following the publication of the First Five-Year Plan for Development of the National Economy of the People's Republic of China in July 1955, trade union organizations carried out widespread propaganda among the workers and staff through the medium of exhibitions, broadcasting, report meetings, lectures, entertainments, lantern slides, etc. This helped a great deal to raise the socialist enthusiasm of the workers and staff.

Along with the development of production, the workers feel the increasing need to learn to read and write and so improve their technical level. The trade unions have done a great deal to organize cultural and technical studies for the workers. They have helped the managements to set up training courses and technical research societies. Trade union organizations in factories and mines have helped the skilled workers and young workers to make master-apprentice agreements as well as "teach-well-and-learn-well" agreements. Statistics for 1954 show that 933,100 workers throughout the country participated in the various technical courses sponsored by the primary trade union organizations. Of this number, over 109,500 studied in the technical schools. Many workers who have

improved their technical skill through this training were promoted to leading posts.

In the old China 60 to 80 per cent of the workers were illiterate or semi-illiterate. But as a result of the attention paid by both government and trade unions to the work of improving the technical level of the workers and staff since liberation, by the end of 1953, approximately one million previously illiterate workers had learnt to read and write. In many places there are now factories and mines where illiteracy among their workers is a thing of the past. In January 1956 the Presidium of the Seventh Executive Committee of the All-China Federation of Trade Unions adopted at its ninth session a decision to the effect that efforts should be made to ensure that workers and staff who are now illiterate should be able to read and write within three years, that is, by the end of 1958. By the end of 1954 there were more than 11,000 spare-time cultural schools, attended by more than 2,900,000 workers, ten times as many as in the period immediately after the liberation.

With the support of the people's government, trade union organizations have set up a number of clubs and palaces of culture which have greatly helped the workers in their cultural and sport activities. By the end of 1954, 1,261 palaces of culture (clubs) had been set up by higher trade union organizations; 9,206 clubs and 2,723 "Red Corners" (in workshops) set up by primary trade union organizations—altogether about 16 times as many as in 1950. At present there are over 1,600 trade union film projection teams as against 150

in 1951; 17,000 libraries, with more than 24,530,000 volumes, and 8,670 broadcasting stations.

In the past few years rapid advances have been made in the sphere of spare-time cultural and artistic activities. It is estimated that in 1954 there were 11,900 workers' music and dance units and groups engaged in other recreational activities, with 162,000 taking part. In February 1955, the workers and staff in Peking, Shanghai, Tientsin, Chungking and four other big cities, and the workers and staff under the Ministry of Railways participated in the National Amateur Music and Dance Festival. In May 1955, the National Workers' Art Exhibition was held in Peking, which attracted three hundred items. These events fully bear out the creative ability of the working people.

There are 13 trade union newspapers throughout the country. The *Workers' Daily* is the official publication of the Executive Committee of the All-China Federation of Trade Unions, with a circulation of 150,000 copies. The journal *Chinese Workers*, also published by the All-China Federation of Trade Unions, has a circulation of 290,000 copies. In 1955 alone the Workers Press under the All-China Federation of Trade Unions published 8,405,000 books of 271 different titles, covering trade union work and the trade union movement.

3. Physical Culture

In accordance with Chairman Mao Tse-tung's directive "Develop Physical Culture, Improve the Peo-

ple's Physique" the trade union organizations at various levels have, since liberation, done a lot to popularize physical culture among the workers and staff members. Remarkable results have been achieved in improving the health of workers, which has led to a decrease in sickness, ensured a regular attendance at work and raised labour productivity. During 1954, more than 838,000 workers in China regularly took part in basket-ball, volley-ball and football matches and more than 82,700 teams were organized. The majority of workers and staff in various industrial and mining enterprises are enthusiasts for morning exercises directed by music from the radio and many sports teams and training groups have been formed to carry on regular physical training.

The basic organization to lead sports activities is the sports association, which is a voluntary body of amateur athletes. In 1951, the China Locomotive Athletic Association, the first trade union national sports association, was organized by the railway workers. In 1954, after the convening of the First National Workers' Sports Conference, there was a further increase in the number of sports associations. At the end of 1955, there were 11 national, 61 provincial and municipal and 181 local athletic associations in addition to many athletic committees and groups.

A great number of workers have been trained by the trade union organizations during the last six years to take on coaching, training and other sports work in their spare time. According to partial figures for the eight municipalities of Peking, Shanghai, Tientsin, Canton, Wuhan, Shenyang, Harbin and Fushun, 53

classes were formed in the period between 1951 and 1954 which gave training to 18,847 workers for various sports activities.

As sports activities spread, more facilities and grounds have been provided for the workers in factories and mines. The number of basket-ball and volley-ball courts, football pitches, tracks and grounds for athletic activities run by the primary trade union organizations in the three municipalities (Shenyang, Fushun, and Harbin) increased from 1,237 in 1954 to 2,054 in 1955, and the equipment provided, such as horizontal bars, parallel bars, box horses and weights for weight-lifting, increased from 2,571 pieces to 3,101. It was decided at the First National Workers' Sports Conference held in November 1954 that 10 to 15 per cent of trade union funds should be appropriated for the use of athletic activities.

In order to encourage the workers to go in for sports and to improve athletic standards, many track and field meetings and ball games have been held. Partial data of five municipalities—Peking, Shanghai, Harbin, Fushun and Taiyuan—and of the China Locomotive Sports Association showed that 6,881 athletic meetings were held from 1951 to August 1955, attended by more than 940,000 athletes. The First National Workers' Sports Meeting which took place in Peking in October 1955 enabled a review to be made of the achievements of the workers in the field of physical culture. Over 1,700 men and women athletes took part. In the forty-seven track and field events, cycle races and weight-lifting contest, eight national records were broken by ten men and women workers,

including the men's shot-putting which had stood for nineteen years.

4. Production Work

In a people's democratic state led by the working class and based on the worker-peasant alliance, the ultimate aim of developing production is to satisfy the ever-increasing material and cultural needs of the people. Therefore, to develop production is in the greatest interest of the liberated Chinese people. The most important task of the trade union organizations is to unite and lead all the workers to struggle conscientiously and enthusiastically for greater and greater output.

One of the main methods used by the trade union organizations to improve production is to lead and encourage the mass of the workers to take part in socialist emulation campaigns. In 1950, 683,000 workers took part in these emulation campaigns; the figure went up to 2,380,000 in 1951; from 1952 onwards, over 80 per cent of all workers and staff in the country's factories and mines were taking part.

In the socialist emulation drive, we put into practice the principle of constantly improving technique and learning and mastering new techniques; we give full play to the collective wisdom of the workers, and we rely on their enthusiasm to put forward rationalization proposals. The proposers are given material reward. The workers are encouraged to learn seriously Soviet advanced experiences as well as to popularize their own successes.

From 1950 to 1953, 1,643,708 rationalization proposals were put forward by workers and staff members. In 1954, when the All-China Federation of Trade Unions put forward the call to "Further Develop the Labour Emulation Drive" not only did the number of proposals increase, but they were generally much more valuable. In 1954, over 848,000 rationalization proposals were made and it was estimated that the realization of 102,966 alone increased the wealth of the country by 174,310,000 yuan.

In August 1954 on the proposal of the All-China Federation of Trade Unions, the Government Administration Council promulgated the "Provisional Regulations on Awards for Inventions, Technical Improvements and Rationalization Proposals Concerning Production." This policy has greatly enhanced the workers' enthusiasm.

The Soviet advanced experiences and the advanced experiences of our own workers have been widely popularized in the industrial and mining enterprises throughout the country. According to available data for 1952-1954, 102 important advanced methods were adopted in heavy industry, and as a result the output of steel was increased by 60 per cent and the total value of output of iron was increased by one third.

As the socialist emulation drive has extended and deepened, a great number of model workers and distinguished workers have been brought forward on the production front. From 1949 to 1953, more than 230,600 model workers were elected from the primary trade union organizations throughout China. In 1954,

153,900 model workers and distinguished workers and 220,400 advanced workers were elected from the primary trade union organizations in the factories and mines. In the first half of 1955, among the highway transport workers in 33 provinces and municipalities, there was, on the average, one model worker or advanced worker out of every fifteen workers. Many of the model workers and advanced workers were engineering technicians. Among the eighty-seven model workers elected from the power industry in 1955, engineering technicians constituted more than 19 per cent.

Because of the enthusiasm and creative ability displayed by the workers in production, labour productivity has been rising continuously. For instance, the labour productivity of the workers in large industrial enterprises, both state and joint state-private, showed a 13 per cent rise in 1953 as compared with 1952; and in 1954 registered a further 15 per cent increase. The First Five-Year Plan for Development of the National Economy has set the target of raising labour productivity in the state industries by 64 per cent from 1953 to 1957.

The Chinese working class has full confidence for the future, and is striving selflessly for building their country into a great socialist state. The workers in the factories and mines throughout the country have pledged themselves to fulfil the First Five-Year Plan ahead of schedule. The workers of the Anshan Iron and Steel Company have undertaken to fulfil in 1956 the targets set them for 1957 under the First Five-Year Plan. In the Shenyang Pneumatic Tool Plant,

the workers are going about their jobs with great enthusiasm for the realization of their pledge to fulfil the Five-Year Plan one year ahead of schedule. In the Tientsin Bicycle Factory, after the workers had taken a pledge to fulfil the Five-Year Plan ahead of schedule they put forward over eighty technical proposals. The workers and staff in the Harbin Flax Mill, where the 1955 production targets were fulfilled more than one month ahead, set themselves the task of reaching the production levels of 1957 one year and twenty-three work-days ahead of time.

5. Wages

As mentioned above, the aim of developing production of our country is to satisfy the ever-increasing material and cultural needs of the people. It is the highest aim of the people's government and the Communist Party of China to bring about a happy life for the people. The wages system of our country also serves this general aim.

Wages are the main income of workers and staff. They have a direct bearing on their personal interests. As the conditions of the wages system will also influence directly the development of production, trade union organizations have always paid close attention to the question of wages, treating it as an important part of their work.

Socialist state-owned enterprises handle their wages problems according to the following two principles:

First, to raise the material and cultural standards of workers and staff on the basis of developing production, and at the same time the rate of increase in labour productivity must exceed the rate of increase in wages.

Second, the state pays wages in a planned way according to the principle of "to each according to his work." Hence, higher wages are paid to those engaged in skilled or heavy work. Wages are higher in the important departments and enterprises in the national economy. Workers who turn out the same amount of products of the same quality in the same length of time receive same wages irrespective of nationality, race or sex.

The wages of workers in the old China were a mere pittance. Equal work did not receive equal pay. And usually the wages received did not bear relation to their contributions. And, what's more, there was ruthless feudal exploitation. Workers lived like paupers without enough food and clothing and were always threatened by unemployment. For instance, miners of the Kailan Mining Administration earned only 20 cents (pre-liberation currency) a day with 16 hours' work. And if they should die at work the owner of the mine gave only 20 dollars to their families. If a horse died, it was 60 dollars' loss. So, before liberation, the life of a worker was worse than that of beasts.

Since the establishment of the People's Republic of China, from 1950 onwards, trade union organizations have helped the government and the managements of enterprises in readjusting and reforming the

wages system. Trade union organizations at all levels took part in drawing up schemes for adjusting the wages of workers and staff, carried out propaganda and explanation work among them, and organized them to discuss and decide the wages scale, thus drawing the broad masses of workers and staff into the work of reforming the wages system. Owing to the correct wages policy of the people's government and the Communist Party of China and the active help of trade union organizations, the wages reform gained the support of all workers and staff. The corrupt, chaotic, irrational and multi-grade wages system left over from the reactionary Kuomintang regime was completely changed. A new wages system was introduced and the principle of "to each according to his work" was gradually put into practice. At present there are eight grades of wages for workers of state-owned enterprises. A different standard of wages is provided for each grade. There are also extra pay and allowances.

In the last few years the trade union organizations have helped the managements of enterprises to replace the old piece-work wage system with a new one and enforce the merit system. The old piece-work wage system was used by the capitalists before liberation to raise the intensity of labour, to lengthen working time and to exploit the workers more. They made use of this system to undermine the unity of the working class and force the workers to work like slaves for wages which were hardly enough to keep them alive.

Our piece-work wage system has been set up by taking into account the introduction of new technique and the replacement of manual labour with machinery. Besides, piece-work wages are fixed for various kinds of products. Every piece of extra work is counted. Therefore more work means more pay. Trade union organizations also do what they can to help the managements of enterprises to take measures to raise the cultural and technical level of the workers and to help the workers to fulfil or overfulfil their quotas.

According to the statistics of the seven industrial ministries for September 1955, wages paid on piece-work rate already exceeded 40 per cent of the total wages paid out in all enterprises under these ministries.

Besides, all enterprises have set up various merit systems: there is the system of rewards for saving coal on the railways and there is the system of rewards for safety in operation in departments of power industries. On the basis of the suggestions of the trade unions, the Government Administration Council promulgated the "Provisional Regulations on Awards for Inventions, Technical Improvements and Rationalization Proposals Concerning Production" which enabled some 135,600 workers and staff to receive material rewards in 1954.

With the participation of the trade unions, the government and managements of enterprises made provisions of wages, allowances and subsidies for those working under exceptional conditions: women workers who have to take time off breast-feeding their babies during working hours receive full pay; workers

who work in conditions harmful to the health get health allowances; workers who work in remote places also receive special allowances; when the production of enterprises is suspended either because of natural conditions or because of management problems, workers also get allowances. When a worker is transferred he gets travelling expenses and allowances for moving or making arrangements for the family.

With the development of production the real wages of workers and staff have been steadily rising over the years. According to the statistics of five industrial ministries, the average money wages of workers and staff in 1952 was 66.20 per cent higher than in 1950. During the period of the First Five-Year Plan the average money wages of workers and staff in the whole country will increase by 33 per cent. According to the plan, the average wages of the workers and staff in 1955 would be 20.5 per cent higher as compared with 1952.

With the development of the national economy, 4,220,000 more workers and staff are needed in the period of the First Five-Year Plan. So more people will be employed.

In addition to gradually raising the wages and the number of employed persons, the state has made vigorous efforts to stabilize commodity prices, organize various welfare facilities, extend the scope of labour insurance, expand the health and medical services, increase funds for cultural and educational work, in order to constantly better the cultural and material life of the workers and staff. Consequently

the life of our workers and staff has improved a great deal since liberation.

6. Labour Protection

In China, labour protection is a fundamental policy of the state manifesting its concern to see that the workers and staff members work under healthy conditions and are provided with safety measures. As mass organizations of the working class, China's trade unions also pay full attention to this work. The Trade Union Law of the People's Republic of China provides that it is the duty of trade unions to ensure that the managements or employers effectively carry out the regulations and directives concerning labour protection and the standards and regulations concerning safety devices and factory sanitation.

The All-China Federation of Trade Unions has set up a Labour Protection Department which gives directions to the trade union organizations at different levels on how to improve labour protection; it also investigates and studies the safety and health conditions in various enterprises, submits proposals for labour laws and helps to popularize knowledge of safety devices and industrial health. The principal industrial unions and the principal provincial and municipal trade union organizations have also set up sections concerned with labour protection work. Primary trade union organizations have committees to look after labour protection, and groups of workers elect one of their number to act as labour protection in-

spector. By 1955, 1,630 primary trade union organizations had set up labour protection committees and 50,303 groups had labour protection inspectors.

During the period of the rehabilitation of the national economy immediately after the liberation, the trade unions led the workers to make an extensive investigation of safety and sanitary conditions. A great many defects and shortcomings were corrected in the various establishments throughout the country, and the extremely dangerous and bad working conditions began to disappear.

Since 1953 the key problems concerned with improving safety devices and health facilities, such as ventilation, cooling, control of dust and poisonous fumes, electricity safeguards, etc. are being tackled in the various industrial enterprises. In many textile mills, iron and steel works and machine-tool factories, the previous high temperatures have been gradually reduced and machinery has been installed to lighten labour. In the state-owned collieries, over forty-five per cent of coal is cut by combines, mechanical coal-cutters or pneumatic picks and the rest by electric or pneumatic drills or blasting with explosives; more than 80 per cent of traction on the working face and the underground haulage roadways is mechanized.

In 1954 the Ministry of Labour laid it down that industrial enterprises, in drawing up their annual financial plans, should work out industrial safety measures for labour protection and allocate a specific sum for the improvement of working conditions in the enterprises. The trade unions signed agreements with the managements to enable them to supervise and en-

sure the enforcement of these measures and to see that the working conditions were systematically improved.

The trade unions co-operate with the managements in educating the workers on safety questions and instructing them on the working of safety devices and safe methods of work. In many industrial cities, the government and the trade unions have jointly arranged lectures on industrial safety and health and held exhibitions of labour protection. With a view to studying and popularizing advanced experience in labour protection, the All-China Federation of Trade Unions has opened permanent exhibitions.

In connection with the plans for improving working conditions, the trade unions pay particular attention to the training of specialized personnel in labour protection. The All-China Federation of Trade Unions, as well as the industrial ministries, industrial unions and the provincial and city governments, has set up training classes on this subject. Up to the end of 1954 about a thousand persons had received training. In 1955, 4,726 persons were trained in 26 classes established by the provincial and city authorities and industrial unions.

Thanks to the effort made by the trade unions, managements, governmental bodies and the workers themselves, working conditions in the enterprises throughout the country have steadily improved. Casualty figures in industry for 1953 were 5.8 per cent lower than 1952 and for the period between January and September 1954, there was a further decrease of 17 per cent over the corresponding period of 1953.

Before liberation the Chinese workers generally worked twelve hours a day and some as long as 16-18 hours, seven days a week. Since liberation the law protects the working people's right to rest. Now virtually all enterprises are operating an eight-hour day, and in branches particularly injurious to the workers' health, a six-hour day is enforced. Women workers are given special consideration. "Equal pay for equal work" is provided by law. Expectant mothers are given light work. They are entitled to 56 days' maternity leave with full pay. Larger enterprises have set up crèches, and in workshops where there are many women workers, special hygiene rooms are set aside for women. There is no longer any child labour in state-owned factories and mines.

7. Labour Insurance

Labour insurance forms part of the government's labour policy that expresses the state's concern for the welfare of the working people. It is one of the measures the state has adopted to improve the material and cultural life of the workers and to develop the productive forces.

In the old China, there was no such thing as labour insurance for the workers, and they had to manage as best they could in times of childbirth, old age, sickness, death, injury and disability. Many women workers dared not marry for fear they might have a child and be dismissed.

Since liberation the government has paid great attention to labour insurance work. But as early as December 27, 1948, Northeast China, which already had been liberated, had its Provisional War-time Labour Insurance Regulations for State-owned Enterprises. After the nation-wide liberation, the people's government promulgated in February 1951 the Labour Insurance Regulations of the People's Republic of China. Since then the labour insurance programme has been put into effect on a national scale and enforced in such enterprises as railways, water transport, posts and telecommunications and factories and mines employing 100 or more workers. In enterprises with less than 100 workers, labour insurance may be negotiated between the management and the trade union representing the workers. Amendments to the Labour Insurance Regulations were made on January 2, 1953, which extended its scope and increased the benefits.

September 20, 1954 witnessed the birth of the Constitution of the People's Republic of China. This Constitution reinforces the Labour Insurance Regulations. Article 93 of the Constitution provides: "Working people in the People's Republic of China have the right to material assistance in old age, and in case of illness or disability. To guarantee enjoyment of this right, the state provides social insurance, social assistance and public health services and gradually expands these facilities."

The rise in the living standard of our workers is not only shown by increases in their actual money wages. For one thing, 12 per cent of the total pay-

roll of the enterprise is appropriated for labour insurance benefits.

Every year more and more people become eligible for labour insurance benefits. From 600,000 in 1949 the number increased to 5,550,000 by the first half of 1955, an increase of 9 times in the space of 6 years.

Our Labour Insurance Regulations apply to all workers and staff members without exception who are employed in enterprises covered by these Regulations, regardless of their race, nationality, age or sex. The Regulations provide that all the labour insurance expenses should be borne by the managements or owners of the enterprises. The workers and staff members do not pay any contributions whatsoever.

The whole administration of the labour insurance programme is handled by the trade unions, which have established organizations at all levels in which the workers themselves are drawn into the administration. The Labour Insurance Department and the Collective Labour Insurance Administration Bureau of the All-China Federation of Trade Unions direct labour insurance work nationally and give guidance for the operation of such communal labour insurance establishments as sanatoria and rest homes throughout the country. In the municipal and provincial trade union organizations and industrial union organizations there are special departments and personnel to take charge of labour insurance work. Trade union committees in factories and mines, as a rule, have set up committees or appointed representatives to do the actual labour insurance work—they pay out the labour insurance

benefits and also organize mass campaigns for preventing and reducing sickness and injury.

Our labour insurance benefits cover illness, injury, death, maternity benefits and old-age pensions.

A worker who falls sick or is injured outside his work can be treated free at the medical institutions of the enterprise where he is employed. During treatment, for a period of up to six months he receives a sick benefit of between 60 to 100 per cent of his wages, depending on the length of time he has been employed in the enterprise. In the case of medical treatment exceeding six months the allowance paid is equivalent to 40-60 per cent of his wages. Priority in sanatoria or rest homes is accorded to convalescents or those who are constitutionally weak.

In the case of injury sustained at work, the total cost of treatment, medicines, hospitalization, meals at the hospital and travelling expenses involved is borne by the management or owner of the enterprise. Wages must be paid as usual throughout the period of treatment. If the worker becomes disabled, he is paid according to the degree of disablement, an invalid benefit equivalent to 60-75 per cent of his wages until such time as he regains his ability to work or until his death. If he is partially disabled but is still able to work, he gets, apart from his wages, a monthly invalid allowance equivalent to 10-30 per cent of his previous wages.

Women workers are entitled to a total of 56 days' maternity leave with full wages. In the case of a difficult delivery or the birth of twins, the mother is entitled to an extra 14 days also with full wages. Ex-

penses for pre-natal examinations and child delivery are borne by the enterprise. In the case of childbirth, a woman worker or the wife of a male worker receives a small maternity benefit which is increased in the event of twins, triplets, etc.

Male workers upon attaining the age of 60 who have worked for 25 years, including 5 years in their present post, and women workers on reaching the age of 50 who have worked for 20 years, with 5 years in their present post, may retire with a monthly old-age pension of 50-70 per cent of their wages. Retired workers are still entitled to medical treatment at the clinic or hospital of the enterprise where they used to work. Workers who are eligible to retire but continue to work receive, in addition to their normal wages, an allowance equal to 10-20 per cent of their wages according to the length of time they have worked in the enterprise. By the end of June 1955, there were 37,000 workers enjoying old-age pensions. The state has also established homes for the aged workers who have no family of their own. All the expenses for such establishments are borne by the state. There are at present 15 such homes in the country for the aged and permanently disabled.

In the case of the death of a worker, his family dependents receive considerable material assistance from the state. When a worker or retired worker dies from sickness or injury not sustained at work, his immediate dependents receive a funeral benefit equivalent to two months' average wages. In addition, they receive a relief benefit equivalent to 6-12 months' wages according to the number of his depen-

dents. Greater material assistance is given to the family dependents of a worker who dies while at work or after retirement in consequence of disablement resulting from injury sustained at work. To begin with, the family dependents receive a funeral benefit equivalent to 3 months' average wages. In addition, they are allowed a monthly pension ranging from 25 to 50 per cent of the deceased's previous wages according to the number of the dependents. The pension is paid until such time as the dependents no longer have the status of dependents. A funeral allowance of one-third to one half of the average monthly wage is also paid in the case of the death of a family dependent of a worker.

The number of sanatoria and rest homes established by trade unions with labour insurance funds has been increasing from year to year. By the end of June 1955, there were 126 such establishments in the country with 15,930 beds. In addition, primary trade unions in factories and mines have set up 1,500 sanatoria (including sanatoria where the workers go in their spare time) with 38,000 beds. A total of 335,000 workers had used these sanatoria and rest homes by the end of June 1955.

8. Women Workers

The trade unions of China have always paid great attention to the problems of women workers. In the All-China Federation of Trade Unions as well as local trade unions of all levels and the industrial unions,

women's departments have been set up. Where there are women members, the primary trade union organizations have formed committees or made a committee member responsible for dealing with the special problems of women workers. The duties of the committee or committee member are: to carry through, in co-ordination with the various departments of the trade union concerned, the policies and decrees of the Party and the government concerning the protection of women and children; to show women that their emancipation can only be gained through their own efforts; and to keep in close contact with the women workers in order to know and reflect their needs and to help them solve their personal difficulties.

Before liberation, Chinese women workers had no rights whatsoever, politically, socially or in any other respect. In many cases they did the same kind and amount of work as men but were paid only half or two-thirds as much. They also found it very difficult to find a job, and were liable to be dismissed due to pregnancy or childbirth.

Since the founding of the People's Republic of China, the rapid rehabilitation and development of the national economy has afforded tremendous opportunities to women to obtain employment. In the first half of 1955 there were already two million women workers in the country. "Equal pay for equal work" is guaranteed by law. Many women workers have been promoted to managerial positions. In 1953, 1,569 women workers were promoted to responsible posts in various enterprises; and in 1954, 2,397 were

promoted to administrative or technical positions. By the end of 1954, more than 32,400 women workers had been promoted to leading or responsible jobs during the five years since liberation.

Women workers of the new China are displaying great enthusiasm for work and a new creative spirit in the country's socialist construction. Many advanced workers have been developed. According to a national survey in 1954, more than 11,600 women workers were elected by primary trade union organizations as model workers and distinguished workers, and over 20,200 as advanced workers.

Women workers have made an outstanding contribution in the construction of our country, and have brought about a change in the old scornful attitude to women's work. Many women workers have been elected as people's deputies, including eighteen as representatives to the First National People's Congress.

Under the Labour Insurance Regulations, women workers not only enjoy the same privileges as men, they are also entitled to certain special welfare benefits. Up to 1954, more than 2,200,000 women workers and wives of workers throughout the country had received maternity benefits.

To protect the health of mothers and their babies, special canteens, rest rooms for expectant mothers and baby-feeding rooms have been set up in factories and enterprises and special buses provided to take expectant mothers and mothers with young babies to and from work. By the first half of 1955, 901 hygiene rooms had been set up in factories, mines

and enterprises throughout the country for women workers.

Before liberation, illiteracy among women workers was very widespread, in some areas even reaching a hundred per cent. Since liberation, women workers have been taking an active part in spare-time literacy classes in the factories. In the first quarter of 1955, over 470,200 women workers were studying in spare-time literacy classes throughout the country. In addition, a large number of women workers entered worker-peasant short-term secondary schools and colleges.

9. Workers' Family Dependents

Work among the workers' families is an important branch of our trade union work. The organizing of the wives and families and uniting them around the trade union, and so helping to raise their political consciousness, goes a long way towards helping the workers in their work.

Before liberation, the Chinese workers were regarded as having no rights and the women members of their families particularly had to put up with all kinds of indignities. As the workers only received very small wages while commodity prices rose several times a day, the workers' families were continually in great difficulties.

With the liberation, the working class became the masters of the country, and with the growth in production, the workers' life improved considerably. Their real wages increased, and, in addition, the Labour

Insurance Regulations promulgated in 1951 provided material assistance to them in the case of birth, old age, sickness, death, injury and disability. The Regulations also provide that members of workers' families also enjoy free medical treatment, and have to pay only a half of the cost of medicine.

While the living standards of the workers' families improved, so their political status was raised and their cultural life improved. The Constitution of the People's Republic of China provides that women enjoy equal rights as men politically, economically, and in cultural and family life. Three hundred and ninety members of coal miners' families in various parts of the country were elected as county, municipal and provincial people's deputies. The wife of a lathe turner in Shenyang was elected as deputy to the National People's Congress. A large number of workers' wives attended spare-time schools organized in the areas in which they lived or in the enterprises where their husbands were employed. The trade unions also helped them organize self-study groups. Up to the first half of 1955, 100,813 working-class housewives had taken part in literacy classes.

The trade union clubs use various ways to attract the workers' families to take part in cultural activities. For example, they organize lectures on political and current affairs and talks on the essentials of maternity hygiene, hold exhibitions and discussion meetings, form reading and literacy groups and put on film-shows, etc. After completing their studies, many housewives took up jobs. For example, 2,960

working-class housewives were found jobs in Tientsin in 1951.

To enable housewives to study and take up work, the trade union organizations have helped them to set up crèches and nurseries of their own where their children can be looked after. According to a survey made in 1954, there were 1,228 crèches in various parts of the country run by workers' families, where more than 28,900 children were cared for.

The housewives are not concerned only with improving their own lives, they also take part in work for the benefit of society. Many have formed organizations for improving sanitary conditions. As these improved, so the amount of sickness decreased considerably. They also organize mutual-aid groups, which look after workers' wives or other relatives who are ill, so that the workers can go to work with an easy mind. In the first half of 1955 there were 23,464 such mutual-aid groups in the country with over 231,400 members.

10. Finance Work

According to the Constitution of the Trade Unions of the People's Republic of China trade union funds are derived from the following sources: (1) Admission fees of new members. A new member pays an admission fee equal to one per cent of his total wage of the month previous to his admission; (2) Membership dues. Each member pays regularly one per cent of his monthly wage as membership dues;

(3) Proceeds from cultural and sports activities sponsored by the trade unions; (4) Allocations by the managements or owners of enterprises in accordance with the Trade Union Law, under which the management or the owner of an enterprise must allocate to the trade union two per cent of the total payroll every month.

In the last few years, as a result of the development of national construction, there has been a continuous expansion of the trade union membership and a rise in the level of wages, which means that the trade union funds have also increased.

The income of the trade unions is used to serve the members and to improve production. It is mainly used for the following purposes: (1) To pay for mass cultural work. This includes expenses incurred in running spare-time schools for the workers, training trade union activists, sponsoring recreational and spare-time artistic activities, buying books, showing films and general propaganda work. (2) To pay for sports activities. This includes expenses incurred in the purchase of equipment and articles necessary for the workers and their children to carry on sports activities, in the holding of sports competitions, training of sportsmen and propaganda work. (3) As material assistance given to the members. This includes allowances to members who are in difficulty, subsidies allocated to the mutual-aid savings organizations, nurseries and young pioneers' summer camps. (4) For trade union's administration, including wages for trade union officials, administrative expenses and expenses incurred in the organizational work of the

trade union (e.g. the holding of membership meeting, etc.)

The administration costs take only a minimum of the trade union funds, the major part of which is used to enhance the cultural life of the members. In 1955 the administrative expenses of all trade unions in the country amounted to 30.2 per cent of the combined income and a continuous drive will be made to reduce this proportion in the future.

11. Living Conditions

The Chinese workers' living conditions were extremely poor before liberation. Most of them lived in squalid sheds. In working-class districts there was no sanitation to speak of: the air was foul and there was neither piped water nor a sewerage system. Epidemics were frequent and the mortality rate was high.

Since liberation the people's government has built large numbers of workers' houses. In 1952 they built houses enough to accommodate one million families. In 1953 and 1954, houses with floor spaces of 12 million and 13 million square metres were constructed respectively for the workers. According to the First Five-Year Plan for Development of the National Economy, in the five-year period (1953-57), the government will build workers' houses with a total floor space of 46 million square metres. Apart from the housing construction financed by the government, a lot has been done by trade union organizations to help im-

prove the workers' living conditions. For instance, they arranged for the workers to build their own houses with government loans. In this way in 1955, houses were built for 15,954 railway workers' families, covering 417,984 square metres of floor space.

Rents are now much lower than they were before. In pre-liberation days workers used to pay 30-50 per cent of their income in rent. In addition, they had to pay 3-12 months' rent on deposit. Nowadays rents for government-financed houses take up only about 5 per cent of their wages.

The people's government pays considerable attention to the workers' ever-increasing demand for consumer goods. After liberation it applied itself first of all to the stabilization of commodity prices. Since 1955, the government has carried out a planned supply of grain, edible oil and cotton cloth, with the result that speculation was rooted out, the stability of prices fully established and the livelihood of the whole body of working people safeguarded.

Meanwhile the government has expanded the production of light industry and agriculture in due proportion to the development of heavy industry, so as to satisfy the workers' material needs which are growing with the steady increase in their wages. In addition, the government has extended the network of department stores, retail shops or consumers' co-operatives in factories and mines and the workers' residential areas.

Before liberation there were hardly any canteens in the factories. The workers had to take their meals in the open air or by the side of the machines. Things

are quite different today. Every factory and mine has its own canteen or dining hall built and equipped at the expense of the management, who also subsidizes them.

The wages of most workers before liberation were so low that they were hardly sufficient to provide the bare necessities of life. Since liberation, however, their life has been improved enormously. With a steady increase in production has come a steady rise in the workers' wages. They not only live much better than before but are able to save out of their earnings. The savings of the workers and staff members of the Shenhsin Textile Mill in Wusih, for example, amounted to 193,900 yuan in 1952, increasing to 514,600 yuan in 1955.

A small number of workers with little skill, with too many mouths to feed, or who have run into unexpected troubles, however, still have financial difficulties. Allowances are made to these workers according to their actual circumstances, from relief funds financed by 20 per cent of trade union membership dues, part of the labour insurance funds and 5 per cent of the enterprise's premium funds.

There are mutual-aid savings associations under the control of trade union organizations, from which workers can get interest-free loans. By the end of 1954, 28,000 primary trade union organizations had established their own savings associations.