

Russia With Our Own Eyes



FULL REPORT

of the British Workers' Delegation 1950

NINEPENCE

The Full Official Report of the British Workers' Delegation to the Soviet Union, 1950

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Russia with our own Eyes

HOW AND WHY WE WENT

Some weeks before May Day, Mr. Krestianinov, President of the Moscow Trades Council, sent an invitation to the British Soviet Friendship Society and the Scottish-U.S.S.R. Society, asking them if they would send a delegation of twenty to the U.S.S.R. for a fortnight's stay.

The two Societies considered that by far the most effective manner in which such a delegation could be organised would be to throw the invitation open to trade unionists in the main industries in Britain. Accordingly, invitations were sent to a number of factories and trade union organisations. They were asked to choose a representative by election. There was only one condition—the person elected had to be a worker from the factory floor, the pit, or other type of enterprise. No other conditions were laid down—the factory and trade union organisations were left to decide exactly for themselves who to send and how to elect them. Each factory or organisation had to collect enough money to pay the fare and incidental expenses for the journey and the wages of the delegate while he was away from work. While the delegation was in the Soviet Union expenses would be borne by the Moscow Trades Council. The invitations were sent, therefore, to industrial establishments in the most important centres in the country so that the delegation, when elected, would be as representative as possible of Britain's main industries and industrial areas.

In some cases, Shop Stewards Committees were approached. In others, trade union organisations such as District Committees were asked to co-operate by selecting a factory in their area and inviting the workers there to elect a delegate.

The purpose of the delegation was to attend the Moscow May Day Celebrations and for two weeks afterwards to obtain first-hand information on life in the U.S.S.R. today, so that reports could be made by each delegate on his return. In this way

the delegation would help to strengthen friendly relations between the trade unionists of our two countries by giving a truthful picture of what they saw.

DIFFICULTIES

It was not easy to organise a delegation in this manner. To collect enough money to pay fares and wages presented problems. To get enough factories and trade union organisations to accept the invitation and organise the nominations and the elections was a lengthy and elaborate process. But the result was justified, because when the delegation came together it was a representative cross-section of the British working class. The method of election ruled out any possibility of hand-picking.

In addition to the difficulties mentioned, there were other obstacles of a different character. We refer particularly to the case of a factory in Coventry, whose shop stewards accepted the invitation with considerable enthusiasm, but who were informed by the management that if a man were sent he would not be given leave of absence and would not be reinstated in his job on his return.

There were also some examples of political opposition. The same people who told us that "those Russians" didn't allow foreigners into their country now shouted loudest against us going. In these cases the matter was not judged on its merits—it was sufficient for certain people to learn that a working man was being invited to come and see for himself what things were like in the Soviet Union for them to try to stop him. There were many protests against opposition of this nature and it was pointed out that those who were trying to prevent British workers visiting the U.S.S.R. on a goodwill mission were erecting an iron curtain in Britain.

On the other hand, in the majority of cases the elections went forward smoothly. In one case the manager told the delegation he felt his firm had been honoured by the choice.

THE DELEGATION

These were the men who went:

MR. EDWIN H. BOYCE—metal turner at Staveley Iron and

Chemical Company, Chesterfield (about 8,000 employed). Elected by Shop Stewards representing his own and three other factories. President, Chesterfield Joint Shop Stewards' Committee. Member of Chesterfield Divisional Labour Party.

MR. PATRICK DEVANNY—carpenter, member of Amalgamated Society of Woodworkers, elected at a meeting of workers at the Carpenters Park building site, North-West London.

MR. JAMES H. V. GILLAM—toolmaker in the instrument engineering industry, employed at Smith's Clocks, Cricklewood factory, London (1,500 employed). Shop Steward. President, Amalgamated Engineering Union, Watford No. 4 Branch. Elected by nominations from factory meetings, with final selection by Shop Stewards' Committee.

MR. GEORGE A. HORBURY—automatic machine setter in De Havilland Engine Company (aircraft), Leavesden factory. Member of the Amalgamated Engineering Union. Elected by the Joint Shop Stewards' Committee of three De Havilland factories after nominations from sectional factory meetings. About 3,500 employed at the three works.

ALDERMAN HAROLD HUDSON—cotton weaver, elected by the Amalgamated Weavers' Association, Lancashire (100,000 members). President, Burnley Weavers' Association. President, Burnley Trades and Labour Council. Mill Steward. Local Councillor since 1935, Alderman since 1949. Chairman, local Health Advisory Board and other local Government Committees.

MR. GEORGE HUTCHINSON—instrument maker at Electrical and Musical Instruments Ltd., Hayes, Middx. Elected by ballot of workers. Factories employ about 8,000. Shop Steward. Member of the Amalgamated Engineering Union.

MR. EDWARD HUTTON—inspector of crane-lifting gear at Imperial Chemical Industries, Billingham, North-East England. Shop Steward. Member of the Amalgamated Engineering Union. Elected by engineering workers (2,000) and supported by others. Whole factory employs about 18,000. Formerly Chairman of Billingham Urban District Council, and Chairman of local Government Health Committee.

MR. ARTHUR F. KEY—gear cutter in motor works, Austin Motor Company, Birmingham, employing 18,000. Elected by

Amalgamated Engineering Union Shop Stewards. Shop Steward for 10 years. President, Longbridge Branch Amalgamated Engineering Union. Serves on local Hospital Management Committee and Birmingham Disablement Advisory Committee.

MR. WILLIAM LAW—steel worker, member of the Boilermakers' Society. Elected by the steel workers of Lanarkshire Shop Steward at Colvilles Ltd., Dalzell, Motherwell, Scotland.

MR. HENRY N. LYALL—toolmaker, employed at Briggs Motor Bodies, Dagenham (employing about 7,000 to 8,000). Former Shop Stewards' Convenor. Member of the Amalgamated Engineering Union. Elected by the South Essex District Committee of the A.E.U. Former member of Greenock Town and Renfrewshire County Councils. Former Secretary, Hornchurch Labour Party. Represents 10,000 engineering workers.

MR. DANIEL W. MARTIN—Chairman of the Scottish Section of the Delegation; fitter. Shop Stewards' Convenor, Henderson Engineering Works, Aberdeen. Shop Stewards' representative on District Committee of Amalgamated Engineering Union Aberdeen. Elected by Henderson's Shop Stewards' Committee with support of Shop Stewards in Aberdeen, to this Delegation Member of the Executive of Aberdeen Trades Council and delegate to the Scottish T.U.C. Chairman, Aberdeen Council Scottish-U.S.S.R. Society.

MR. ALLAN MCEWAN—marine engineering fitter, member of the Amalgamated Engineering Union. Elected by the workers in John Brown's Shipyard, Clydebank. A.E.U. Shop Steward and serves on Engine and Boiler Workers' Joint Shop Stewards' Committees.

MR. JOSEPH RAWLINGS—foundry worker at Manganese Drum Company, which makes manganese bronze ships' propellers. Shop Steward. President, Birkenhead Branch of Foundry Workers' Union and Chairman of Merseyside District Foundry Workers' Union. Elected by the workers of the marine and general foundries, Manganese Drum Co. Ltd.

MR. JAMES E. RILEY—fitter from Newcastle-on-Tyne. Shop Steward. Member of the Amalgamated Engineering Union. Elected by the workers of Baker, Perkins, Ltd., Bedwell, Hedburn-on-Tyne, Northumberland.

MR. GEORGE ROSE—miner, Secretary of Linby, Notts Branch, National Union of Mineworkers (1,000 members). Formerly a councillor on Hucknall Urban District Council and on District Education Committee. Now on various colliery committees. Elected by members of his branch.

MR. JAMES T. STARK—bricklayer, member of the Amalgamated Union of Building Trade Workers. Elected by Edinburgh building workers. Delegate to Edinburgh Trades Council.

MR. BENJAMIN TRAVIS—steel moulder, President of Sheffield Branch of Amalgamated Union of Foundry Workers. Elected by the Joint Shop Stewards' Committee of English Steel Corporation. Member of the Steel Foundries' Productivity Team which visited the U.S.A. in 1949. Chairman, District Committee of U.F.W. Delegate to Sheffield Trades and Labour Council, and Engineering and Shipbuilding Confederation, Sheffield District Committee. Member of local Appeals Board and Sheffield Juvenile and Apprenticeship Training Committee. Member of Rightside Labour Party Management Committee.

MR. WILLIAM WILSON—engineer in the aircraft industry, Secretary of the Scottish Section of the Delegation. Convenor of Joint Shop Stewards' Committee in one block of Rolls Royce Aircraft Factory, Hillington, Glasgow, with 1,100 workers. Deputy Convenor of Shop Stewards of whole factory (4,700 workers). Elected to delegation by engineering workers at Rolls Royce. President of Amalgamated Engineering Union Branch (Hillington). Delegate from two engineering union branches to Paisley District Committee, A.E.U. (25,000 workers). The delegation was led by **MR. FRED HOLLINGSWORTH**, National Organiser of the Foundry Workers' Union, and accompanied by **MR. WILLIAM WAINWRIGHT**, General Secretary of the British Soviet Friendship Society, who acted as the Delegation Secretary.

WE LEAVE FOR MOSCOW

We met for the first time on April 26 in London. We knew very little about each other beyond what we gathered after we were introduced. Most of us readily admitted that our knowledge of the Soviet Union was very limited and in any case

coloured by what we were accustomed to read in the newspaper and to hear on the B.B.C. But we were sent by our workmates to get at the truth and had brought with us many questions submitted at our factories and through our organisations. We to each other we would try to see things clearly and with an open mind.

The evening of the first meeting was devoted to a Press Conference. Not many press representatives attended, a fact regretted in view of the importance of our visit.

On April 27 we left London by Czech plane, taking with good wishes of many thousands of workers and bearing messages of greetings to our opposite numbers in the U.S.S.R. The Scottish section brought a fine first Edinburgh Edition of works of Robert Burns, a gift for Joseph Stalin.

As we flew over some of the blitzed areas of Europe, which we could see through the windows, one of the delegates remarked "What a different cargo our plane is carrying—a cargo of friendship instead of the bombs we've all had enough of."

We were received in Prague by representatives of the Czechoslovakian Trade Union movement, who gave us excellent hospitality overnight (in a hotel that had been taken over for use by trade unionists on holiday), and made us honorary members of the Czech trade unions. Next day we took Soviet planes. Our first stop was Lvov, where we had our first taste of Soviet hospitality. We were entertained to lunch by the Lvov Trades Council and before we left for Moscow we linked hands and gave them "Auld Lang Syne".

ARRIVAL

From the moment we arrived in Moscow our delegates were treated as honoured guests, almost, one might say, as working class ambassadors. As we left the plane, there was a large party of trade union representatives waiting to greet us, including Mr. Soloviev, Secretary of the All-Union Central Council of Trade Unions (the Soviet "T.U.C."); Mr. Krestianin, President of the Moscow Trades Council, and Mr. Berezin, of the International Department of the All-Union Central Council of Trade Unions. After a few warm words of welcome from

Soviet trade union leaders, microphones were in readiness to transmit our chairman's greetings on behalf of the British people to every corner of the one-sixth of the world's surface covered by the U.S.S.R. There was a large crowd of reporters and press photographers. Quite clearly, the trade unions and the press of the Soviet Union regarded our mission as an event of some considerable importance, which caused many of us to reflect sadly on the attitude taken by the important newspapers and the B.B.C. at home.

About ten cars were waiting to take us from the airport to the city. These cars, we learned, had only come into production a few years ago. They seemed to be fine jobs, and were certainly very comfortable. We saw them wherever we went during our stay in the U.S.S.R. and we shall have something to say about them later in this report. Our way to the city was over a road surface good in parts and bad in others. And we passed many wooden houses, some of them appearing to be very old and eternally dilapidated. But all round, as we drove in, we could also see big modern blocks and way up in the sky huge buildings in the course of erection, with very powerful cranes of the most modern design. We were having our first glimpse of the old and the new in the Soviet Union.

HOW WE ARRANGED OUR TOUR

The men of our delegation represented a wide variety of specialised trades, although general engineering predominated. Naturally enough, each man was anxious to see his own opposite number at work on a process similar to the one he himself was bringing back home. Several of the delegates wished to see Stalingrad, some because of its wartime history, some because money had been collected in their towns to help equip a hospital there, and one in particular who wished to visit the Stalingrad Tractor Plant.

The Scottish section were determined to visit Kiev, the capital of Ukraine, because the trade unionists of this Republic and of Scotland had already established very friendly relations. The majority of us were profoundly interested in how the Soviet workers spent their leisure time and their holidays. This required

a visit to a holiday resort, as well as visits to clubs, sports groups and so on. In addition to our individual, specialised interests there were many general questions we all wanted to know about. The people who helped to send one of the delegates asked we could go to Sverdlovsk, in the Urals, whose trade union had recently sent an album of good wishes in reply to a message of friendship sent from their town.

So before we left London it was already clear that we were going to find it impossible to satisfy every individual requirement. The Delegation therefore agreed to go by what was best for the majority, and empowered the Chairman and Secretaries with the leaders of the Scottish section, to propose a plan for our tour as soon as we were able to arrange a discussion with our Soviet hosts. As you can imagine, to draw up a plan of this nature was a complicated business. However, we managed to get a good list down on paper and very soon after our arrival we went into conference with the representatives of the Soviet trade union movement to put our requests before them.

How easy it is to talk easily about "one-sixth of the earth's surface"! It is only when you go to the Soviet Union that you begin to grasp what a large place this country really is. We worked out travelling times, by air, and it dawned on us that we had much of an idea of what a visit to important towns outside Moscow involved. So we had to decide whether we should give up so much travelling time when we only had two weeks for our stay, or whether we should reduce the number of visits to towns outside Moscow. We could, of course, have seen a great many of the industries we were interested in by staying in Moscow. But we felt that we should go out to other places, as many factories and so on during our trip round, and then wind up in Moscow with visits to places we had been unable to cover during our tour. Our Soviet friends, by the way, helped it to us to decide what we wanted, giving us helpful advice for which we were very thankful. You should bear in mind that for nearly all of us this was a first trip abroad and the first experience of air travel.

After weighing everything up we finally decided that we ought to make the maximum use of the facilities we were offered.

ven though we appreciated that we were letting ourselves in or a pretty strenuous trip we asked to be taken to Kiev, Sochi and Stalingrad, a journey of some 2,500 miles including the return to Moscow. This was a pretty tall order. Looking back on it we wonder that we had enough nerve to suggest it. We must have been put at our ease by the way we were told: "Please tell us what you want and we'll arrange it for you." We were provided with five English-speaking interpreters and accompanied by Mr. Korneev of the All-Union Central Council of Trade Unions—a party of 26 people. So two planes were placed at our disposal for our journey through Russia.

Having agreed on this tour we next worked out what we wanted to see on our way round, hoping that we would obtain the required assistance from the Trades Councils of the towns we intended to visit—as indeed we did. And we also worked out a list of the things we should try to cover in Moscow.

Altogether we managed to pack into our two weeks' stay far more than any of us really thought was possible. If anyone ever tells us again that the Soviet people are not co-operative we shall be able to tell them they are talking nonsense. We had co-operation in every conceivable way. We were able to carry out the programme we put forward and even to get more into it the whole way through our hosts and our interpreters were paragons of kindness and courtesy.

Altogether we visited five factories, a coal mine—requiring a special 130-mile journey by car out of Moscow—a large building site, three workers' rest homes at the Sochi holiday resort, workers' clubs, kindergartens, a secondary school, a railway workers' hospital, a railway workers' polyclinic, two collective farms and a medical research centre. Services were attended at the Cathedral of the Coming of Christ (Russian Orthodox church) and St. Ludovic's (Roman Catholic). We have been in the homes of miners and farm workers. We travelled around the Moscow Metro, breath-taking in its beauty. We went to the opera and the ballet—many of us had never visited this type of entertainment in our own country—the cinema, both plain and three-dimensional. We went to museums, including the famous permanent Building Exhibition in Moscow. We spoke

to workers freely wherever we wished and had many friend and educational discussions with trade union representative directors of plants, health, educational and other establishments. We went inside the Kremlin and on May Day witnessed one of the most impressive spectacles that this world can offer when more than a million of Moscow's people marched through the Red Square, singing their songs and cheering their respected and obviously beloved leaders and carrying brilliantly coloured banners bearing slogans calling for peace and friendship with other peoples.

MAIN CONCLUSIONS

We wish to state quite definitely after our experiences that the picture of the Soviet Union presented in most of the press in Britain is quite unlike the actual position.

To take one example, we hear a great deal about the iron curtain. But one of our delegates, Frank Key, was interviewed twice by telephone all the way from a Birmingham newspaper office to Moscow. Two delegates telephoned their wives in England from Moscow. There was not the slightest difficulty in arranging these telephone calls. We were able to walk about wherever we wanted and to talk freely to anyone. Those of us who had brought our cameras used them wherever we wanted to. It was only on the Red Square on May Day that special permits had to be obtained by photographers. We were not invited to broadcast and most of us did so. Nobody even wanted to hear what we intended to say beforehand—there was no blue pencil or censorship. The very fact that our Delegation could not possibly have been hand-picked and yet was given every facility for its visit shows the falseness of the iron-curtain story.

WORKERS ARE MASTERS

There is no doubt whatever that the working class are the masters of the Soviet Union. The trade unions enjoy a responsibility and power unknown in the capitalist world. You find examples proving this wherever you go. We found members of the Supreme Soviet working in factories, and at one place a Supreme Court Judge. At the factories we went to we were introduced to the Presidents of the Shop Committees; in some

uses men, in others women. We were surprised to learn that a worker elected to this position was released from his job and paid the average of his previous earnings so that he could function effectively on behalf of the trade union. A number of our delegates were in a similar position in their own factories in Britain, but they had to perform their union duties in their spare time. They were envious of the facilities enjoyed by their opposite numbers in the Soviet Union, and told them so. We learned also that the Presidents of the Shop Committees, and indeed all other trade union officials, are elected by secret ballot; in the case of the Shop Committee Presidents once a year. We also found, to our surprise, directors of plants who were being paid less than some of the workers in the factories they managed. We found many examples of people who had risen to positions of great responsibility from humble origins. The Chief Doctor of the trade union rest home at Sochi was a typical case. He came from Siberia, and was a powerfully built athletic looking man. His father had been a miner. The doctor served his time as a canteen waiter in his early years and then after the Revolution decided to take up medicine. He was given every assistance and finally graduated. Later on, after service with the Red Army looking after the wounded, he became the Chief Doctor at his Rest Home. His wife, by the way, was also a doctor. She was the daughter of an engine driver. Their nineteen-year-old son was studying at the Medical Institute in Moscow.

One day as we were walking through the streets we bumped into a young man wearing a medal on his lapel. We gathered around and asked him what his decoration was. He told us he had been given it for his services during the war. He had fought on the Byelorussian front. We then asked him what he was doing now. He told us that he had just completed his graduation as a doctor and, like all Soviet students, had been paid while he was studying.

Then there was the case of the President of the Kiev Trades Council, Mr. Ostapenko, who was at dinner with us on our first evening in his city. He had been found in the street when he was two days old and brought up in an orphanage before the revolution. In 1918 when he was thirteen years old, he joined

the Red Army. Since then his life has been spent partly in war to defend his country, and partly in study to improve his knowledge. He completed his education by self-study during the last war—he was wounded fourteen times—and when the war was over he obtained a degree and is now a lecturer. His life is typical of many—a struggle to advance snatched during peaceful intervals and even while fighting to defend his country. It may seem strange to us to find a lecturer holding the position of President of a Trades Council, but there seems to be no separation between the workers by hand and the workers by brain in the U.S.S.R. They all regard themselves as workers; they all belong to trade unions. The director belongs to the same union as the labourer. The doctor the same as the hospital cleaner. The artist along with the attendant at the theatre.

We asked the directors of the plants we went to how they obtained their positions and we were told—in front of groups of workers—their life stories. In every case it was the story of a person who had got on as a result of his or her ability and of assistance being given by the Government. As one of our men remarked—“You become the manager by ability and not because you're somebody's brother-in-law.”

When we went to the Bolshoi Theatre and saw the crowd of workers there, a delegate commented: “I bet the workers were never able to have this in the old days.” And indeed wherever we went we found the workers were able to command the best that their country could give them.

At the reception given to the trade union delegations just before May Day by the All-Union Central Council of Trade Unions—at which the British delegation was honoured by having the first toast of the evening moved to it by Mr. Kuznetsov there were many workers present from the factories who in turn were toasted by the President of the A.U.C.C.T.U. Everyone mixed in the most free and easy manner—no one showing any sign of being stand-offish.

And then we found a real sense of friendship between the directors of plants and the workers. This was quite unmistakable. The workers who were present with us during our discus-

sions with the directors, and when we had meals together, were completely at their ease. The same friendly spirit was apparent between the directors and the workers during the conversations we had in the factories. You will have to go a long way to find what was a commonplace over there in other countries.

SYSTEM WORKS WELL

We formed the definite conclusion that the socialist system in which the U.S.S.R. is organised, is working well. Great progress is being made in every direction. Our hosts were very helpful to us because they did not show only their best—they also showed us their worst, so we were able to form a picture of a process of transformation from the old to the new. We saw old houses and also saw new blocks of flats going up behind them. When these blocks are completed the old houses in front will be pulled down. We saw bad roads, but we also saw magnificent roads. One day when we were on the outskirts of Moscow looking across the city a *very* old lady who lived in one of these very old houses came up to us and after asking who we were pulled our interpreter's arm and insisted, with much excitement, "Don't forget to show them the new Moscow University". It was obvious that she was heart and soul behind the developments that this country was making, and wanted us to see the future that was opening up for her people.

Women enjoy complete equality with men—there's no question about it. We met women in every kind of job from the most unskilled to the most highly skilled. They were in top rank technical positions. Every job that a woman is physically capable of doing she is allowed to take: and what is more, she does it effectively. There is not, however, any difference whatever in rates of pay as between men and women. The rate for the job is the rule everywhere, for men, women and young persons. And we saw the elaborate system of welfare for working mothers and their children, which makes it possible for women to be happy and healthy at work and for family life to be very well developed at the same time.

Wherever we went we found people talking about increased

production. We found everyone very busy and very cheerful. The shops were full of people, not just one of the shops, but all the shops, and we visited a large number of them. There is a considerable variety of goods in the shops, some of them not yet up to first quality standard, but others up to the best standard. And it was most impressive to see the way the people were buying the goods. We had several good laughs when we remembered stories told in our newspapers about Russians not being able to afford to buy things and not knowing anything about wrist-watches and so forth when we saw these crowds of shoppers on the job buying the very articles they were supposed to know nothing about.

In the streets of Moscow you see hundreds of brand new cars—the Victory cars particularly—and we found that many workers are buying them. There are new trolley-buses, new buses and new tram cars made within the last three years—really smart affairs with automatic doors. New underground railway stations have been opened. We visited one that was completed a short time before our arrival. Electricity is laid on in every house in Moscow, including the old wooden houses. Trees are being planted everywhere and new parks are being laid out. They fetch fully grown trees into Moscow complete with a huge quantity of soil around the roots, and plant them on the pavement. Not one tree that was planted in this way in Moscow since the end of the war has died. This is going on all the time. We went down one street on the day after we arrived and we saw workers repairing the pavement. We went down the same street the next day and it had already been planted with trees. Exactly the same thing is going on in Kiev and in Stalingrad. On our way to see collective farms we pass large orchards which had been destroyed by the Germans and which now were growing sturdy young apple-trees with a vegetable crop beneath them. In the country districts they are planting fruit trees along the fringes of the roads. They are devoting a great deal of time everywhere to making their towns and villages more pleasant.

Moscow skyline is an extraordinary sight. Great new buildings are going up whichever way you look and each of the

equipped with at least one huge crane of the self-raising type it goes up as the building goes up.

Then the cleanliness. They are washing the streets down all day long. In Moscow they start at daybreak when a small militia of watering lorries with powerful jets move down the roads giving them a morning wash and brush up. This process continues at intervals all through the day, wet or fine, and the watering lorries are followed by mechanically propelled road sweepers. The pavements are swept and hosed by hand, each block of flats, shops or offices employing a person for the purpose.

WAGES INCREASE WITH PRODUCTION

We found that there is no upper ceiling on wages. Workers earn in accordance with their ability to produce. The more you produce, the faster you earn. If you exceed your production target you get a bonus, if you exceed it by more than a given amount the bonus is progressively increased. In some cases it is doubled and even trebled. As our delegates pointed out, this is the exact opposite of what often happens elsewhere, here when the job is done in less than the time allowed by the time-fixer, the rate is reduced. There is thus every incentive to produce more in the U.S.S.R. In addition, there is no possibility of over-production and therefore of unemployment. The dominant feeling of fear, always with the worker in capitalist society, does not exist with the Soviet worker. Some workers we spoke to told us that they were saving money to buy cars, others were saving for clothes. Some didn't bother to save at all. Whether they saved or not, no one was troubled about a rainy day. As one Soviet woman put it when we discussed this with her, "there are no black days any more".

Everything is done for the consideration of the workers. No one gets less than two weeks' holiday with full pay every year. In addition there are public holidays amounting to another week which are also paid for. A large proportion of workers have a further week's holiday with full pay. The payment is the average

previous earnings—not the basic rate. They can spend the holidays in Rest Homes which are the equal of the finest hotels any country. One of our delegates, a building worker, had actually worked on Park Lane luxury flats and he told us that they were not up to the standard of what the miners had at Sochi. But they were improving even this beautiful place. They showed us the plans for new buildings and for a covered-in swimming pool at the top of the hill and for completing the cliff railway to take them down to the beach. At this Rest Home we can see across a miner, his wife and daughter from Irkutsk (Siberia). They had come a distance of some 4,000 miles for their holiday and had travelled by air. The girl—she was about fifteen years old—could speak English quite well. Where else could you find a miner's family able to afford a holiday like this?

Both at the hospital and the polyclinic we visited we found comfort for the patients as well as cleanliness and a high standard of equipment. They do not have the rows of hard benches many of us are accustomed to in hospitals when we have to wait for our turn to see the doctor. They have comfortable upholstered individual chairs and carpets on the floor. They have an appointments system and the hours of opening and closing make it possible to avoid having long waits before the patient is attended to by the doctor. The number of doctors and nurses per patient was also surprisingly high. Large hospital wards are not favoured. The principle of not more than eight beds to a ward is being developed.

Every factory of any size has its welfare club. They all run along the same lines although some are not so well equipped as others. The best we saw was the Stalin auto plant in Moscow. This is a real palace with a ball room almost as big as the largest ball rooms in Britain—and all for the workers of one plant.

But all the welfare clubs have a combined cinema and theatre, rooms for study, a gymnasium, a kindergarten for children from two years up to seven years old, a creche for younger children, a polyclinic containing various kinds of electrical therapy treatment, a resident doctor and nurses. In most of the factories v

by a section of the polyclinic which they call a night sanatorium. This is a properly fitted hospital ward. Workers who go off colour or who have returned to the factory after an illness, may, if they wish, sleep in these wards at night and get special medical attention, diet and quiet rest. Canteens at factories have special sections for workers requiring diets to suit them.

In the countryside too, improvements are being made in the welfare conditions of the workers of the collective farms. We visited two collective farms in the Ukraine. Both were destroyed during the war, now they have rebuilt the main farm buildings and are building new ones. We saw a lovely new school. These country people are now enjoying the blessing of education, mechanical equipment and the assistance of science and electricity laid on in their farms and their cottages. But there is still much to be done, particularly with regard to modernising veterinary equipment.

Wherever possible technical improvements are made in machinery to lighten the labour of the workers. Later on in this report we shall describe the advanced machines, but we formed the opinion that the effort to achieve high production based on improved technique and not on sweated labour. This conclusion was strengthened by the fact that overtime is not permitted, except if there is an emergency and then only with the full agreement of the trade union organisation.

What we have seen has convinced us that the Soviet workers are on the right road to achieve an economy that will produce great abundance of all their material and cultural needs.

Wherever we went we found the workers both in town and country intensely pre-occupied with the tasks of production, building, cultivation and husbandry, cultural and educational development. They are a busy, cheerful people. Everyone is doing something. They are not a nation of spectators but of creators. They don't like people who are afraid of work. They have set themselves tasks of reconstruction requiring many years of quiet labour.

UNIVERSAL DESIRE FOR PEACE

We saw two of their war-torn cities. All the evidence gathered points unmistakably to the conclusion that there is a universal and passionate desire to live in peace. Not only among the ordinary workers, but also among the leaders we met. Anyone seeing Kiev and Stalingrad as we did or talking to the people as we have, could not possibly imagine that this country has the slightest reason for wanting another war. Peace is the most vital necessity to them if they are to go ahead and reach the ambitious plans that they have set themselves for the future. We have seen a great working community inspired with a single thought—the advancement of the conditions of life of men, women and children. In such a community war is unthinkable.

There is no doubt that the people of the Soviet Union are extremely disturbed at the possibility of another war. Wherever we went the most frequently repeated question was: "What are the British workers doing to preserve peace?" When we visited a textile factory about twenty miles out of Moscow this was the chief question that the women there put to us. At a cotton-spinning works in Kiev this was again the question we were asked more frequently than any other. Going round a museum one day—it was one of the two museums housing the large collection of gifts that had been sent to Joseph Stalin from all parts of the world—a young man and a soldier stopped us. The young man could speak English fairly well. He told us that he had been in the war and that now he was studying. He asked us to believe that his people did not want another war. And his friend in uniform talked in the same way. Both of them begged us to do what we could to preserve peace. He finished up by saying "We are tired of wars". An officer in the train, a general on the plane—and many more besides—all with the same idea.

We have already referred to Kiev and Stalingrad. Every member of our delegation was stunned to silence when he saw Stalingrad. None of us had any idea what this city really was through during the war. We were taken along the front line which is marked every few hundred yards or so by a tank turret.

It is on a block of granite and forming a small monument. We stood upon patches of desert ground where once there were houses and the laughter of children. We saw the Stalingrad tractor Plant in which part of the battle took place. And later that day we spoke to the city architect who showed us the model of the New Stalingrad. Everything in this city reminds you of suffering from war. There is no escape from it. Across the road from our hotel was the place where the Nazi General von Paulus was captured. And across the road from that there were towers on a communal grave where 1,000 Red Army men were buried. How can such a people want war? They have years of work before them to build the more beautiful Stalingrad that we saw in the City Architect's office. And they will build a beautiful city if they have peace.

At Kiev—a lovely city, full of trees and parks, the trees growing so thickly that you had the impression almost of living in the country. But walking around the streets you see the marks that war has left. And beside them the beautiful new buildings going up. All our delegates were impressed by the excellent architecture. They are not building utility structures, but are adapting the older traditions in the most pleasing way imaginable. But then up on the hill in a park thickly planted with forget-me-nots—the Russian name for the flower has the same meaning as the English—there is the memorial to the men and women who defended this city, with a five-pointed star of forget-me-nots at its foot. Looking down from this hill across the Dnieper you see that they are reclaiming a large tract of land to be used for recreational purposes and water sports of all kinds. And on the bank we were standing on, a great open-air cinema and theatre, an open-air ballroom and a lovely tea terrace. In Kiev and Stalingrad they are busy rebuilding their cities and working hard to make life more comfortable and happy.

Our delegation felt that the efforts of the Soviet Union to live in peace and to build their country deserve the support of every progressive person in Britain. We look forward to closer cooperation between the Governments of both our countries so that the war tension existing in the world today can be ended.

FRIENDSHIP FOR BRITISH PEOPLE

There is no animosity whatever towards the British people. Wherever we went we found great friendliness and kindness and a widespread desire that our two peoples should come close together. We had some difficulty in explaining the policy that our Government was carrying out. We were asked why there were American aircraft bases in Britain, and when you look at these bases from the Soviet Union it is not easy to answer the question. There can be no doubt that there is strong criticism of our Government's policy, but there is equally no doubt that the Soviet people—and we met plenty of them in all kinds of occupations—have nothing but the friendliest feelings towards our people. They really do understand what we in Britain suffered during the war. On several occasions when we were having meals in the different places we went to, some local trade unionist would rise to his feet and, proposing a toast of friendship, would tell us how he remembered what we in Britain went through during the war.

But there is an understandable desire that we should also recognise the enormous sacrifices that they have made. We feel that this visit by British trade unionists can be of very great help in closing the gap between our two peoples. In the world today the most important thing is the preservation of peace. Our delegation let the Soviet people know that our people also want peace. We all have lives to live. We all want to see a bright future. We all have families to bring up. We have nothing to gain from war. We have everything to gain from peace. That is why we should like to see closer connections between the trade unionists of both our countries.

At the end of our visit we realised that many of the questions we brought with us arose partly because of the sad lack of knowledge in our country of the state of affairs in the U.S.S.R. and partly because of the false picture painted in most of the press. There is no reason for these absurd stories we read about the Soviet Union. Anyone can get at the facts. There are things going on in the U.S.S.R. every day which should make headlines in our papers—stories of progress and steady advance. But

things are, the great majority of our people are being misled as to what is happening.

There are still many shortcomings. The Soviet people are the first to recognise them. They hid nothing from us on our visit. The trade union representatives, including Kuznetsov, the president of the Soviet T.U.C. and at that time Chairman of the Supreme Soviet, who spoke to us at a farewell dinner, acknowledge these shortcomings. Kuznetsov spoke at some length on this subject. He showed us that the Soviet people had inherited many bad things from Czarist times. But these things which belonged to the past were being cleared away. Many would have disappeared had it not been for the war. They were creating new people, training country workers to be skilled technicians, either to work on the farms or in the cities. They were going all out to build a future of abundance and happiness. Given peace, our delegation felt that the Soviet people would certainly achieve their objective.

Our delegation was sent to the Soviet Union to help to strengthen friendship between our two peoples. We came as friends and we left as friends. And we intend to give the widest reporting on what we have learned. False stories about the U.S.S.R. help to create an atmosphere in which war becomes possible. Truth creates an atmosphere in which war becomes impossible. Our delegation will do its best to spread the truth about the Soviet people and their efforts to organise their lives and provide happiness for all their people. We are aware of the difficulties we will have to surmount in giving our report. As soon as we returned we were subjected to the most disgusting treatment by some of the press. We want to give a truthful picture, to show shortcomings as well as progress. But many newspapers only seem to be interested in giving a distorted picture, or in suppressing our report altogether. That means we have a harder job to do—and we hope our fellow trade unionists will assist us in doing it by making our findings and conclusions as widely known as possible.

The preceding statement represents the views of the Delegation and is signed by:

FRED HOLLINGSWORTH
(Chairman)
WILLIAM WAINWRIGHT
(Secretary)
EDWIN H. BOYCE
PATRICK DEVANNY
JAMES H. V. GILLAM
GEORGE A. HORBURY
GEORGE HUTCHINSON
EDWARD HUTTON
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DANIEL W. MARTIN
ALLAN McEWAN
JOSEPH RAWLINGS
JAMES E. RILEY
GEORGE ROSE
JAMES T. STARK
BENJAMIN TRAVIS
WILLIAM WILSON

TRADE UNIONS

by HENRY LYALL

FEW things impressed us so much during our visit to the Soviet Union as the position occupied by the trade unions. In the U.S.S.R., the trade unions are a great influence not only in economic and industrial matters, but in the social and cultural spheres of life as well.

Union membership—which, by the way, is voluntary—is open to all workers, both industrial and clerical, and also to technical students. There is one union for each industry.

Before our visit, some of us had wondered whether the quotas and targets of which we had heard so much might perhaps put excessive strain on certain workers.

So one of our first questions was—how are these targets worked out, and how are the targets fixed?

It was explained that before a plan was adopted, all the possibilities were discussed from the very bottom of the industrial ladder upwards, so that even the humblest worker had even a chance to have his say before the plan was decided. And the trade unions were consulted all along the line.

It was quite clear that this largely accounted for the enthusiasm which the workers show in striving to attain their targets. They themselves have taken part in the fixing of the targets and failure to achieve them would mean letting themselves down.

In fact, we found that there were no grounds for the fear that

e workers might be overburdened with an unfair plan. Norms are generally exceeded by 40 per cent or 50 per cent as a rule. In every factory we visited there was a trade union chairman elected by the workers—roughly equivalent to our shop stewards convenor, but full-time. These chairmen have the job of smoothing out difficulties as they arise, and of anticipating them, so that in fact it is rare for any difficulty to become critical.

Every factory has a disputes committee, with equal representation from workers and administration, and its findings are binding on both sides.

Joint consultation is something real in the Soviet Union. Some of us had feared it would merely be a Communist Party “frame-up”, but we soon realised these fears were groundless.

We asked one factory trade union chairman (a woman) if these chairmen were Communist Party nominees. She told us that anyone could nominate a candidate, and that discussion of the merits of the various nominees before one was finally elected was usually very lively.

If a particular nominee had the backing of local Party members, was he always elected, we asked?

“By no means always,” she answered with a smile.

The trade unions do not only concern themselves with the interests of the workers at their work; they also see to it that their leisure is fully catered for. All the factories we visited had Palaces of Culture, with a cinema, concert hall, children’s rooms for nature study and other hobbies, spacious and airy reading rooms, and so on.

“Palace of Culture” sounds a little forbidding to British ears; but I can assure you these Palaces are far from forbidding.

I asked the superintendent, at one Palace of Culture reading room if they had foreign books as well as Russian. He reeled off a list of books by Western authors—both technical and fiction—which he had on his shelves. I wandered round the room and asked one girl what she was reading; it was a Russian translation of a novel by Jack London.

It might have been my cautious Scots nature, but I wanted to be sure she wasn’t just trying to please me; so I asked if I could borrow the book, and took it over to ask a different interpreter. It was a Jack London.

Soviet trade unions are directly responsible for the administration of social security funds.

Wage scales are determined centrally by a Wages Board in which the unions play a dominant role. We had a meeting with the head of the wages department of the trade union side, who described the wages structure to us.

There is no hard-and-fast line between tradesman labourer; in each industry there is a scale of grades, each with its own basic rate. Engineering workers, for example, are divided into eight groups, metal workers into twelve, and so on.

Though all workers can earn wages considerably higher than their basic rates, these basic rates alone do ensure a reasonable standard of living. The head of the wages department made point that the basic-wage-plus-piece-rate system is the correct one under socialism, combining as it does the interests of the individual with those of the community.

High wage scales are laid down not only for skilled work, but also for arduous or dangerous work.

Wages as a whole rise as production increases. And the wages taken home are only a part of the actual benefits a worker gets.

If work is held up through no fault of the worker, or if he is away from work on trade union business or as a workers' representative, his wages are guaranteed.

Has the administration of a factory the right to dismiss a worker? Yes, but it happens very rarely, and then only after a full consultation with the trade unions and after every other possibility has been explored. At one plant we asked how many workers had been dismissed recently; there had only been three cases in the past year.

The worker, on the other hand, has the full right to leave his job if he wants to.

Trade union contributions are 1 per cent of monthly earnings. Technical students pay a nominal contribution of one rouble a month, but they are entitled to take a full part in union activities even before they take their place in the industry.

There is no doubt that the workers' knowledge of, and participation in, the plans they are working for—both locally and nationally—gives them real enthusiasm to achieve them, in their own interests and for the country as a whole.

THE PEOPLE RUN THIS COUNTRY

by EDWIN BOYCE

AS far as I am concerned the "iron curtain" does not exist. I have been free to travel just where I like, and even asked "what do you want to see next?" I was able to make an uncensored broadcast. I talked to people as I pleased.

The great majority of people in Britain get their information about Russia from newspapers which are biased. I have visited the Russian people, I have seen how they live, work and play. I have met the chiefs of the trade unions and have been impressed by the democratic way they are elected.

I watched the May Day celebration from a position provided for foreign visitors and Soviet workers who had outstanding records in production.

The head of the procession was led by a massed band. This was followed by the fighting services who would not disgrace any British Guards Regiment by their smartness. Then followed all types of vehicles, tanks, self-propelled guns of all calibres. Overhead flew the Red Air Force, including fast jets. This lasted an hour. Before it began, the General rode on horseback along the waiting sections, calling out: "Good morning, comrade soldiers," and they replied "Good morning comrade General."

Then came the workers, led by children. Well over a million of them, whole families side by side, fathers carrying children, and nearly everyone carrying bunches of flowers, a never ending stream of banners with slogans calling for peace and friendship with all nations.

I watched their faces as they came by—faces that were upturned and smiling as they passed the platform where Stalin and the other leaders were standing.

As an Englishman and a Socialist, I was deeply moved to see these people united in the common cause of freedom. They are confident that grim hardships have receded into the past and that ahead lies a bright future. To think that what I was seeing was a reality and not a dream! That I was seeing a working class that has mastered one-sixth of the world's land surface and that has risen from misery and oppression, hunger and want to joy and happiness.

Before my visit to the U.S.S.R. I looked upon the Russian trade union movement as a body who were replacing the old capitalist employer and wielding the same old weapons as they get discipline and production from the workers.

I found out that I was entirely wrong. The trade unions are enjoying a position unparalleled in any country in the world. They are running industry in the interest of the working people.

The trade unions share actively in the drafting of legislation concerned with production, labour conditions, conditions of life and cultural development.

They operate the social services and run rest homes and sanatoria for their workers. I visited these homes of rest and found them good.

The trade unions take part in framing systems of payment for work done, under the Socialist principle of payment for the amount of quality and work performed.

The members have the right to stand up and criticise the

activities of their officials on anything which does not meet with their approval.

The members can demand to be present at any meeting where trade union bodies pass opinion on their conduct.

All officials are elected by secret ballot and local officials hold office for one year.

National officers hold office for a period of two years. An officer, high or low, can be removed by the majority vote of the members.

Dues are 1 per cent of wages. Factory organisation is similar to ours. Shop stewards are elected and also works committees.

But the chairman of the works committee is full-time, and his wage is based on his average weekly earnings over a period of twelve months.

The structure of the trade unions is similar to that of mine: the A.E.U. Only they have reached their goal and we are fighting hard to reach it.

Strikes are not illegal, but seldom happen, for the machine is very swift in dealing with disputes.

A member has the privilege of having his case settled within three days and then if no settlement is reached, he can refer it to a higher body.

After all the industry belongs to the people and it is in their own interest to get any disputes settled immediately they occur.

The trade union movement in Britain would do well if it studied the constitution of the Russian trade unions, especially the democratic freedom which the membership enjoy.

When the newspapers tell you that the Soviet Government force their policy on the people, don't believe them. For I have seen the way the workers shouted the praises of their leaders, they came by the place where they were standing and waved to the crowds. And in factories I have visited, I have met leaders of the people, engineers and others.

I have seen a country where the aristocracy of idleness has been banished for ever, where work and wealth go hand in hand. This U.S.S.R. is a country with a future. Its people are enjoying Socialism. The type of socialism Keir Hardie, the Webbs and other pioneers of this England's socialist movement dreamed and strove for. The Russians do not want war. They are, what I saw of their educational system taught to *create not destroy*. Would they be rebuilding their country on the scale that we saw if they were preparing for another war? To the British workers I say: "Do not believe the warmongers. Strive for peace with our Russian comrades. Please believe the truth told by a British worker, who, has seen and seen, and return to tell his fellow workers the TRUTH."

MAY DAY

by Alderman HAROLD HUDSON

(in a letter posted from Moscow to his union journal)

ellow Members,

On sending you all my greetings here on Labour Day, I want to say how proud I have felt on achieving such an honour for our Association and, to be chosen to represent all the members of the Weavers Amalgamation on this day of great celebration here in Moscow.

The room I occupy overlooks a large open square that leads on to the Red Square in front of the famous Kremlin, part of the Kremlin I can see from my window.

We leave the hotel at 9.15 a.m., to take up our position with our backs to Kremlin Wall, we do so at 9.40 a.m. passing on our way large contingents who are taking up their marching positions.

On my left is Lenin's Tomb where Mr. Stalin and his Ministers will appear on the balcony. Try to picture a square in front of you the size of one of our large recreation grounds, there are about twenty thousand soldiers and sailors massed in formation.

A few minutes to ten the band takes up position comprised of four hundred and fifty, mostly brass instruments. At 10 a.m. Mr. Stalin with his Ministers steps on to Lenin's Tomb, what a cheer rends the air, the band starts playing, the bright sun shining down on the brass instruments, the various colours of uniforms, the buildings all round with banners in red with gold fringes, together with huge portraits of Mr. Lenin and Mr. Stalin, all of which make an imposing setting.

The soldiers and sailors march pass Mr. Stalin as he takes the salute. After them other large contingents who have been waiting enter the Red Square. Then come very large contingents of guns and tanks etc. Overhead flew the air force.

It is now 11.20 a.m. and people are following a large contingent of young girls and boys dressed in white blouses with red neckerchiefs.

Red flags and banners bearing slogans could only be counted in the tens of thousands.

The procession continues throughout the day until about 5.30 p.m. Some two million people pass through the square in procession alone, apart from the onlookers.

I could not have believed such a demonstration possible without seeing it.

At night the Kremlin together with all the other buildings

were illuminated, and up in the sky was a large picture of Stalin, the searchlights playing on the picture, and a full moon close to the picture smiling at Mr. Stalin, and also down at them. There were fireworks and dancing in the square.

What I have seen up to now has been well worth the journey. Hoping to be able to tell you a lot more when I return home. Again thanking you all for the confidence you have in me.

I am,

Yours sincerely,

HAROLD HUDSON

SOCIAL INSURANCE

by BEN TRAVIS

THE State Social Insurance scheme provides benefits for workers in all kinds of employment including private, old age, maternity (both before and after confinement), illness, dependants, disability and invalidity. The right to receive these benefits is laid down in the Soviet Constitution.

All social insurances were transferred to and made the responsibility of the Soviet Trade Unions in 1933, the Trade Unions themselves being directed by the All Union Central Council of Trade Unions, which is the arbitrating body whenever any problems arise.

Benefits are payable by the state which obtains the funds from the profits made by the various industries and enterprises under state control. The managements contribute a fixed percentage of the total pay rolls, the workers do not contribute anything. Obviously, the greater productivity becomes under state control, so much the higher become the finances available for improved benefits for the workers.

The Social Insurance Funds also pay for sanatoria, children's holidays (summer and winter), and rest homes, not forgetting the cost of wages entailed in attending these establishments.

Some explanation is required on the reference to private employment. In a socialist state such as the U.S.S.R. there is still place for private enterprise as we understand the term but it does not cover the employment of such workers as nurses, housekeepers, and service in homes where the occupier(s) are working. Then there are chauffeurs, and all types of people employed

churches, Cathedrals, etc. There are no other types of private enterprises.

SICKNESS AND MATERNITY BENEFIT

Sickness benefits are paid from the first day of sickness to complete recovery and return to work. Benefits continue if the worker becomes an invalid.

Working women who become pregnant are released from employment thirty-five days before giving birth and enjoy a period of forty-two days after as a means of recuperation. During the time so spent, full benefits are paid.

There are no exceptions to the rights of any individual, and it must mean that all Health Insurance facilities are available to anyone when the need for them arises.

The size of the cash payment depends on length of employment and whether the worker is a trade unionist. For example, a trade unionist in key industries such as coal, iron and steel, and mining, receives 100 per cent of his or her average earnings after one year's employment at the place of work where the illness occurs. If less than one year's work has been done, the amount paid is two-thirds of the average earnings. Similar principles are used for workers in other industries. The majority of workers therefore suffer no loss of income due to sickness.

The same method is used in assessing the amount of maternity benefit to be paid, except that the woman must have been employed not less than three months previously at the same job.

A woman member of a trade union, employed in one of the key industries and earning, for example, 1,000 roubles a month, could therefore receive 2,750 roubles for the period she was released from work before and after the birth of her baby, provided she was employed for not less than one year previously at the place of work. If she only started work three months before, she would receive two-thirds of that amount.

PENSIONS

The following types exist:

- (a) old age,
- (b) long service,
- (c) invalidity,
- (d) dependants'.

The amount paid depends on length of service, degree of validity (three groups), the industry employed in, and the pensioner's previous earnings. All types of pension are paid through the trade unions like other forms of social insurance. The amounts paid are the same for men or women. *Old age pensions* are payable to men at the age of sixty, provided they have worked for twenty-five years, and women at the age of fifty-five provided they have worked for twenty years. A pensioner is not compelled to retire but may continue in full or part-time employment, receiving the pension in addition to other earnings, bonuses, etc. Generally, the pension is 50 to 75 per cent of previous earnings calculated on the previous twelve months. The pension is paid monthly.

Long service pensions are not given in all branches of industry but are received only by workers employed in iron and steel, chemicals, coal, railway transport, teaching and the health services.

The amount varies with the type of industry and the number of years of work to the man or woman's credit. In iron and steel there is a 10 per cent addition to earnings after one year's service, 15 per cent after three years, 20 per cent after five years, 25 per cent after ten years, 30 per cent after fifteen years and 35 per cent after twenty years. This is paid as long as the worker continues in employment. In railway transport the long service pension is paid to men reaching fifty-five years and women reaching fifty years of age and having completed twenty years' service. The amount is 50 per cent of earnings. Teachers receive the long service pension irrespective of age after completing twenty-five years' work. The amount is 50 per cent of earnings. Medical workers must complete twenty-five years of work in the countryside or thirty years in the towns to receive a 50 per cent addition to wages, without regard to age.

Taking the example of workers in the iron and steel industry at sixty years of age in the case of men, or fifty-five years in the case of women, they will receive combined *old age* and *long service pensions* equal to the amount of their average earnings. In other words, at this age, earnings can be doubled.

There are three categories of *invalid pension*. The first two cover workers who are totally unable to work and who will receive up to 100 per cent of their previous earnings.

The third group includes the partially disabled who are able to take suitable employment. The maximum pension is 250 roubles a month, the minimum being 125 roubles. The amount is adjusted according to the degree of capacity for work. For example, a worker with a wage of 800 roubles is disabled and gets a lighter job with a wage of 700 roubles. His pension cannot be less than 125 roubles, making a total income of 825 roubles.

Pensions for dependants who are unable to work and have lost their main breadwinner are paid to the family. The pension includes sums for children paid until they are eighteen years old or until they complete their studies at the University. The amount paid to the family depends on the industry, the previous earnings and length of service. For example, if a miner dies as the result of a pit accident, his family would get 100 per cent of his average earnings calculated over the twelve months prior to his death. Every industry has its own formula for determining the amount.

ADMINISTRATION AND CONTROL

The trade union membership of each factory is responsible for the administration of social insurance benefits to the workers employed in that place. A Social Insurance Council is elected by ballot from nominees made by the workers, and therefore consists of representatives of the workshop and office acting in a voluntary capacity. Anyone may be elected, provided they belong to the union. In large factories, the Social Insurance Council is headed by a full-time worker, also elected.

The Social Insurance Council administers and controls the payments of benefits within the factory for which it is responsible. Its responsibilities include the fixing of the amount of benefit, the provision of passes enabling workers to go to rest homes or sanatoria without charge or at a reduced cost, the provision of free holidays for the children of workers at Pioneer camps or rest homes. All these matters are settled at job level.

The All Union Central Council of Trade Unions, which is

roughly the equivalent of our T.U.C., has a special Social Insurance Department which prepares policy questions for the consideration of the Praesidium of the A.U.C.C.T.U. (i.e. Executive) including questions concerning the social insurance budget. This Department therefore carries out the wishes of the mass of the trade union membership. Each individual trade union has its own Social Insurance Department to consider problems and administration affecting its own trade; and each District or Regional Trade Union Committee has a Social Insurance Department responsible for the Region. In the case of any problem requiring arbitration the matter would go from the job level to District level and if not settled to National level in the social union. Failure to settle would require appeal to the A.U.C.C.T.U. Social Insurance Department and finally to the A.U.C.C.T.U. itself.

ADDITIONAL FUNCTIONS

Besides the schemes already mentioned, trade unions own and maintain rest homes and sanatoria, hospitals catering for workers and their families in various occupations, polyclinics which are an advanced type of health centre organised at the workplace and also on a district basis—and night sanatoria. The latter are similar to hospital wards and are attached to factories so that workers requiring medical attention and special diet at a period of illness may get them easily. The trade unions also give free holidays to good workers.

In 1949 more than 2 million workers were sent to sanatoria, rest homes or on other kinds of vacation by the trade unions including mountaineering and travel tours. In the summer of 1949 alone, nearly 5 million children were given holidays in Pioneer camps at trade union expense.

FACTORY WELFARE

In all factories there are facilities for locker rooms and showers. These have been in operation twenty years or more and have been continuously kept up to date. Then there are sport facilities such as football grounds, basket-ball grounds, gymnasium, and a club with a combined theatre-cinema. In one

Since the factory cinema we saw had a seating capacity of 1,070, the size depends on the size of the plant. The workers have meeting place at the factory. There is usually a library and other rooms for study. In one factory club we saw workers learning dancing, music, painting and sculpture. There are provisions also for monthly meetings of the management with the workers, where everything appertaining to welfare and production are discussed freely, and provisions are made for workers to discuss at any time, even during working hours (one such meeting was seen) anything of a controversial nature.

Technical courses and night school classes are readily available. Schools established at each factory for those workers wishing partake of the educational facilities, rest rooms with sleeping accommodation, sanatoria, canteens etc.

HOLIDAYS

All holidays are paid for in every occupation. The worker on holiday receives the average of what he was earning during the previous twelve-month period. The shortest holiday is fourteen days a year, rising to twenty-eight days. This is apart from state holidays amounting to another five days, also paid for. Technicians and engineers have between fourteen and forty days, paid for according to the appropriate salary scale.

SAFETY MEASURES

These are controlled by the Trade Union and consequently are good. The state is the responsible authority when improvements requiring financial assistance are necessary.

FACTORY HEALTH SERVICE

A medical commission examines workers monthly and from the diagnosis treatment in a sanatorium or attendance at a rest home is prescribed. Alternatively, the worker may be put on a special diet, provided in the factory canteen, or recommended to sleep in the night sanatorium for a period to obtain medical attention and special food. Clinics with full-time nurses and doctors are attached to each factory and attendance at sanatoria, clinics or rest homes does not exclude normal holidays.

FACTORY NURSERIES

Creches and nursery schools are provided at each factory and are attended by children of parents working at the plant up to seven years of age in their appropriate classes. They have attendants, trained nurses and teaching staff together with the services of a doctor. They are a definite advantage to the welfare of the children. If necessary, the children can stay late or overnight, if the parents wish to go out or take part in some public duty after working hours. They are well equipped with educational toys, etc., and the children are obviously very well cared for. Nursing mothers may visit their children as often as necessary during working hours.

FACTORY CANTEENS

Works canteens are set up like a restaurant, the seating capacity at each table being for four persons, a table-cloth and a vase with flowers completing the amenities. The inclusive price of the meal at one such canteen in Kiev was 2.80 roubles, the first course of soup costing 90 kopecks, the main meal (meat and vegetables) costing 1.60 roubles and the sweet costing 30 kopecks. It was stated that 80 per cent of the employees had their midday meal in the canteen, the remaining 20 per cent preferring to eat at home.

HOLIDAYS AND HEALTH

by ALAN McEWAN

AFTER a visit on which we saw so many remarkable things it is not easy to pick out something and say "this was the most remarkable". But we certainly believe after having seen them that the provisions for holidays and health protection in the Soviet Union must be far and away the best in the world.

We visited Sochi, a beautiful holiday and health resort on the Black Sea coast, about 900 miles south of Moscow. Set on thickly wooded slopes it looked something like a Devon or Cornish scene except that the slopes were higher and the woods thicker. Along the roads there are oleanders, eucalyptus, magnolia and palm trees in profusion, which gives some idea of the climate. Nestling in the tree-covered hills you can see the Rest Homes for which this place is famous throughout the U.S.S.R.

We stayed at the Rest Home belonging to the Central Council Trade Unions. We visited the Miners' Rest Home, a Medical search Institute and the spa treatment centre. Aldermanudson made a visit on his own to the Textile Workers Rest Home. Altogether there are sixty Rest Homes in this town, two medical institutes, four spa treatment centres. Most trade unions including agricultural workers have Rest Homes at their disposal which are paid for by the State and controlled by the unions in conjunction with the Ministry of Health.

The combination of climate, sea baths and treatment with the natural sulphur-water springs make Sochi into an ideal holiday and health resort. Workers come here for holiday or to the sanatoria. Every year 120,000 receive medical treatment. They are sent by their trade unions or by the medical commission at their factories and pay nothing at all or a very low charge. They can bring their families if they wish. The minimum stay for a holiday or cure is twenty-eight days but if the patient requires to stay longer the medical staff at the spot make the necessary arrangements. All the time spent if it is for medical purposes is not regarded as a holiday it is extra to the holiday. And of course the people who go to Sochi for medical treatment receive full pay while they are there.

The scientific institute for studying the medical application of the natural sulphur water springs was opened in 1936. Some of the wells are very large, giving up to 250,000 gallons of sulphur water a day. It is piped to the spa centre and warmed for use in baths. They are now boring for a spring with hot sulphur water.

Sochi was always a holiday resort, but before the Revolution it was used only by the very wealthy who had their own houses and in some cases mansions there. But there were few sanatoria in the place and the sulphur springs were used in a primitive fashion, no baths even being built. Development began in 1920 and since then most of the rest homes and all the scientific centres have been built together with many amenities provided for the workers.

The chief illnesses treated here are heart troubles and rheumatism of all types.

Each rest home is like the most comfortable and modern hotel imaginable but there the comparison ends. There is no hotel keeper to sting the holiday maker. Each rest home is run by a medical staff of doctors and nurses with specialists available if required. The apartments for single men and women or for families are very comfortable indeed. Perhaps

the word luxurious would not be out of place, particularly when describing the Miners' Rest Home. In addition to all that modern hotel requires in the way of equipment, these places have large polyclinics attached to them with a very full collection of medical apparatus including electro-therapy, electrical massage, medical shower baths, and various types of treatment for rheumatism.

Each rest home has, in addition, a large club, where holiday makers can dance in a ballroom, play billiards and other indoor games, take exercise in a gymnasium, see films or draw in the rest home's own cinema-theatre, listen to music, or sit quietly in the reading room. There is a strict time table for meals and bed time because the whole town is run with the aim of giving people the kind of holiday that will be of maximum benefit to health. Twice a day there are "dead hours" when there must be no noise—the radios are turned off, everyone talks quietly. This gives those who want it a chance of a rest and a sleep.

The meals provided have to be eaten to be believed. We have eaten them and we know how good they are. Holiday makers in every rest home get the same amount of food. It follows:

The total calories per day is 5,500, provided in five meals at 8 a.m., 1 p.m., 5 p.m., 8 p.m., and 10.30 p.m. The diet sheet is:

- 1 lb. 9 ozs. of white bread.
- 4 ozs. of pastry.
- 4 ozs. of porridge.
- 1 lb. 2 ozs. of meat and fish.
- 5½ ozs. butter.
- 4½ ozs. sugar.
- 2 lb. 4 ozs. vegetables.
- 2 lb. 4 ozs. fruit.
- 1 lb. 2 ozs. of milk and milk products.
- 2 eggs.

If one of the doctors notices anyone who can't get through the food he wants to know the reason why! Some of our delegates were asked to have an overhaul. The doctor in charge of our Rest Home thought they must have stomach trouble because they couldn't shift the food fast enough.

For the sick people from one-half to the full amount of the above is given according to the illness.

Meals were taken in the rest home restaurants. Those who were very pleasant, with tables seating four persons as a rule. One member of our delegation (Alderman Hudson)

cided suddenly that he would like to see the Textile Workers Rest Home and hit upon the happy idea, when he went there of his own, of inspecting the kitchens. The Rest Home, he reported, was run on identical lines with the others. The kitchens, he said, were extraordinary for the extreme attention paid to hygiene. Each type of food was kept in a separate room. The kitchen workers wore white coats and hats. When she went into a food room, she would put on a fresh white coat and wash her hands before entering. On coming out and wishing to go into another food room, the coat would be changed for a clean one and the hands would be washed again. How many hotels—or hospitals even—are run on such clean lines?

Don't make the mistake of thinking that Sochi is the only place of its kind in the Soviet Union. The whole area right up to the Turkish border is littered with similar places. There are resorts in the Crimea. Resorts are located wherever there are mineral water springs. For example in the Donbas coal-mining area there are rest homes at Slaviansk where there are springs containing salts beneficial for arthritis and rheumatism. In the oil producing areas there are rest homes where people suffering from certain skin diseases go, to use a preparation made from the oil. Near many iron and steel works there are rest homes where artificial sulphur water is used. There are many resorts in the Far East. Almost every big plant and institution has its own rest homes where workers can spend their holidays or recuperate after illness in the most picturesque surroundings. An example is the rest home on the Donetz River owned by the miners. This is situated in a pine wood and has accommodation for 2,000 people.

Workers come from many parts of the Soviet Union to the Black Sea coast because of its beauty. They come by air and train to Sochi. There are two planes to and from Moscow and two express trains each day.

The cost of running the rest home we stayed at we were told is 9 million roubles a year. There was accommodation for 400 people. The state paid for it as for all the rest homes, while the trade union administered it.

Our visit to the Stalin Research Institute at Sochi where the effects of sulphur-water treatment are studied, was of great interest. Sick people come here from many parts to be cured and the results of the treatment are used to improve treatment elsewhere. Doctors also come here from all over the Soviet Union for study and refresher courses. Going round we spoke to a number of patients. There was an engine driver from

Dnepropetrovsk, a fitter from Djerjinsk, a woman engineer from Moscow, a man from the middle-Volga, a rolling mill operator from Dnepropetrovsk, all of whom told us of the splendid treatment they were getting at no cost to themselves. This place had the most modern apparatus that medical science has devised with a large team of research workers busily engaged in the studies.

There was a staff of 418 including seven professors and fifty with science degrees only one rung lower than professor. They were treating 225 patients. It was here that we learned that the state had granted 7 million roubles to pay for the search for hot sulphur-water springs which were being prospected for by hydrogeologists 2,000 metres below sea level. The cost of running this Institute was 14,800,000 roubles a year.

Our next port of call was at one of the four buildings housing the extensive baths and other apparatus for the use of hot sulphur water. This was the Matessta Bath. It looked far more like a luxurious hotel than a hospital. The entrance hall was lofty and spacious with green marble walls and pillars. It had rich carpets and comfortable furniture upholstered in tapestry to match the general colour scheme. Patients come by appointment so they do not have to wait about. They are brought in coaches from their rest homes. Each person has his case book to the doctor in charge and is then conducted to the appropriate room for treatment. Afterwards every patient is obliged to take a half hour's rest.

There were 14 physicians and 49 nurses here who deal with 1,500 bath patients and 3,000 others in a six-hour day. The building was constructed in 1936 at a cost of 10 million roubles. Bath workers do a four-hour day in two shifts and, owing to the potency of the sulphur fumes in the water, get an extra vacation, extra pay and extra milk. The medical staff, including the nurses, receive 50 per cent more pay than in other medical institutions. The apparatus was of a very varied character. Apart from the baths, there were electrical foot and hand bath equipment for the treatment of skin diseases, inhalers in batteries for treating nose and throat illnesses, etc.

We found it very difficult to put into words what we thought of the Miners' Rest Home. To call it a palace would be doing it less than justice. To say that it is like the most luxurious hotel only conveys a small part of what it is really like. Patricia Devanny, who had worked in Park Lane building luxury flats, assured us that they weren't a patch on what the miners have at Sochi. At all events we can say there's nothing to compare with it in Britain.

The Rest Home is situated high up in the hill overlooking the sea. It is a very large building, with extensive grounds in which there are ornamental fountains and flower-lined walks. Inside it is obvious that no expense has been begrudged to make this home fit for miners to spend their holidays in. The floors are covered with soft carpets. The walls are of wood panels, chosen to make a pleasing pattern. The ceilings are semi-domed and artistically painted. The bedrooms and sitting-rooms provided for miners and their families are fitted with what is obviously the most expensive furniture, with every detail telling of the care and thought which has gone into its selection. The corners between walls, walls and ceilings and walls and floors are rounded to make cleaning easier.

Apart from the private suites there were common rooms, rooms for quiet reading, some with pianos and radios. The restaurant was large and airy—it must be a pleasure to eat there. Then there was a cinema-theatre, seating 300, in which they also have dances. This was the most luxurious cinema we saw during the whole of our trip to the Soviet Union—and it was for the miners.

Going round we spoke to many of the miners. Some were in ordinary clothes, some had their miners' uniform on. One of them, a short, cocky-looking lad with a medal in his lapel, his bowler cap perched on one side of his head and his hands stuffed deep in his pockets, offered to take us round instead of our hosts. There was no mistaking the pride he took in this place, which he regarded quite clearly as his own.

We went up through rose-lined paths to their open-air tennis courts and higher still to their open-air swimming bath, containing warmed sea water pumped up 400 feet. What did we think of it? he asked us. Fine, we said. You wait, said he, you haven't seen anything yet. We're going to have a covered-in swimming bath so that we can swim all the year round. What did we think of their cliff railway, which the miners use to take them down to their own strip of beach? Fine, said we. Oh no, said he, we're not satisfied with it. We're going to extend it to the top of the mountain.

And where's the money coming from? we asked. (We found ourselves asking this same question over and over, although we got the same answer every time; but the difference between the way they do things and the way we do them simply compelled us to keep on asking, if only for the pleasure of hearing the answer.) The money? That comes from the state. We've been given 15 million roubles to develop this place. 15 million roubles. To improve what was already more than a palace, which the miners were living like the lords of creation. It

costs the state 11 million roubles a year to run this rest home—but they're going to make it better still. There was, of course, the usual gymnasium, and that, too, was down on the list for improvement. At the back of the swimming bath there was a solarium for sunbathing.

And this is in a country where the workers are supposed to be sweated and driven and deprived of freedom! What stupid nonsense! We've never seen so much care simply lavished on the health of workers as we saw, not only at Sochi, but wherever we went.

Next door to the rest home proper, there was a large building, the size of a small hospital, which contained the Miner Polyclinic. The chief doctor here was a woman. You can stay in the basement with mud baths and find almost every kind of treatment on each floor until you come to the roof. Again there were masses of electrotherapy apparatus, an X-ray room, rooms for radiant heat of various kinds, brine baths and pine baths and mixtures of brine and pine; inhalers; wax baths for rheumatism; six different types of shower baths; hoses operate from a control panel for massage. And so on and on until work began to fail us, there was so much that was so wonderfully good.

We talked to some of the miners. They look like miners and they walk like miners. But all these lads seem to have a way with them indicating that they feel they are cock of the walk—and you can't blame them for that. One was a foreman; his wages were 2,500 roubles a month. A timberer from the Donbas was earning 3,500. A miner working at the coal-face who had been elected last year chairman of the pit trade union committee was being paid the same as when he was working as a miner—2,715 roubles, the average of his previous monthly earnings. There was one miner getting 8,000 roubles bonus every year because he had worked for many years in the industry. Most of them had 30 days' holiday a year. The miner who was now chairman of his pit committee, and therefore released from work, told us he had 1,000 workers in his pit. George Rose, our miner delegate, is branch secretary and has 1,200 miners—but there's no chance of him being able to devote all his time to protecting the rights of the workers, and he told the Soviet miner so.

Then we spoke to an old chap, 60 years of age and earning 3,650 roubles, together with his pensions and bonuses. He had a four-roomed house, rent free, for life and had bought himself a car. We asked some of the miners what they spent the money on—they seemed to have so much. They roared with laughter at this. Spend it on? There's plenty to spend it on.

food, wine, clothes, cars, pianos, all sorts of things. And then a girl of fifteen interrupted. "I can speak English," she said—and of course we were delighted at this. She introduced us to her mother and father. Mining folk from Irkutsk, in Siberia. They had come 4,500 miles by air for their month's holiday by the Black Sea—and they could afford it! Where else could you find anything to compare with that?

Before leaving Sochi, we asked the doctor in charge of our Rest Home to tell us something about his own life. He willingly obliged. He was a Siberian (he actually said: "I am a Siberian patriot"). His father was a miner. He himself started work at an engineering plant when he was seven years old. He served his time as a fitter for seven years. After the Revolution he studied at night school for a while then applied to be trained as a doctor. He was sent to the Medical Institute at Tomsk, in Siberia and qualified as a doctor in 1930. He worked as a surgeon for ten years and during the war he was the chief surgeon in a military hospital with 2,000 beds. The Rest Home was used for nursing wounded Red Army men up to 1947 and he was appointed chief doctor. When the last wounded left, he continued in his post as chief doctor of the trade union Rest Home. He married a doctor, the daughter of an engine driver. They had a son of nineteen, who was training to be a doctor at the Medical Institute in Moscow.

At the Stalin Research Institute we came across an example of wage levels which to us might seem an anomaly, but which these people take for granted. We were asking the Director questions and wanted to know what his salary was. 6,000 roubles a month, he told us. And what was the salary of his chief assistant, a young woman, who was also present? 8,000 roubles a month. This made us laugh. If she earns more than you, why isn't she the Director, we asked? She earns more than I do because she has a higher degree, we were told. This didn't satisfy us. If she has a better degree, surely she ought to be in charge of the place? The Director chuckled at this and replied that he had better organising ability, that was why he was in charge, because his job involved more administration, while hers was more on the actual research. The interesting thing to us about this episode was the way they took it for granted that a woman in a lower post should be paid more than her superior. This is equality of the sexes with a vengeance!

We came away from Sochi filled with admiration for the way these people were looking after themselves. Many of us knew people who had become invalids or whose health had become progressively worse due to work. We thought that if only they could have had the benefits of a system of this kind,

what a difference it would have made to their lives. For in Soviet Union it was quite evident that workers becoming were not left to fend for themselves or thrown on to the scrap heap but that everything possible was done to rehabilitate them. If a country can be judged by the way it cares for the health of its citizens the Soviet Union must come out on top of the list.

THE HEALTH SERVICES

by FRED HOLLINGSWORTH

HEALTH services in the Soviet Union are all-embracing and no matter where you go or what you visit you will find the health service at work. I would say that the principle on which the service is based is preventative because so much seems to be done to check illness before it starts or to prevent it taking place altogether.

To begin with there is a very high standard of cleanliness everywhere. Streets are washed down very frequently, which in itself must help to prevent illness by keeping the dust down and diminishing fly-borne diseases. Then you don't see any perishable foods on the shop counters. There are no luncheonettes with meat or sides of bacon hanging up. You ask for what you want and you get it brought from the refrigerator, wrapped. The same applies to fish. Kitchens of public eating places are very clean and the kitchen workers maintain a very high standard, washing their hands before handling the food, changing into clean white overalls frequently. All public buildings are remarkably clean. Even the underground railway stations are spotless, there's no accumulation of dirt or dust even on the wall at the back of the line such as you see on the Underground in London. Although this aspect is not mentioned when there is a discussion on the health services, I feel it must play an enormous part in reducing illness.

Now for the health services proper. Every man, woman and child is entitled to treatment without charge. There is no insurance contribution to be paid, as in our case. The whole thing comes out of the profits of industry. It is financed by the state and operated by the Ministry of Health and the trade unions.

You find doctors and nurses everywhere. There are resident doctors, in creches and in kindergartens, in the factories, in rest homes, holiday camps for children, even in the large

chemists's shops and the departmental stores. There are first-aid stations dotted about the towns and first-aid posts in the factories. Large factories have first-aid posts in each shop, as we saw on our visit to the Stalin Auto Works in Moscow. There are plenty of hospitals and no shortage of beds or nurses. Each factory has its health centre, which they call a "poly-clinic". Trade unions have them. Local authorities also.

There's a monthly medical examination of the workers in the factories. If the examination shows that the worker needs some medical treatment or diet to prevent him getting ill, a period in the factory night sanatorium is prescribed. This is a sort of hospital ward. The worker will sleep there overnight, get extra rest, medical attention and special food. Or the doctor may consider that the worker could do with a spell at a rest home. He may be given a ticket to the factory's rest home in the nearby countryside, where he will get treatment, fresh air and wholesome food. Or he may go further afield, to Sochi, for example, by the Black Sea coast, or to one of the places in the Crimea. Office workers, or people employed in any of the many public institutions, or teachers and similar categories of people can have the same facilities.

On the other hand, the worker may need some kind of treatment requiring expert supervision and medical apparatus. It is likely that he would be able to get this at the factory health centre. Every factory has one, some of them very extensive indeed, as we observed when we went to the textile works, the Calibre Plant, the Stalin Auto Works and other places. If the factory cannot provide the treatment required, then the worker will go to one of the larger health centres, perhaps to one controlled by the Ministry of his industry, or to one controlled by his trade union in conjunction with the Ministry of health.

The health centres take the place of our out-patients' departments and treat people who do not require to stay in bed. If the worker needs a bed he goes to one of the many hospitals and after recovery to a rest home for convalescence. Or he may have a period in the factory night sanatorium.

The worker's family can obtain treatment in a variety of ways. They can get it from the factory health centre. They can go to one of the district health centres, which are open to the general public. Or they may attend the health centre run for the workers in the particular industry. The young children get medical attention at the nursery. The older ones at school or the university. Sports clubs now have doctors attached to them. Children can also have the advantage of special sanatoria or

holiday camps, the latter having full-time medical personnel.

Factories employing large numbers of young workers women have departments specialising in suitable medical services. Where there are conditions presenting additional hazards for health such as in the chemical industry there is a health department specialising in fighting the particular occupational diseases, checking the workers' health frequently so that the first symptom of the onset of any illness can be spotted in time.

We visited the Central Clinical Hospital for Railway Workers in Moscow, which is administered by the Ministry of Transport and provides treatment for railway workers and their families. The Railway Workers' Union has a health department like all other unions, which works in conjunction with the Ministry in running the hospital, as well as various other health services. This hospital was one of seven for railway workers in Moscow alone. Each section of the line also has a health centre and there are, of course, hospitals for railway workers in every area.

We asked why they have hospitals catering for workers in particular industries and were told that this helps in research into occupational diseases. Even where an industry might be thought free of its own type of illness it often happens that the frequency of some illness is specially high in a particular trade.

This hospital treated railway workers from all parts of the Soviet Union who were suffering from specially complicated diseases or accidents. In addition it was a training school for doctors and organised research. Doctors from railway workers' hospitals in other parts of the Soviet Union come here periodically on refresher courses.

The hospital was set in a park that was laid out two years ago, at the same time that the place itself was built. The health department was in charge of a Professor of Medicine and there were a number of Doctors of Medical Science on the staff. The largest ward contained eight beds. Most were two- and four-bed wards. There were 800 beds altogether and at the time of our visit there were 100 doctors and 300 nurses. Apparently the principle of small wards is universal. The proportion of staff to patients was certainly very impressive.

We discussed many questions with Professor Bobrovsky, Director of this hospital. We learned that men and women may begin training as doctors at any time between eighteen and thirty-six years of age. They must have completed a secondary school education. Students receive a stipend from the state while studying. The doctors' training course is at a Medical Institute for six years and on leaving he has the right to work

physician, but only takes a degree later on after working at one of the hospitals or polyclinics.

Doctors are obliged by law to take refresher courses at one or other of the teaching hospitals or research institutes. This helps the doctor to avoid becoming stale and keeps him abreast of the latest developments in medical practice. This system must have many advantages which other countries could profit by if they could put it into effect. Doctors working in distant regions or in the countryside have the right to take refresher courses every three years, while doctors working in the cities can take a course every five years. While they are on these courses, they receive their full wages and in addition receive student's stipend.

Nurses start training from sixteen to eighteen years of age and take a four-year course at a medical school before entering hospital. They do not "live in", but go home after their shift. They lead a perfectly normal life. It would appear that the system of training for both doctors and nurses must produce a very highly qualified medical profession.

The Ministry of Transport is responsible for the hospital we were inspecting and this organisation appoints the chief doctor, in this case Prof. Bobrovsky. The trade union takes part in the organisation of the hospital and its representative is in constant consultation with the hospital chief on all problems that arise. The local trade union body is responsible for taking up any complaints from patients and submits proposals for improvement in the service. Similar principles apply with other hospitals. There is a staff meeting every three months, at which the doctors and nurses and other workers, such as kitchen staff, get together to discuss questions concerning the organisation of the work. If any conflict arises, the hospital has its Disputes Committee like any factory. All the members of the staff belong to the same union and the hospital chief occupies a position similar to that of a Director of a factory in his dealings with the staff.

These arrangements we felt must lead to better relations on the staff than are general in most hospitals, where the doctors seem to be in a caste by themselves. They must lead to better work and certainly to a better attitude to the patients.

Going round the place we were deeply impressed by the attention given to the patients' comfort. There were carpets in all corridors, and even in the wards. The stairs, too, were carpeted. There is a theory that carpets in hospitals spread disease, but when this point was put the answer we received was: "We keep them clean." Hospitals are always clean places, but this one was super-clean. There were pots of flowers in the wards,

palms and ferns in pots in the corridors, pleasant pictures on the walls—in short everything seemed to be directed towards making the place cheerful. There was nothing suggestive of the cold, charity-like atmosphere unfortunately so frequent in hospitals we know.

There was a hall set aside for visitors to see patients if they were able to walk and a reading-room for patients. The doctors and nurses had a lecture hall and cinema where conferences were held. Nurses had special science lectures and conferences. Every day at 1 p.m. the doctors assembled to hear a report of the morning's medical work.

Walking patients took their meals in canteens on each floor. Four meals a day were provided with an average of 3,000 to 3,200 calories (this is roughly the average calorie consumption in Britain of the whole population). We looked into these canteens. They had tables with four chairs, clean table cloths, flowers and comfortable chairs. Patients have a choice of dishes and, of course, there are arrangements for those requiring special diets. The cooking was done in a kitchen set apart from the main hospital and the meals were brought in by attendants. The hospital had its own greenhouses, in which food and flowers were produced for the patients.

The rest homes at Sochi, by the way, also had their own greenhouses and allotments where they produced fresh vegetables for the people on holiday or taking a cure. This principle seems to be widespread.

The equipment seemed to be excellent. We were very pleased to see so many British-made X-ray machines, a tribute to the skill of our own people.

Before we left this hospital our delegates wrote a message in the visitors' book expressing their pleasure at the high standard they had observed and stating that Soviet medical science was most definitely on the right road.

We also visited a health centre for railway workers and their families in Moscow. This was a very large building with several departments treating all kinds of illnesses such as ear, nose and throat, eyes, stomach, nerve troubles, etc. There was also a dental department. Patients make an appointment either by calling or by phone, and the system seems to work because there was no crowd of people waiting to be seen. The place was open from 8 a.m. to 9 p.m., so that you can get attention at the time most convenient for you and the staff.

When the patient arrives the register clerk hands out a ticket directing the patient to the appropriate department. This place was also furnished with carpets everywhere, flowers, pot plants, ferns, etc. Instead of the hard benches on which we

ustomed to wait our turn in most out-patient departments. There were groups of six chairs, all upholstered and comfortable, and a small table with magazines. This was where the patients waited outside the room in which they were to be interviewed. The clinic had a surgical department, a laboratory so that tests such as blood counts, sedimentation rate, sugar content, etc., could be done on the spot, diathermy apparatus, sun-ray and x-ray equipment and so on.

About 1,500 people a day are dealt with. 45,000 people were registered with this health centre and there are three more for railway workers and their families alone in Moscow. Other factories have similar arrangements. If the family of a railway worker live too far from one of the health centres serving his factory, they can arrange to be treated at another clinic.

There were two creches attached to the health centre and eight kindergartens for children of railway workers. For sick children the clinic had a sanatorium out of town. One advantage of having these creches and kindergartens was that mothers who had to bring children could leave them in a kindergarten until they had been seen: unlike the position we have where mothers' clothes are worn to shreds by a session in a hospital waiting-room with children who have to be kept quiet.

If necessary, the health centre will send a doctor to a patient's home, and home treatment can also be arranged. Specialists are always available at the clinic and if required will visit the home of a patient. Medicines, dressings or appliances which require expert supervision for use and therefore must be administered by a nurse or doctor either at the clinic or in the patient's home are provided without charge. Simple medicines are purchased by the patient on prescription either at a chemist's shop or at the clinic's dispensary. It was explained that the simple medicines which were purchased were very cheap, a fact I verified for myself, whereas medicines requiring supervision in their administration were usually more expensive. One could not find room for criticism in this, since the scope of the health services were huge and there was no contribution whatever by anyone.

The advantages of this system seem obvious. There are, of course, no doctors in private practice, as we have. Nor is there the rush to see the doctor in his surgery waiting hours, the wait for the crowded surgery, the hurried few minutes which is all an overworked doctor can spare, the impossibility of obtaining more than a diagnosis and a prescription at the majority of general practitioners' surgeries. In the health centre the doctor has all the advantages of the latest medical equipment, all the apparatus which one doctor on his own cannot afford or house.

The doctors, moreover, have the advantage of consultation the spot. The benefit to the patient is clear.

This system, of providing an all-round service in one build has been going on in the Soviet Union for twenty years or more. We were to have had something like it with our National Health Service, but when economies were made health centres were dropped. The Russians are supposed to be backward they are said to spend everything they can lay their hands on for military purposes. Their Government, we are told, cares nothing for human life. And yet we saw that they had been spending enormous sums on their elaborate health services for years and pumping manpower into them as fast as they can. These experiences proved to us that the Soviet Government care a great deal for the well-being of its people. In one more aspect of the Soviet scene we found that the truth was quite opposite of the stories that so many of our newspapers report to us. This is not the place to enter into arguments as to the reason for this. But I hope that every reader will think the things over and draw the same conclusions as our delegates.

THE CALIBRE PLANT—TRADE UNIONISM IN ACTION

by WILLIAM WILSON

OUR delegation, while of wide and varied opinions on many subjects, were very much on common ground on questions of trade unionism and working conditions. Most of the questions we took with us to the Soviet Union were on these subjects and we obtained answers to many of them during our visit to various factories and other places of work.

One of the factories we asked to see was the Calibre Precision Instrument plant in Moscow where production records were being made. We are told in Britain that the Soviet workers are "driven" and that the trade unions, instead of looking after their interests, act as a substitute for the boss, pushing and prodding the workers in a most dictatorial fashion. By going to this particular factory, therefore, where exceptionally high output was achieved, we could observe at first hand how much truth there was in these stories which some, at least, of our chaps actually believed before they went to the Soviet Union.

Our investigations proved that the stories we are told are lies from beginning to end. The trade unions are 100 per cent democratic, they are controlled by the rank and file to an extent unknown anywhere else and they have powers and privileges

ich made us envious. It would be quite impossible for the
the unions, or any other organisation, to compel the workers
do things that were not in their interest. Every decision on
roduction, wage levels, etc., is taken not behind closed doors,
at factory meetings where all the workers attend together
h the management. You can read the rules of the Soviet
ide Unions (in the last section of this Report), which our visit
the factories showed us in action.

When we arrived at the gates of the Calibre Plant, we walked
on a long avenue lined with trees and shrubs and set in a
park with recreation ground. Along the avenue we saw large
portraits of men and women at frequent intervals. These were
workers who had established a good record or who had invented
some labour-saving device. They were honoured in this way,
and during our tour of the factory itself we saw many other
portraits which were displayed for a similar purpose.

You will notice that it isn't some titled nobody or a human
prizebag that gets glorified. The people that are honoured
are those who do the work—which seems to me to be a very
satisfactory way of looking at things. Of course the cynic
might say that putting pictures on the walls is all very fine;

but it's only a cheap dodge to get the workers to work hard.
There might be some truth in that if it were not for one
important fact. As we proved to our complete satisfaction,
those who work well also earn well. Every person who deserves
honour because of his or her work, or who introduces some new
method which turns out a better job, faster, or more econo-
mically, gets a splendid cash sum, in addition to the honour
of a picture in a place in the sun, and, very often, a decoration.
We were first introduced to Director Neshta, the equiva-
lent of a manager in Britain, and to the President of the Works
Committee, counterpart of our factory convenor.

Prior to our touring the workshops we had a discussion dur-
ing which we were invited by the Director to pose any ques-
tions we had in mind. I may say that this was typical of the
approach made by the administration at the various places we
visited. It gave the delegation the opportunity to check and
re-check the answers given, and I know that this was done to
a very great extent.

We made it our practice, to ask the Directors and other lead-
ing personnel for their life stories. We wanted to know how
they got to their position and whether they deserved it. Usually
we put our questions in the presence of a group of workers.

Director Neshta, a bluff, strongly-built man, whose eyes
sparkled with good-humour at our inquisitive questions, was

the son of poor peasants, who left the land at the turn of century and wandered about looking for work in Vladivostok and Middle Asia, usually working on the railway. His father managed to get four years of schooling. Neshta, however, had a completely different life after the Revolution. He went on to university after completing his school education. He became a foreman in an engineering plant, a technologist—that is, a highly skilled engineer—then a foreman in a machine works. Eventually he was appointed by the Ministry to the post of Director of the Calibre Plant in 1944. I wonder what sort of job he would have had if there were not socialism in his country! His salary is 2,000 roubles a month. Machine workers in the plant earn more, the highest wage being 3,000 roubles.

Production was two and three-quarters larger than in the year before the war although the same number of workers were employed, and the equipment in the main, was the same. I saw them making verniers, micrometers, height gauges, screw gauges, plug gauges and other types of gauges. Forty-two per cent of the employees were women and over 50 per cent were young workers. The plant had completed its Five-Year Plan target in three years seven months. How could such remarkable results be secured?

First of all, it wasn't done by overtime. They have a normal day working week and an eight-hour day—that is, seven hours of actual work per day, or a forty-two-hour week. Overtime is banned by the trade unions. The Director could not impose overtime unless he had the agreement of the trade union's committee which would be given, we were assured by the Soviet President, only under exceptional circumstances, such as an accident, or an emergency threatening life. If overtime was allowed, it was paid at time and a half for the first two hours and double time for the remainder. Young workers did not work more than eight hours of work a day.

The women workers at this plant as in the whole of the Soviet Union, as laid down by the Constitution, have equal rights with men, and as a result have equal pay for equal work, and in many cases more pay than some men because of the outstanding part they play.

We saw the many ways in which the factory helps them with the care of the children, arrangements for meals and attention to sick members of the household, and realised that it is much easier for women to work in the Soviet Union because of the assistance.

Don't make the mistake of thinking that women do only unskilled work. Far from it. Everyone, man or woman,

girl, has exactly the same opportunity for study at the plant improve their qualifications. We met one woman who had some responsibility for the organisation of the moulding shop in the foundry. She was a motherly looking soul who told us that her earnings were 1,500 roubles a month, that her husband was an office supervisor and that they paid fifty roubles a month rent. In talking to her, we obtained one clue at least of how production is reached. After telling us her earnings, she explained that she often exceeded them. How? Whenever her department exceeded its production target, she earned a premium like the workers, of course, earned bonuses. Thus everyone interested financially in raising output. This principle is shared with supervisory grades everywhere. In this way, she told us, she often earned over 2,000 roubles a month. On May 7, as a result of an extra effort everyone made in honour of May 7, she earned 2,500 roubles for the month of April. The chief metallurgist of this plant was also a woman, earning between 1,500 to 2,000 roubles monthly. Her earnings increased whenever the whole factory went above its target or if economies were made.

Perhaps if I list what the factory provides for its workers you will get some idea of why production is so good. There are two apprentice training schools, one for boys, the other for girls. A vocational school and a technical school where adults and boys and girls who had served their two years' apprenticeship could continue improving their skill and theoretical knowledge. The factory had its own nursery and kindergarten for children of workers employed there, staffed by trained nurses, teachers and a full-time doctor. If a child is sick and must stay at home, its mother has leave of absence on full pay at the doctor's orders: it's her right and she doesn't feel under an obligation to anyone. Accommodation was provided for workers near the factory in blocks of flats built by the factory. House-building targets are a part of each year's production schedule agreed upon by workers and management, the latter undertaking to build so many extra flats every year.

The factory has its own club, sporting hall with splendid gymnasium, hall fitted for films, dramatics or concerts, meeting hall for the workers. It has its own health clinic, with full-time nurses and doctors, where workers get free treatment, showering, a night sanatorium with two wards, one of twelve beds and one of nine for men and women. Every worker gets a monthly medical examination and those needing it are invited to spend a period in the night sanatorium where they get medical attention, special diet and anything else required free of charge. They require a period away, the medical commission (doctors,

plus elected trade unionists at factory) issue them with a pass a trade union Rest Home for a month—which doesn't exclude the worker also having his usual holiday. The care taken of workers was astounding and I reflected on many of my workmates who, had such facilities been available to them, would have been in much better health today. The factory also has its own camp for children of employees situated in a wooded district and staffed by trained teachers and doctors which opens for summer holidays every June. Canteen arrangements were good with special sections for workers on diets prescribed by medical staff. The minimum annual holiday is two weeks full pay, rising to twenty-eight days.

Are these conditions exceptional? Not at all. We saw identical arrangements, in one case, even more elaborate, at whatever factory we went to. One of us suggested that this was pampering the workers. The Director laughed at the idea. "I think that if the workers like the place they will work all the better and they will use their wits to improve working methods. Judging by results, the method is certainly very successful."

Of course it can be done in the Soviet Union. The motive for all this comes out of the factory's profits. The factory party and the trade unions run the clubs and other welfare arrangements.

Great emphasis is laid on study. Everyone coming to the factory is trained and helped to become more skilled. The trade union, and the factory administration play a big part in looking after the welfare of the young workers, and in the case of apprentices very well organised facilities are available to ensure that a high level of skill is attained. There is a special department of the administration dealing with apprentice training at the factory. All the places we visited had similar provision made for such training. We inspected a large section laid out with a variety of machines and benches with a special staff supervising where youngsters are taught to handle many types of engineering machines. In addition each youngster was attached to a skilled worker who assisted him to develop his knowledge. The apprentices spend two years in this training school, the last six months being partly in the factory, and they are required to pass examinations inside the factory at the end of their time.

Almost every worker, in some way or other, was continuing his or her education. This was only natural as the determining factor in improving one's position was ability to do the job.

It was quite normal for young workers after two years' training to be earning a wage similar to that of a man.

The average wage at the factory was 816 roubles per month.

highest was 3,000, the lowest 500), and in the course of the walk round I asked two young lads of seventeen their wages. They were told that it was between 800 and 900 roubles per month. Apparently, while wages are talked of in terms of per month, they are in fact paid fortnightly.

We asked how the young workers obtained the kind of job they wanted to do. We were told that every year there was an "open door" day, when the opportunity was given for a walk round the factory to prospective young workers. This enabled them to make up their minds on whether they wanted to work at the place and what kind of jobs they preferred. If a worker changed his mind after nine months in the job, it was always possible to switch to something else. The apprentice was never blamed for not getting along—the foreman or the skilled worker responsible for him was blamed. They were even given a chance to learn to operate many different types of machine, so that they develop an all-round knowledge.

In this factory there was also a lecture room with facilities for showing theoretical films. Admission was free to a hall laid out with cushioned seats and large stage, which had ample accommodation for at least seven or eight hundred people.

With all this as a background, the atmosphere of enthusiasm and interest in the factory was not surprising. On our walk round, we spent a good deal of time talking to workers. You could see that although they were pleased to see us and glad to answer our questions, they didn't like stopping what they were doing. Usually they continued whatever operation they were on, talking to us at the same time. I am afraid we must have reduced production quite a bit during our visit!

The stress laid on education and proficiency has resulted in many workers introducing important improvements in methods. They organise regular Production Conferences to help to bring in new ideas. There were five Stalin Prize winners at the factory—one a worker, two foremen and two technologists. Each of them had received large sums for their inventions. In some cases the workers had introduced better improvements than the technical staff. It was quite normal for workers and technicians to combine together on a research project.

The general impression gained was of a community pulsating with a many-sided life and centred on the factory as the proper basis for the material needs of society. The workers at this factory do not only co-operate with each other every day, but live in a community outside working hours, organising their own leisure and amateur talent in dramatics, music and sport. But they do not

lead shut-in lives around the factory in a kind of parish-p existence. Quite the reverse. In this one factory we met a member of the Supreme Soviet, the foreman Rossisky, who served his time at this plant, and also a member of the Supreme Court of the R.S.F.S.R. (Russian Socialist Federated Republic) which is the highest court in the land. This judge named Bulin, with whom we had tea, was elected by the Supreme Soviet from nominations made by social organisations (trade unions, clubs, co-ops, etc.). He and another elected judge sit on the bench with an appointed judge with legal training. He told us his duty was to see that the legal man administered law in the interests of the people.

You can see that the factory must be a place of tremendous interest to be in, with people like these among the workers. Obviously everyone feels part of the administration of the country. In fact, the factory is the country in miniature.

How are production and other plans made? To understand this we looked into the relationship between the management and the trade union organisation.

The Director, as I have already mentioned, is appointed by the Ministry of the industry. But he must be a trade union member. He is subject to the same rules as any rank and file trade unionist. Although union membership is not compulsory and anyone can get a job whether a trade union member or not, you cannot qualify to be a Director unless you hold a union ticket. This gives the union great power. Suppose a Director didn't behave himself and committed a serious breach of union rules. He could have his union membership suspended or even withdrawn which would automatically mean he would lose his position as Director.

The unions are organised on an industrial basis—one union for each industry. Therefore everyone working at the same factory belongs to the one union. This means there is complete unity amongst the workers of all grades and trades in the same factory. Every year they elect, by secret ballot, a shop committee and a President of the Shop Committee. The President is released from his or her work and is paid a monthly wage equal to the average of his previous twelve months earnings. In the case of the Calibre factory, the Shop President was paid 1,400 roubles a month. The Shop President represents the workers on discussions with the administrations which is represented by the Director.

In the Soviet Union, the whole country's production is planned. Each industry has its part within that plan and each factory, shipyard, mine, etc., has its own target.

This target is arrived at after consultation between administration and trade union representatives. A collective agreement is drawn up each year which is put before a general meeting of all the workers at the plant and after debate and amendment it is signed by the Director on behalf of the administration and the Shop President on behalf of the workers. The collective agreement then becomes binding on both parties for the next twelve months.

Every month the Director and the Shop President are obliged to give a report to a general meeting of the workers on the progress being made in carrying out the collective agreement. At this meeting criticisms will be made freely by both sides if either are failing in their obligations. If the fault lies with the trade union side, the Central Council of Trade Unions may intervene and in serious cases take some action. For example, it may decide that a smaller amount should be devoted to expenditure on club facilities for a period, as a kind of punishment. Similarly, if the fault is with the Director, then the responsible Ministry will intervene.

What is so interesting about this process is the ground covered by the collective agreement. It is not limited, as some people seem to suppose, to questions of industrial production. It goes very much further than that. It sets out the production aim for the next twelve months, the wages to be paid, bonuses, the safety measures to be taken, cultural arrangements to be made (including the trade union club, dramatics, cinema, education, workers to go on higher education, health, etc.), living conditions, new houses or flats to be built, feeding arrangements, improvements to kindergartens, etc., new plant to be installed, improvements to be made in factory, and all questions affecting the daily lives of the workers at the plant.

This, of course, explains why strikes, although there is nothing to stop them taking place, hardly ever occur in practice. Where the workers themselves take part in drawing up the details of their own production targets, their own wages, their own working conditions, the organisation of a strike would be against what they themselves had decided. In any case, in the event of something wrong with the collective agreement, it is always possible to amend it after one of the monthly reporting meetings.

Of course, disputes do occur, and there is excellent machinery for dealing with them. Each factory has its Disputes Committee, consisting of an equal number of representatives from the administration and the trade unions. Decisions of this committee must be unanimous. If the question cannot be settled

at factory level, it goes to the Central Council of Trade Unions for arbitration and their decision is final. Only one case like this occurred at the Calibre Plant in the last six years.

When one delegate asked how discipline was imposed on workers who were not pulling their weight, the Director said that this question did not often arise, but when it did a discussion was arranged between the worker concerned, the Shop President and the Director. It was felt that by such discussion rather than a rigid form of discipline could the desired results be achieved.

If, however, such steps were not sufficient, the matter was reported at the monthly meeting of the workers, giving them an opportunity for the whole matter to be debated. It will be realised therefore that with such procedure operating, the likelihood of victimisation of any worker was very remote.

The administration had the authority to dismiss a worker if those necessary steps had been taken, but only if the factory trade union organisation agreed. The matter could go to the Disputes Committee, on which the mates of the worker would be sitting. Should one member of this committee disapprove the proposal to dismiss the worker, the Director could not proceed. He would have to appeal to the Central Council of Trade Unions and when the case came up the worker would have to be present, together with the Shop President. If the Disputes Committee agreed with the Director the worker could appeal to the Central Council of Trade Unions, and, if necessary, to the courts. All these negotiations over disputes have to be settled within a short time—a matter of days: there is no dragging out of negotiations. The Director explained that while all these processes existed, it was better, in his opinion—which was shared by the trade unionists present—to educate the workers. He said that his aim and that of the unions was to bring up the workers to understand that labour was an honour and a necessity, not only to earn money but for helping humanity. He had never made any public reprimand without previously discussing the matter with the worker and the union representative.

The effectiveness of this method was borne out by the fact that in the whole of last year only two workers were dismissed. We were greatly impressed by the obviously comradely relationship existing between the Director and his workers, who were united in the common task of helping their country on the way to abundance.

After having carried through an extensive tour of the Calibre plant, with no effort being spared on the part of the administration or the trade union representatives, in order that they might see what we wanted to, we left with a very good impression.

of the trade union organisation and administration alike. Quite definitely, the workers themselves take part in setting production figures and as we spoke to them we were struck by the pride which shone in their faces as they told us their factory had been decorated for its achievements.

LEISURE ACTIVITIES

by PATRICK DEVANNY

THE people of the U.S.S.R. have various means of spending their leisure hours, and their idea of entertainment seems to be of a high standard. The ordinary worker of the Soviet Union seems to be thrilled by a visit to the opera or the ballet. There are of course numerous cinemas which offer a variety of programmes.

Most of their leisure hours are spent in community activities. The workers of one plant or factory seem to enjoy their own company at work and play. Each plant or factory has its own means of supplying the workers with the necessary amusements. A large part of the entertainments and sporting activities are organised and governed by the trade unions. The trade unions take an active part in the development of cultural education amongst the workers. In the various plants I visited, I saw gymnasiums, concert halls and cinemas, libraries, reading rooms, ballrooms, etc. The factory pays for these, but the trade union subsidises them. There is a nominal charge for the cinema only. The private cinemas are a lot dearer, but, from what I have seen, there is very little need for workers to go outside their own community to seek entertainment. Competition is rife between the factories and the outside concerns as regards the quality of the programmes.

The people are not "movie crazy" as they are in Britain. They do go to the cinema now and again, but as I have mentioned before opera and ballet seem to be the favourite form of entertainment. Cinema prices vary from 2-6 roubles according to the quality. Films are mainly in colour, and musical comedy seems to be a favourite theme with producers. It is to be noted that

gangster films are neither produced nor exhibited. They are banned for reasons of morals, and because they are considered "uncultured" and "barbaric".

The opera and the ballet, on the other hand, are a bit more expensive. Seats vary from 3-30 roubles. The Opera House seems to be the goal of every worker in Moscow. I was not so much surprised to see so many workers trying to seek admission to the opera and the ballet. I saw workers asking people as they were going in if they had any spare tickets. On enquiry afterwards I was informed that no black-market prices existed for such tickets. They were hoping that someone who had booked a seat wouldn't turn up!

No smoking is allowed at any of these indoor entertainments. The "no-smoking" rule seemed very odd to me when I first went to the pictures, but on being there once or twice, I realised that a similar reform would be very beneficial to British picture-going.

Various factories buy up blocks of tickets for the ballet, opera and football matches. These tickets are issued free to workers who have shown extra production. In fact this type of incentive scheme seems to be a very popular way with factory managements.

Then there are various factory clubs which are run by trade unions. Whilst in Kiev, I visited the Food Workers Club. Here I saw some examples of local talent in a performance given by youngsters. The show started with a couple of brass bands, one on each side of the balcony, played by youngsters. There was choral singing and also folk-dancing. During a display of gymnastics, one of the lads slipped when they were forming a pyramid and fell on the bottom man's nose. The audience roared with laughter. This type of entertainment is really very homely, with everybody enjoying the efforts of the young people.

Most factories have their own sports clubs. The favourite sport is football, and the most popular teams are the Moscow Dynamos and Torpedoes. The Dynamo Stadium in Moscow has a seating capacity for 80,000. The prices vary from 3 roubles for a sideline seat to 2 roubles for the boys enclosure. Everybody seems to go to football matches. The rule at all

ny sports and football stadiums is seating only—no standing allowed: an idea which could be used with great benefit everywhere.

During their holidays, which last from fourteen to twenty-eight days according to agreements, the workers go to rest homes, on tours, climb mountains or go to one of the many holiday centres provided. I have seen the rest homes in Sochi and nothing like them exists in Britain. The fees for holidays are very small and the workers can have an enjoyable rest in the most pleasant surroundings. Schoolchildren have an enormous range of leisure activities provided for them, including a network of Pioneer camps in the most beautiful surroundings, staffed by teachers and medical personnel.

Probably the most remunerative way that people spend their spare time is studying. Workers are continuously trying to improve their status in their own particular field. Libraries are everywhere and are widely used. Night schools and technical schools take up a lot of the workers' spare time.

Then many workers are very busy in some kind of public activity, whether in the trade union or helping with one or another of the multitude of voluntary committees that run so many aspects of life in the Soviet Union. It is important to remember that women take part in all kinds of leisure time activities including sport, political and trade union duties, to the same extent as men. This is possible because the idea of equality of the sexes is given practical backing in the form of plenty of canteens and restaurants, easy shopping, cheap laundries, crèches and kindergartens, etc.—so that a woman need not be shut up in her house all the time.

This is just a short impression of how the workers of the U.S.S.R. spend their leisure hours. It will be seen that they are enjoying a more cultural kind of entertainment than those in Britain are accustomed to. The emphasis is on improving the cultural taste of the individual and of developing each person's own ability. They make their own music, their own plays. Possibly this is one of the most important reasons why they have no problem of juvenile crime.

THE MOSCOW METRO

by JAMES RILEY

I WAS most favourably impressed with what I saw when I visited the Moscow Metro (underground railway). On arrival we were met by a most informative guide, and questions put to him were answered in detail.

He explained the Metro's plan, its intended extensions, and history. It was opened in 1935, then in 1937 it was extended. It consists of four lines, one of which is circular. The system is planned so that a passenger can get to any station without having to come into the street, as the circular line connects up with the other three lines.

The Metro consists of thirty-five stations. We visited four of these, and they were all a picture of art and culture, with bronze statues depicting workers at their various industries and recreation.

I could see the progress made from the first station we visited in the centre of Moscow, which was built in 1937, to the latest one completed in January 1950, whose architect received the Stalin Award; it was most beautiful—more than 200 kinds of marble were used in its construction.

The trains are on similar lines to the London Tube. They consist of six carriages, and have special compartments for children, old people, cripples and pregnant women, which I thought was a striking idea. One exception is that they have rather larger carriages.

A very good point in my opinion, was the fixed charge of one kopeck for any distance. In a rush period the services are increased to one train every 105 seconds, and the longest time between trains is five minutes during slack periods.

I must mention the escalators, as every station has them. They are in blocks of three, running whichever way is necessary to help the passengers. An operator is in charge of them to see that everything is under control. They are very good, and some of them exceptionally long.

The porters, guards, drivers, etc., all have uniforms, and t

the both men and women—women being men's equals in the U.S.S.R. I spoke to a technical engineer who was a woman; she had two medals on her uniform, presented for her outstanding work. She was only twenty-nine, was married, and had a daughter; her husband was a doctor. She said she liked her work, and believed it good for women to work.

A little point I should mention is the "No Smoking" signs you find as soon as you enter a station.

The whole system seems to operate very smoothly and successfully.

FOOTNOTE BY FRED HOLLINGSWORTH

I would like to mention a few things about the Metro that impressed me. Each station is a work of art in itself and each station is different from the others. This is one answer at least to those who say that socialism means dull drab uniformity. The stations, including all the connecting halls and passage-ways and platforms, are lofty and spacious—there is no feeling of being shut in. And every one is absolutely spotlessly clean. They even polish the floors with electric floor polishing machines. When you descend into these wonderful underground fairyland-like places, and see the crowds of workers streaming through them on their way to work or home, you realise what an education it must be in artistic appreciation to have to go through these beautiful stations. We learned that Kiev and Leningrad are building Metros modelled on Moscow's. By the way—a tip that we would find useful: the live rail is concealed and protected by the platform which juts out sufficiently for this purpose. So if anyone slips on the line, they can't fall on the live rail. I fully agree with Ben Travis who said he had never seen anything in his life to compare with Moscow's underground.

EDUCATION AND APPRENTICESHIP

by GEORGE HUTCHINSON

BEFORE leaving England, I wondered what the conditions were like for the younger generation in the U.S.S.R. The first thing I realised was that higher education is within easy

reach of the mass of the population. The majority of children are very keen to take full advantage of this and their aim is to go to university, college, and technical education.

Evidence of this higher education is beginning to show itself in various forms. For example, we visited a hospital with accommodation for 800 patients and we were amazed at the number of doctors there were, over 100 doctors being in constant attendance: one to every eight beds!

At Kiev we visited Secondary School No. 94 for girls. We were astonished at the high standard of education received by these girls.

We first mixed freely with the pupils during their break and we were surprised to find one girl who could speak very good English.

We then visited two of the classrooms and saw them at work and, according to some of our younger delegates, the standard of maths was high. In the other classroom English was being taught with a girl at the blackboard writing a passage in English. Another girl came to the blackboard and explained the meaning of it to the class.

The girls were all well dressed and seemed very happy and healthy. The mistress told us that last year sixty-five of the pupils—all who finished their schooling period—went on to university education and eleven girls received gold medals. There are 850 pupils in twenty-three classrooms with forty-five teachers, and it is run on two shifts (8.30 to 1 p.m. and 2 to 7.15 p.m.). There are about twenty to a class. As soon as enough buildings are ready there will be only one shift. You must understand that this school, like so many others, was badly damaged in the war: all its equipment and books were burned by the Germans.

Among the subjects being taught were: Russian, English, German, Maths, Physics, Chemistry, History, Biology, Astronomy and Geography.

English was the most popular second language here, more so elsewhere.

During the summer months children leave for the seaside or country for a period of six to thirteen weeks at camps organised by the trade unions, factories and Pioneers (children's organisation).

Where both parents are at work children under seven are cared for at factory nurseries with doctors and nurses in attendance. They are taught music and dancing at two and a half years of age. At the age of seven all children then go to school.

te schools until sixteen or seventeen, when they may go on to university. In the countryside education until sixteen or seventeen is becoming more general, especially in the bigger ages, but it is at the moment compulsory only up to fourteen because of shortage of buildings. The aim is to lengthen the period at school up to seventeen in the countryside as quickly as possible.

Parents' committees are very popular and splendid cooperation exists between parents and teachers. Every first Friday in the month there are meetings of parents, with lectures on the upbringing of children. We asked whether corporal punishment was administered. The teachers were horrified and stated that children were never punished in such a way. They seemed surprised to learn that corporal punishment still existed in England. Teachers' wages averaged 1,500 roubles a month, with long service pensions extra. They have two months' holiday on full pay. We met one old teacher of sixty-seven who was receiving a wage of 1,000 roubles for fourteen hours' work per week and a pension of 600 roubles.

Schools are built so that no child has to travel more than three-quarters of a mile. Homework is reduced to a minimum. Children are provided with meals at school, if they want them, for 1 rouble to 1 rouble 20 kopeks, or free if required.

Boys and girls wishing to enter industry may leave school at fourteen for boys or fifteen for girls and continue their education at factory schools.

I was especially struck by the way young people are trained. Once a year the factories have an "open-door day", when boys and girls are taken round to see whether they would like to come to work there. If they do, they are enrolled at the factory training school. Training lasts two years, one day practical and one day study, which includes general education. They are given clothing and books free, and paid 300 roubles a month during training. Although they are being taught a trade, their general education is not neglected. There is great emphasis on the importance of an all-round education fitting workers better to take an intelligent interest in the productive process.

In the last six months, they go into the factory to get used to it. When training and school is finished, they go on the full rate. Each newly trained worker is looked after by a skilled worker. Everything is done to improve skill. Factories also have professional schools attached to them, where workers who have completed their apprenticeship may go on to become very highly skilled.

THE U.S.S.R. AND RELIGION

by JAMES H. V. GILLAM

ONE of our requests was that we should visit a Church. On Sunday, April 30, we visited the Cathedral of the Comfort of Christ in Moscow. This we found to be very crowded, and were informed by one of those employed by the Church that it was always crowded.

The congregation was composed of middle-aged and elderly people, both male and female, although it is only fair to say that females were in the majority. There was a sprinkling of young children, brought no doubt by their parents, but I could see very few persons in about the twenties.

We had an interesting chat with the Metropolitan Nicolai, who told us that he was entirely satisfied with the relationship between Church and State. As far as he was concerned it had some advantages. Being entirely divorced from the state, he explained that the congregation was now composed of people who were religious, and not of people who came to Church because it was the thing to do.

The Church has a governing body composed of seven (7) members known as a Synod. When the Church desires some assistance from the state, say a new school building for the education of those wishing to enter the Church, the Synod, which is in effect a Church Soviet, contacts the appropriate Government department, and provided they can show that a sufficient number of people are desirous of such a building, then agreement is reached.

At a later date, fourteen days time to be precise, about six of us visited the Roman Catholic Church in Moscow and attended High Mass.

Again it was the same story. The congregation as regards size and composition was similar. During a discussion after the service with the priest, he confirmed all that I have previously stated. He stated, in addition, that he visited the sick, both at their homes and in the hospitals, and administered the Last Sacrament when it was desired.

In view of the complete detachment of Church from State and all that that entails, e.g. no religious education of any kind in the schools, we put it to the Rev. Father that religion would ultimately and inevitably die out. This was met by an emphatic re-

I might add that after fourteen days in the U.S.S.R. we understood "no" whether in English or Russian.

My conclusion is therefore this. That whatever the composition or size of the congregations, the Churches are there, free and open for those who want them. There is this much to be said about religion in the U.S.S.R. No one religion is favoured in preference to another.

THE CATHEDRAL OF THE COMING OF CHRIST

by EDWARD HUTTON

THE service had already started when we arrived at the Cathedral and we found that it was packed till the congregation spilled on to the steps of the building. We were taken by our guide to a side altar where we could see the congregation.

There were representatives of all age groups in attendance, but we noted that the majority were elderly people with a good proportion of children. The beautiful singing of the choir and the chanting of the priest were very good to listen to and all our hearts were struck by the sincerity and devotion of the worshippers.

It was very moving to be present at all this in view of the propaganda in Britain that there is no religious freedom in the Soviet Union.

We had arranged to pay a short visit to the church and then come back when the service was over to interview the Metropolitan Nicolai (his office is the equivalent of an Archbishop's) but many of the delegates were reluctant to leave as they were enjoying the singing so much. The feeling of religious fervour was much deeper than I have ever seen at home and we all noted the great respect which was shown to the church and its officials by our hosts and interpreters.

When we came back about one and a half hours later we found that although the service had finished the church was still about half full of people praying.

We were introduced to the Metropolitan Nicolai. He said he knew the Archbishop of York and the Dean of Canterbury. He welcomed us to the church and invited questions.

We asked him about religious freedom and he told us that since the Revolution the Church was completely separated from the state, and consequently had complete freedom to manage its affairs.

The Church previously had been bound by the Czar and its

policy had been dictated by the state. Now there was complete separation and the Church was independent. Since convents had been broken down people came to the Church not for fashionable reasons but because they sincerely wanted to come.

He told us that the people contributed generously to the collection for the upkeep of the Church and that grants could be obtained for building and travel for the clergy. He had been able with the help of the Government to visit Britain. He had been chosen as a delegate to the Paris Peace Conference but had not been able to attend as he was refused a visa by the French Government.

He said that there were fifty churches of the Russian Orthodox in Moscow and twenty-two of other denominations, making a total of seventy-two in Moscow alone.

He said that there were three services on a Sunday and two services on week-days. He told us that the Synod was the controlling body and that there were seventy-five bishops in the U.S.S.R. with nineteen parish districts in the city of Moscow.

The Church has its own magazine and they can publish with complete freedom.

We asked the Metropolitan about the Church's part in the fight for peace. He said his church was proud to play its part in the prevention of war and he hoped more of our Church leaders would help.

One of the delegates said he had seen some beggars outside the church and asked for an explanation. The Metropolitan said that begging and the Church were inseparable. It was a tradition of the Russian Orthodox Church. Beggars were regarded as the brothers of Christ and people paid homage to their dead by giving alms to the beggars. The beggars were religious fanatics who were so imbued with religious fervour that they chose a life of poverty living on the alms they receive. Some of the beggars gave a portion of what they received to the Church. He pointed out that there was no need for anyone to beg as they could get work of which there was plenty. They were guaranteed a job if they wanted one under the Soviet Constitution but they preferred this kind of life, believing that by mortifying the flesh they were purifying the soul and helping their fellow men.

Our comment on this was that although we didn't like to see beggars, it was purely a Church matter and that it showed that people are not forced to work if they choose not to.

After our discussion, the Metropolitan conducted us round the Cathedral to see the well-preserved holy paintings and the beauty of the furnishings and vestments.

ST. LUDOVIC'S ROMAN CATHOLIC CHURCH

by DANIEL MARTIN

THE following delegates attended high mass on Sunday, May 14, at St. Ludovic's Church in Moscow.

Bro. Riley, Newcastle Catholic; Bro. Gillam, London Catholic; Bro. Devanny, London Catholic; Bro. Hutton, Billingham, Catholic; Bro. Martin, Aberdeen, ex-Catholic; Bro Wilson, n-Catholic, Glasgow.

We set out with three interpreters and arrived shortly after mass had started.

We were given places near the altar and we noted that the church was full, worshippers giving up their seats for us, and kneeling instead in the aisle. The woman who ushered us in had the face of a saint. Her features were set white like marble and her eyes were full of conviction and sincerity.

It was obvious to those of us who were conversant with the mass that the father's prayers and the choir's responses were identical with the universal service of the mass. Many people made their communion, the majority being women.

We left the church after the mass was finished when the priest started to make the announcements and the sermon.

We then had an interview with two women, one of whom I found she was the housekeeper and the other was a member of the church committee.

We put several questions to them and got ready straight answers.

1. How many members in the parish? Approximately 2,000.
 2. What services are held? Two Masses and Benediction in the evening.
 3. How is the church maintained? By the congregation. No special grants can be had from the Government for additional expenditure, e.g., repairs to building.
 4. Can anyone come to church? Yes, without reservations. I can confirm this we saw a girl of about twelve going in to church in the dress of a young Pioneer. One of the women volunteered the information that her husband was one of the old Bolsheviks.
 5. Does the fact that a person is a Catholic retard his progress in the community? A very emphatic, "No".
 5. What is your feeling for Stalin? Stalin is a good man who has improved the welfare of the people and stands for peace.
- We said we would like to see the priest so were conducted

to the garden at the side of the church where an old gardener was pottering about.

The priest appeared shortly after and we introduced ourselves.

He was a man of about forty-five of jovial appearance, and after we had introduced ourselves he invited questions.

We first asked if the church had ever been closed, and he said it had not. Its doors had been open since it was built in 1811.

We asked him if he came under the jurisdiction of the Holy See—he agreed and said that he was under the administration of the Archbishop of Riga. He said that there were Catholic Churches all over the U.S.S.R.

We asked if his religion was dying, but he was emphatic that it was not, and that they were converting more people to the faith.

We asked if there was complete freedom of religion and he replied very simply that a clause is inserted in the Constitution of the country to ensure it. We could see for ourselves the deep sincerity of these people. These people are so sincere that they would face martyrdom for their faith.

The priest told us that there were three Seminaries for the training of the priesthood in the U.S.S.R. When the students are trained he is paid by the state.

He told us that he visited homes and hospitals, celebrated marriages and performed the last rites without fear or hindrance.

We made a collection amongst ourselves and got quite a substantial sum of roubles for the collection to the housekeeper. Then with the blessing of the priest we took our leave.

As we left we saw the cars of many foreign embassies—American, French, etc., and the thought crossed my mind that the representatives of countries which accused the U.S.S.R. of suppressing religion were in the church on their knees praying to God.

They must realise that they are a party to a foul lie; they should speak out against it. We got another proof of religious freedom at the collective farms we visited, when we saw holy paintings in the houses of the farmers.

A NEW WORLD

by JOSEPH RAWLINGS

THE Soviet workers are doing a good job, they are doing very well and they are fine people. This is the very little that can be said about them. No wonder the press in Britain and America lies about them, no wonder they invent iron curtains and religious persecution. The working class of the Soviet

tion are the ruling class, which means that there are no idlers. Everyone does their task towards the social and economic well-being of the Union. The people are conscious of the fact that they are working for themselves. Whatever industry can give they are masters of, and turn this production not only into food, clothing and shelter for themselves but also into a vast pool and reservoir for posterity.

The tremendous development of industry, the palatial buildings they are putting up, the architectural and sculptural work they are putting into their Palaces of Culture, into the Moscow Metro, into all their towns and cities leaves one astounded at the magnitude of it all.

The social and economic life of the Soviet worker is new. In the factories the factory chairman, with his committee and trade union organiser, is the basis of the factory life. To talk with these people, one gets immediately the reason why Soviet production is prolific and Five Year Plans are successful. Any mechanism to save labour and to ease burdensome tasks is readily installed. There is no danger of reducing the staff and putting some workers on the streets by this as in the countries of capitalism. Every precaution is taken to safeguard the worker against accidents. Medical treatment, nurses, doctors, even a solarium in the factory for workers to rest. Canteens give every possible attention, and not long wooden tables, but tables to seat four persons with clean white tablecloths.

Wherever possible around the factory, and along the main roads in the factory there are trees, flowers and small parks. The sombreness of many of our factories stands out compared with the brightness of Soviet factories. Nature is not trampled out in a mad drive for production, but is harnessed to go hand in hand with the necessity of a factory. The collective effort in the factory is carried outside into the cultural and sporting efforts of the Soviet workers. They have their factory club, their factory cinema and sports club, nursery and kindergartens. Here we see a people working, playing, and living together, getting the very best from all no matter what is being done.

Who says they are aggressors? Only those who desire to see the people of the world to live in enmity, who are afraid that the workers in the rest of the world will get to know the truth about the Soviet Union. The iron curtain myth, the lies of religious persecution have been exposed by our visit, by the cordial way we were received by the people in the U.S.S.R., by our talks with priests in the Moscow churches and by our attendance at religious ceremonies. They are a peace-loving people, they are real builders of a new social and economic life for the workers.

Their watchword is to build a new working-class life away from the culture of capitalism with its exploitation by the rich over the class of the workers. The new life is there now in the Soviet Union.

Immediately I arrived in Moscow and saw the airport and broad runways, the dozens of airliners parked there, the flood of brand new motor cars from the Gorki auto plant and the broad highway to Moscow, I realised the tremendous developments that had taken place since my last visit in 1929, two years ago.

Then in 1929 I was witnessing the struggle of a new social and economic order, young but vigorous, in its initial stages to overcome the tremendous problems of production and distribution, beset by many enemies inside and outside the Soviet Union. Then they were carrying through the first five-year plan with the kulaks (rich peasants) shooting down the kulak elements amongst the collective farmers, to impede any progress. The Nepmen (private traders) in the towns and cities were dislocating food supplies and hoarding consumer goods. These elements are gone now.

The problems of production and distribution are solved. The new collective farms are flourishing, and the organising state and co-operative shops has done away with private trade. Every moment of my visit confirmed what enormous strides the people of this country have made since the last occasion I saw them. A few more years of peace and the Soviet people will enter into an abundance the like of which the world has never known. In the course of the next days I was to witness the enthusiasm of the Soviet workers for their leaders, the energy they put into production, their intense educational studies, the new socialist culture expressing itself in the splendid architecture of the new buildings, of the Moscow Underground stations, the hygienic method of keeping their towns and cities clean and tidy and the magnificence of their ballet and opera as presented in the city of Moscow—particularly at the Bolshoi Theatre.

The National Hotel where we stayed is in front of the Kremlin and stands on the edge of a huge square. Around the square are dozens of trees and I noticed new buildings towering up to the sky. The streets of Moscow are spacious and are washed down every day. The soil around the trees is turned over frequently. Hundreds of women are constantly sweeping and hosing the pavements. Hundreds of receptacles are placed in convenient spots for waste matter; the Muscovite uses these, with the result that litter is hardly to be seen. The cleanliness of Moscow is amazing.

We saw the presents received by Joseph Stalin from w

thers the world over. Thousands and thousands of pounds
th. We went to the Moscow Metro, the underground railway
ch covers practically all parts of Moscow. Words cannot describe
the magnificence of the stations. Each station is different,
h has been planned by a different architect, each is a palace.
t one poster or advert for cigarettes, chocolate, etc. But huge
ars of marble, with fluorescent lighting halfway up. Then
rescent lights in the ceiling. All around carvings and inscriptions
is in marble and polished stone. In the Gorki Station I
nted thirty-six marble archways, two bronze statues at each
hway showing workers, peasants, intellectuals, etc. Another
ion devoted its architecture to depicting every phase of sport.
e Metro makes a great impression on one's mind. The dele-
es stood amazed at the magnificence of it all, with such beauty
ressed in these stations. The escalators were carrying thou-
ds of workers up and down. We talked to the engineer in
arge, a young woman who had studied at the University to
alify for this job.

owards the end of our stay we went round the Kremlin. We
v the ancient Churches, seven of them, preserved as historical
ics of bygone days. We went through various Palaces which
e belonged to Tsars. We saw their thrones, their luxurious
ls, the enormous extravagance with which they maintained
ir lives while the masses of the people scratched a mean exist-
ce in wretched conditions of disease, ignorance and poverty.
e exhibits in the Kremlin remind the Soviet people of the bad
f days that are gone for good.

We also saw an amazing collection of gifts to former Tsars
om ruling monarchs and other notabilities in almost every part
the world. There were jewels sufficient perhaps to pay off a
od part of our National Debt, gilded coaches, robes and
esses weighed down with rich embroidery and diamonds. These
re tributes from rulers living on the backs of their people to
ose who lived in the same way in the old Russia.

We could not help making a contrast between this exhibition
d what we had seen in two exhibitions of gifts to Joseph
alin. Here we saw examples of engineering skill and artistic
oducts. There was almost every kind of machine, either in
odel form or full size, machine tools and similar products.
ere were rich carpets, the products of workers in the industry.
ere were beautiful examples of pottery and china and collec-
ns of signatures to birthday greetings running into millions.
l these had come from workers and their organisations in
ery part of the world, in tribute to a man whose life has been
dicated to raising the working class to rule their own lives and
free themselves from the exploitation of idle parasites.

These two sets of exhibitions really sum up the contrast between the old world and the new that is growing and flourishing in the Soviet Union.

THE BUILDING TRADE

by PATRICK DEVANNY and JAMES STARK

At the moment, building is a very important item in the Soviet Union. Everywhere in Moscow, the skyline is littered with cranes and scaffolding. They have a big job on there. The old Moscow of wooden houses is fast disappearing, and in its place is the new Moscow of modern buildings, wide roads and spacious squares. It is a pleasant sight to see modern blocks of workers' flats going up at the back of old wooden houses. As they are completed the people are moved out of the old houses and transferred to their new homes, which contain all the modern amenities which were hitherto missing from their daily lives. As the people are transferred, the old houses are demolished, and then the new modern Moscow appears. This system of rehousing is proving very successful. There is no hardship caused to any particular family. There are about 6 million inhabitants in Moscow, and the housing shortage is still acute. But the authorities are doing a splendid job in dealing with the situation.

The outward appearance of many of the new buildings shows great skill and good architecture. The buildings in some places are elaborate in design, with decorative masonry and ornamented coping stones.

Most of the apartment buildings in Moscow are in the form of blocks of flats of six or seven storeys high, not very different in appearance from the blocks of flats which are being built here by the local councils. Every flat has its own balcony, and to help the tenants on the top floors, there are lifts provided instead of the too familiar "drag up those stairs".

Building is considered such an important item that a special Building Exhibition has been open for the past twenty years in Moscow. The object of the exhibition is to demonstrate the latest developments in building. The advancement of mechanisation

the building trade is greatly emphasised at this exhibition. The most attention is paid to both housing and industrial buildings. It was explained at this exhibition that the present five-year plan for industrial building was based on the construction of 5,900 enterprises. In four years 5,200 of these had been completed. Under that plan they had 844,000,000 square feet of floor space to build and up to May 1950 they could boast of the grand figure of 720 million square feet. This is over twice as much as they built in the five years before the war. Power stations are an important item in their programme. On charts and statistics could be seen the great achievements they have made in this field. From 1913 to 1950 they have increased their kilowatt output from 1,900 million to 84,000 million.

In this exhibition was displayed the latest methods of mechanisation. One of the special features was a container for the delivery of bricks. This consisted of a steel "cot" shaped frame with collapsible sides. There was a special barrow which hooked the container so they could be wheeled short distances on the job.

Also in the exhibition were models of all the new important buildings that are going up in Moscow. One example was the twenty-six storey University building. In this building we saw a model of the self-raising crane. As the building grew, the crane automatically hoisted itself up to the next "lift". These cranes were to be seen in action all over Moscow. The plan for the reconstruction of Moscow was also shown. This was started in 1936 and aimed to replace all the old wooden houses within twenty to twenty-five years. Of course the war interfered with this part of the plan—judging by the rate of building, they would have easily reached their target otherwise.

This one University building, by the way, to be finished next year, will provide living accommodation as well as education for 300 students—one building as big as Cambridge University.

The exhibition also displayed various types of pre-fabs. These were mostly of wooden design, with cavity walls filled with asbestos wool and other types of insulating material. These pre-fabs were made of standardised sections which could be used to make a variety of houses of different designs. Monotonous rows of

uniform houses, a bad feature of British pre-fabricated estates, have been overcome by this method.

The show also included the various machines and tools used in the building industry—cranes, dumpers, bulldozers, etc. In this field there is little or no difference from what we are used to in this country. It is as well to point out that machinery used in the U.S.S.R. to increase production and to take the heavy work from the backs of the workers. It is not used to cheapen labour or make workers redundant. As all the buildings and materials are state-owned, there is no such thing as an individual employer making a handsome profit by the introduction of labour-saving machinery. The workers know that mechanization will not be detrimental to their employment, but means doing away with hard work and settling their comrades into new homes more quickly.

To see these new ideas in operation we went to a building site in central Moscow. Our escorts were the Chairman of the Building Trade Union and the chief architect of the site. (The latter, by the way, was the son of a peasant and had no experience of the building trade until he took it up at a technical school.)

One of the first things we noticed was the unloading of bricks in containers from the lorries straight on to the scaffold where they were required. These were rather large containers—each holding 200 bricks. The crane lifted two at a time. So with one swift of the crane the bricklayer had 400 bricks at his disposal. These bricks are a little larger than our standard brick, approximately 10 in. x 5 in. x 3 in. All lintels, canopies, balustrades and other concrete units are precast at a special factory and delivered to the job on lorries.

The "central mixer" cement system is an "inside" job on this particular site. The mixer itself is on a high platform. The sand is delivered by lorry right inside the building, and is then passed through a screen which operates by electricity. The screened sand falls on to a conveyor belt and is carried to a skip. When this is full the conveyor belt stops automatically, and the skip which is mounted on vertical running rails, carries the screened sand to a storage hopper. At the opposite end of the building the

ent is carried on another conveyor belt. It is from this stage : the actual "feeding" of the mixer commences.

The person in charge of the mixer has a tabulated chart, which shows what proportions of sand and cement are required for the various operations. These proportions are measured out automatically by the machine at the command of various levers. The mixing process is similar to our method.

All this complicated process is operated by one person. On this particular site it was done by a girl of twenty-two, who operated all the machinery from the mixer platform. It is well to point out that she is responsible for the maintenance of this machinery. She is classified as a skilled engineer and receives an average wage of 1,000 roubles a month. The girls feeding the sand on the conveyor belt receive 700-800 roubles a month.

In the cold weather there is little or no hold-up on account of frost. The sand and water are heated and extra cement is used for the mixing.

The bricklayer is probably the most honoured man on the building site. On this occasion we were introduced to Shavlugin, a Stakhanovite bricklayer. He is also the holder of a Stalin Prize—the most coveted award to workers in the Soviet Union. He was a foreman, and his gang consisted of another bricklayer and three women attendants.

This gang could boast of laying 10-15,000 bricks in an eight-hour day. The compo is laid down with a shovel by one of the attendants, and then the bricklayers follow on laying the bricks. Then another attendant, who is classified as semi-skilled, fills up the cavity work. Most of the brickwork is 18-20 inches thick. There is plenty of scope for the semi-skilled worker. A lot of preparatory work is done on a night shift so that the bricklayer has a continuous flow of work on the following day. We noticed that the rate at which they were bricklaying left a very rough finish. They explained that brickwork is seldom pointed and when the job is done they cover the whole surface with cement by means of a mechanical cement-sprayer. So the rougher the surface, the better the key for the cement rendering

to grip. They can lay bricks as we do, as we saw on a collective farm we visited, where we were delighted with a new brick built cattleshed of first-class construction.

Carpenters, as we understand them, are seldom seen on a building site. Most of their work is done in the shop. Even the doors and windows are completely furnished and glazed, and are fixed in position as complete units. On this particular site two women carpenters were doing odd repair jobs and fixing the completed units. Scaffolding is classified as a semi-skilled scaffolder's job. This scaffolding, which is a wood construction, is lifted all in one operation by means of jacks. Outside scaffolding on new building is considered obsolete and is only used on repair work to old buildings, the bricklayers working from inside. The precast stairs go up with the building. This does away with the use of high ladders and reduces the accident rate. There was, however, a single staging all round the building on the outside to protect people from falling materials.

In the building trade the operatives are graded into several groups. A carpenter or a bricklayer can fall into groups 7 to 10. A Grade 7 carpenter's flat wages are 35 roubles a day. This rate is the minimum, as most of the work is on a piece-work system. Wet time is paid at the rate of eight hours at basic rate. Men and women are equally paid, and the grading system gives everybody a chance to improve himself as he gets more experience of his particular job. There are special Technical Colleges for training men and women in all sections of the building trade. A special committee of the trade union decides whether the management must pay a higher-grade wage to an operative. Tools are free and are supplied by the state.

The hours of work are from eight to five. No overtime is allowed except on very rare occasions, and then the management must prove that there is an emergency making overtime completely necessary. An interesting feature on the building site was the presence of a number of braziers. On enquiry we were told that the workers were allowed ten minutes every half hour during the cold weather in which to have a "warm". If the temperature reaches 30 degrees below, work is completely stopped and the

are paid at the full basic rate. The average wages in comparison to the trades in our building industry are as follows:

	Per Week*	Per month
Labourer:	Flat rate £5 10s.	600 roubles.
	With bonus . . £7	780 roubles.
Carpenter:	Flat rate £6 12s.	900 roubles.
	With bonus . . £8	1,200 roubles.
Bricklayer:	Flat rate . . £6 12s.	1,200 roubles.
	With bonus . . £8	2,000 roubles.

We then saw one of the flats which was ready for occupation. It consisted of three rooms, kitchen, bathroom and w.c. All rooms are centrally heated, and all walls are lined with insulating board to retain the heat. External doors and windows are duplicate to withstand the severe winters. The walls are plastered and the floors covered with a bitumastic compound giving the impression of lino.

Built-in" furniture is not used as much as it is here. The kitchen can be fitted either with gas or electric cooking. Water, gas, electricity and central heating, the latter being supplied from a central depot, are included in the rent of the flats which amounts to 3 per cent of the tenant's wages. Rents of 3-5 per cent are the average throughout the Soviet Union.

The electric wiring is all external. Due to the dry quality of the insulating material, all wiring must be exposed. Plumbing arrangements were very interesting. All pipes are kept as near as possible to the centre of the building so as to afford them ample protection against the weather. Surprisingly enough, the cast-iron pipe is not a common occurrence even in such a hard climate. The bathroom is completely tiled, including the bath and toilet. Access to the bath plumbing is had through a removable panel in the w.c. All the pipes and the water cistern are concealed

These are the top rates, paid in London and Liverpool. In other towns rates are lower: 2s. 10½d. an hour for forty-four hours for bricklayers and carpenters and 2s. 5d. for labourers. The rates given for the Soviet Union are minimum and are higher in some of the colder parts of the country. The bonuses given for the British wages are approximate and do not apply throughout the industry.

behind this panel, so that bathroom or w.c. have no visible pipes or cisterns.

Pram sheds are not necessary, as each block of flats has its own lift, and the pram can be carried right into any of the flats. This means.

We also saw the construction of a school nearby for the children from the new flats we had already inspected. It was sheer delight to see all this building going on.

THE METAL INDUSTRY

by DANIEL MARTIN

THE following brothers attended a meeting with leaders of the Soviet metal industries: Bros. Hollingsworth, Hutton, Travis, Rawlings and Martin.

First we heard a statement from Comrade Ivanov. He explained that every industry had its own wages system and that wages of the iron and steel industry were based on the following principles.

Each piece of work has a price and the wages earned depend on the efficiency and diligence of the workers.

Bonus Rates

There were three steps of payment—for 100 per cent completion of the unit of work, or norm, full wages; for 100 per cent to 105 per cent, time and a half for the extra work; for 105 per cent to 110 per cent, double time for the extra work; for 110 per cent to 115 per cent, treble time for the extra work.

Besides these benefits or bonuses are paid for long service as follows:

Workers employed one year get 10 per cent of earnings.

Workers employed three years get 15 per cent of earnings.

Workers employed five years get 20 per cent of earnings.

Workers employed ten years get 25 per cent of earnings.

Workers employed fifteen years and over, 30 per cent of earnings.

These benefits are paid out yearly. Medals are also given for length of service and are considered a great honour. Workers with over twenty years' service get a 50 per cent bonus which is paid to them monthly.

There is also a bonus paid if the enterprise over-fulfils the state plan. Another bonus is paid for economy of fuel and power.

Overalls are provided free of charge.

HOLIDAYS WITH PAY

For the great majority of the workers there is a month's holiday with pay. A small percentage of those on light work get two weeks' holiday with pay.

When work is harmful to health special extra foods such as milk and fats are provided free of charge.

Holiday centres are provided in beautiful surroundings where the worker can spend his vacation for a third of the cost with his wife and family free; 100,000 steel workers took advantage of this scheme in 1949, 20 per cent of them being able to do so free of charge.

Sanatoria are provided for those who require them and their holidays extend until they have completely recovered.

If a worker has completed one year's service with his enterprise he is entitled to full wages during illness until he recovers.

BASIC RATES

Basic rates of pay are: Roller, 980 roubles per month; smelter, 1,000 roubles per month; shearer, 750 roubles per month; maintenance man, 750 roubles per month.

These are the basic rates without bonus. Smelters can make from 2,700 roubles to 7,500 roubles per month. There has even been as much as 8,000 roubles a month earned, plus all annual bonuses previously mentioned.

Among foundry workers, pattern-makers and moulders compare with smelters for basic pay. Machine moulders get 850 roubles, plus piecework bonuses.

Ventilation of all shops was procured by powerful air-conditioning plant and we could confirm the truth and accuracy of his statement by what we had seen for ourselves. The provision of this air-conditioning plant is called for by law. In the same way showers and washing facilities are obligatory.

We asked the Chairman what was the proportion of silicosis in the industry. He said that the provision of air-conditioning plant had reduced it to nil. The only cases that he knew of were in the backward mines and in the manufacture of siliceous materials such as silica bricks, etc.

The Chairman then outlined the part played by the trade unions in carrying out the production plans of the nation and pointed out that there was no division of interests between the trade unions and the people as a whole.

In the socialist system of society the higher the production the higher the people's standard of life would become, without fear of unemployment through over-production as is the case in capitalist society.

All the profit of industry comes back to the people in the form of higher wages or improved conditions of work.

It was also pointed out to us that overtime above the eight hour day is frowned upon by the Government and is avoided wherever possible. If it has to be worked, as in the case of breakdown or emergency, then it is paid for at time and a half for the first two hours, and after that at double time.

We then invited them to ask questions of us.

The first one was the workers' attitude to the breakaway from the World Federation of Trade Unions. We said that in the main the rank and file had never been consulted and the matter was on the agenda of nearly all union conferences.

Next followed questions on the peace movement which has always been to the fore during our travels.

A TEXTILE FACTORY

by Alderman HAROLD HUDSON

TEN of us visited a textile factory some 20 miles from Moscow. The factory was a very old one and we were informed by the Director of the factory that the machinery was in the main very old. I was the only weaver on the delegation, so I explained the process to the others. We made a thorough inspection of the factory, which did its own spinning from the raw cotton to the weaving, but did not do the dyeing and finishing; that was done elsewhere.

The spinning machinery had been supplied by Platt Brothers of Oldham, in 1907 and appeared to be running fairly efficiently considering its age.

We then went through the carding room. The raw cotton was Russian-grown. Afterwards we went through the rewinding department, and here there were two modern automatic winding machines. Then we went into the weaving shed.

I immediately observed in the weaving shed that they had commenced modernising the machinery probably a few years previously. There were 140 looms, semi-automatic, that is, with feeder motions and warp stop motion, on a single electric drive. The remainder of the looms were old, driven on the long beam by steam. These looms, too, in the main had warp stop motions.

All the shuttles were self-threading. Not a single suction shuttle was in use. I was pleased to see this because it meant they would not have the illness that goes with "shuttle-kissing".

The quality of cotton cloth produced at this mill would be about 34s counts. This was by no means a picture of the high quality cloths that were being woven elsewhere in the Soviet Union and which we saw on sale in the shops.

They work on a three-shift system, and they have all the facilities provided out of profits as in other large factories and plants—care of children, nursery and kindergarten, education, apprenticeship training for those who are going into the mill, cinema combined with theatre, and meeting hall for the workers. This is typical of all factories and plants in the Soviet Union. Weavers and spinners are paid at the same rate as engineering workers. The workers were a friendly, bright lot.

COAL MINING

by GEORGE ROSE

THE fact that we were able to visit a coal mine showed once again the splendid co-operation of the Moscow Trade Council and the Central Council of Trade Unions towards us. One of us went on this visit, the others wishing to inspect a textile factory. We wish to record our thanks to the Soviet trade unions in making the visit possible.

We arrived at the mine about 1.30 p.m. on May 4, the journey of 125 miles from Moscow to Tula having taken about four hours in the new Victory cars. We were at once shown into the Director's office where we were welcomed by the Director and his staff, amongst them the Chief Engineer.

I was the only miner in the delegation. Naturally I had to put most of the questions to our hosts.

The questions were answered without any hesitation. We were surprised to hear that the miners had free issues of overalls, rubber boots and helmets. Tools were also free to the miners. We learned that the pit or mine as it is more frequently called here, was only sixty metres below the surface and that this was the only seam being worked. The seam was two to three metres in thickness.

The output of coal from the mine was approximately 1,500 tons per day, two shifts. There were 1,000 employees including non-producers. The output per man-shift was therefore $1\frac{1}{2}$ tons per man. This figure was pretty low bearing in mind the seam's thickness, its depth from the surface and the fact that the pit was free from gas.

The small output per man-shift was due to the large number of employees other than actual producers or miners at the coal mine.

The fillers on the face produced fifteen tons per shift which by British standards was pretty high. A six-hour shift was being worked on the face. A big advantage to output was the fact that the mine was a new one, having been producing for only two years.

We were told that accidents of a serious nature were nil at that the mine did not suffer from disputes as regards to wages.

There were canteen and washing facilities for the workers but these were not good compared with my area and the lavatory arrangements were bad.

The wages earned by the face miners ranged from 1,500 to 5,000 roubles per month.

Other grades underground averaged 1,000 roubles. The earnings of the surface workers were between 600 to 1,000 roubles per month.

The director told us there was some discontent amongst the lower paid on wages. This was exactly what applied in our own country.

Having been fitted with the necessary clothing, etc., we were conducted round the surface of the mine.

There were two shafts. One for the winding of workers and supplies (this was the intake shaft) and the other was entirely for coal winding.

The coal was drawn up the shaft in a skip and was deposited directly into the screens where women workers removed the bin or bat. This type of coal winding was new to me.

We noted that an overhead crane was used to unload timber on the surface. This was an up-to-date method.

All that we had seen so far was good with regard to working methods.

After examining its working arrangements on the surface our guide, who by the way was the Chief Engineer of the mine, a young energetic person, conducted us to the cage where we were given oil lamps and we descended to the seam level.

The pit bottom was well constructed. The height and width were not what was usual in British mines but there was no necessity for any other because of the method of winding.

After proceeding along the level for a few minutes we were warned of the overhead cable which was a live one.

This cable was electrically powered to convey the small truck to the different parts of the mine. It was exactly the same as the trolley-bus system.

We also noticed cars which were battery operated. The trucks or tubs as we call them had swivel coupling. It was therefore unnecessary to uncouple the tubs to tip them into the skip at the pit bottom. Another good feature of these tubs was the ball bearing wheels. The tubs had a load capacity of 30 to 40 cwt.

We were next conducted to the office, from which the traffic was electrically operated. We found this very interesting.

This "trolley bus" system is not in operation in British pits because of their gassy nature. It was something new to us.

he pit supports were entirely of wood. This again was a practice which was different from our own in Britain.

The mine was a dry one and was kept very clean on the large roads.

Though our guide was speaking the Russian language I got on well with him because being in the same trade we somehow understood each other.

Our tour took us along the coal face and if we had not been told it was coal we should not have recognised it.

The coal was black, it is true, but it had the appearance of being entirely without any shine. I learned later it was a type of low calorific value but useful because it is found so near to Moscow.

Its thickness was about 7ft. 6ins. here and it was machine cut, broken and exploded as in our own pits.

The method of conveying the coal to the centre gate was by overhead chain. This method is not as up-to-date as in my own country but very nearly so.

Timbering of the face was a more complicated job because of the height of the seam.

Our next visit underground was to a coal heading. The heading was approximately 12 to 13 ft. wide and was cut vertically with a cutter which had a 9ft. rotating jib. This machine could cut either vertically or horizontally. Four or five cuts were made in the coal. The coal was then exploded and loaded by a conveyor.

This method was excellent and could not be improved upon. We had quite an interesting chat with the workman in charge of these machines. He told us that he had earned as much as 100 roubles a month.

By this time our delegation were feeling somewhat weary and we returned to the surface.

One of the Director's staff then invited us to his home for dinner which we accepted. His house was of new timber and was very comfortable inside.

The tea provided by the good lady of the house was excellent. The Director of the mine was present along with some of his staff and a good time was had by all.

These were very good fellows and we learned quite a bit of history about them. The Director himself had quite a humble background: he had served five years during the war and he was only thirty-five years of age. He was a Tartar by birth and had worked hard to get where he was.

The Chief Engineer was about the same age. He had also done war service. He received a similar wage to the Director.

The host, it appeared, was a worker in the pit and had received a Stakhanovite award.

He had a Victory car and was very comfortable. He insisted on giving us a ride in the car which we accepted before returning for Moscow.

THE STALINGRAD TRACTOR WORKS

by FRANK KEY

BEFORE starting on our trip to the U.S.S.R. we were asked if there was anything in particular we would like to see and I made a request that if possible I would like to see the Tractor Works at Stalingrad. Realising the vastness of the U.S.S.R. I thought this a rather tall order, and I was very pleased when I was told it would be possible to go there. We arrived on the afternoon of Tuesday, May 9, 1950, and were introduced to the Director of the works. He had worked at the plant for twenty years—that is, since it was built. He fought in the defence of Stalingrad and has been decorated twice. He is a collective farmer's son and graduated from university in 1930.

The factory was built in the first Five-Year Plan and completed on June 17, 1930. The first tractor was of the wheel type which was produced until 1937, when the works were reorganised for a model with tracks. This was produced until 1942 when with the fighting getting very close, the works were evacuated to the Eastern regions of the country. I think we all know of the battle that went on in and around the works.

When the Germans were defeated the workers returned and reconstruction began in 1943. By 1944 tractors were being produced again.

This very large plant is made up of a number of large shops for various jobs from the foundry to final assembly and it must have required a very considerable effort to get it going again so soon. In 1949 the first 52 h.p. diesel tractor was produced.

We inspected the stamp shop first, which is laid out in line production, and we saw numerous stampings being produced. This shop had a very high roof which gave the maximum coolness but improvement could be made in the lighting. Then to the steel foundry which is on the conveyor belt system from machine moulding to knock-out, and very efficient run. A number of women were working on the tracks.

battery of electric furnaces kept these tracks supplied with molten steel which was transported in ladles by overhead electric cranes. This shop also had a very high roof, conditions were very good with regard to ventilation.

According to the foundrymen with us, conditions here were excellent. Dust in the atmosphere was almost non-existent because of the dust-extraction system which was more advanced than anything we had seen. During the "knock-out" process, when the castings are taken out of the moulding boxes, dust is extracted above and below—a very successful innovation. From the moulding boxes, by the way, passed through an automatic cleaning system. Although there was a battery of electric steel furnaces in production, the atmosphere was no warmer than a mild summer's day. Everything is done to keep the air dust-free and measurements are frequently taken. As a result, dust was reduced to such an extent that it no longer presented a problem. One of our foundrymen reckoned he saw more mechanism here than he ever saw in any British foundry and the other foundrymen agreed with him.

The machine shops were laid out in line across from the main gangway. A large number of women were employed in these sections. We watched some of them at work, timing them and here was no doubt at all that they were very good at their jobs. We saw some very fast turning indeed and learned that they are using Soviet-made tipped tools.

There were British, American, German and Russian machines in these shops. One of our delegates said it showed the opportunities for our engineering export trade if only it wasn't interdicted with. Another said he liked to see all these machines from different countries, it was, in a way, symbolic of international friendship.

The assembly shop was laid out on the conveyor belt system and again a number of women were working on these assembly lines. The lines were rather close together and it would be better if there were more floor space for the workers.

We saw the finished tractors coming off the line, started and driven off for test. Test included checking electric equipment, checking steering, climbing over an incline and a hose pipe trained at the tractor while the engine was running. I did not get close enough to ask the reason for this last test, so I can only surmise it was an all-weather test. The tractors are a sturdy type and appear very suitable for the vast country on which they will operate.

Average wages throughout the plant were 1,500 roubles a month. Stakhanovite workers (that is, workers who regularly hit the production target) earned an average of 3,000 roubles

a month. Maintenance workers received between 1,200 to 1,500 roubles. Toolmakers earned between 2,000 and 2,500 roubles a month. Foundry workers had a higher average than toolmakers, receiving a special bonus each year. After one year of work they had 10 per cent added to their average earnings. After two years, 20 per cent and after three years 30 per cent. A moulder would earn on the average 2,000 roubles and receive after three years work about 600 roubles bonus. His assistant would earn say 1,500 roubles and get about 500 roubles bonus. Girls were not employed in the plant until they were eight years of age and of course received equal pay with the men. A great many women were earning over 1,000 roubles a month.

THE STALIN AUTO WORKS, MOSCOW

by BEN TRAVIS

I HAD the pleasure of visiting a tractor plant and a large production plant, the former producing the caterpillar-contraction type of tractor.

The production of this type of vehicle was largely by the mass production method adopted by certain firms, both in England and America. Although not having seen its counterpart in England, I have seen its counterpart in the United States, and the production methods do not differ greatly.

Working conditions may be a little better and mechanisation is more up-to-date in the States, but this particular establishment at Stalingrad had actually been in the firing line in the war, so allowances have to be made.

The Stalin Auto Works is producing two types of cars, large and medium; two types of lorries, which are capable of tackling rough country, and two types of omnibuses.

The mechanisation here, with the possible exception of being less modern, is equal in every respect to its equivalent in the U.S.A. Working conditions in some departments are just as congested.

Air suction and induction plant work extremely well, while the work people, both men and women, work extremely hard—as hard as their American counterparts.

But here the comparison ends.

The Russian works hard because his production and the profits from it go to the state, part of which is used for the social welfare of the population of the U.S.S.R.

We found that workers at the Stalin Auto Works have rest homes, sanatoria, camping facilities, libraries for adults and children (the former containing up to 100,000 books, fiction and

wise; the latter containing 30,000 books, which are educational, covering such subjects as biology, nature, astronomy and nical subjects, such as mechanical engineering, foundry tice, etc.).

They also have an adult and children's cinema, the latter having ng capacity for 200 children, the former seating 1,070—both used to good advantage.

There are numerous other things for the welfare of the kers which could be developed to enable a lecture to be n covering a period of at least one hour.

no reader will readily see the advantages of working for a alised industry as against one strictly capitalistic.

lonetary incentives are good, the workers in these establish- ts receiving earnings commensurate with effort expended, a long-service percentage increase yearly.

ll workers have, and exercise, the right to criticise either Plan or any fault in production methods, and by so doing in probability increase the efficiency of the plant and in turn ance their own earnings.

Such has been said, at one time or another, against the em operating in the U.S.S.R. But it is obvious from the remarks made here that the workers in industry are better in a socialised state than in a capitalist one, and that we his country could learn quite a lot from such a state.

OUR VISIT TO THE UKRAINE

by GEORGE HORBURY

(1) KIEV

On our journey from the airport into Kiev we drove through streets where we saw plenty of evidence of the wreckage of he war on what must have been beautiful buildings. Even Kiev was the most beautiful city I have seen. It is full of ly trees and the new buildings that are going up and which already finished are a tribute to the skill of the Kiev people. ny of the buildings are faced with coloured tiles giving a most ising and clean appearance.

he people of the city seemed to be very well dressed. In rly every open space we saw children's playgrounds with a d assortment of gaily painted toys—rocking horses, swings, tes, roundabouts, etc. The people seemed to be very proud he way they looked after the amusement of the youngsters, I don't blame them.

Our tour round the city included visits to areas which had n completely wiped out and were nearing reconstruction. We ldn't help remembering our own towns when we saw all this

and wondering if the world would have to go through more suffering before we all had enough sense and strength to put a stop to the madness of war.

We were taken to a spot that overlooks the Dnieper River. We went through a park, at whose entrance was a grave a memorial to the fallen, with a profusion of flowers growing around, with forget-me-nots predominating. Further up we saw a beautiful open-air cinema on the river bank, semi-circular in shape, to hold 4,000 people. From the circular terrace, where refreshments could be obtained, we could see pleasure craft on the river. There was also an open-air ballroom and a concert hall. Everything was scrupulously clean. It had all been built since the end of the war. During the summer evenings this must be an ideal spot to spend a few leisure hours.

Across the river we saw a large tract of land on which they had begun the construction of a vast holiday centre and war sports stadium. Walking back to our coach, we noticed a young girl with a book in English under her arm. We stopped her and were delighted to find she could speak our language. We kept our eyes open after that and noticed several others with the same book. One of the things that impressed us was the large number of people, old and young, who could speak English and who were studying our language and literature, not only in Kiev but wherever we went. If the stories we are told about the Soviet Government wanting its people to hate us were true, we would have found English such a popular language.

On our way in the coach we noticed a sports ground, where there were many young men and women playing games. We hadn't intended visiting this place, but we stopped the coach and all crowded out to see what was going on. It was the Kiev Dynamo sports ground and it was a well-appointed place, with pitches for basketball, volleyball, football; a running track, weight-lifting apparatus (we had a go at this!) and fencing. The girls playing basket ball were strapping lasses and seem very fit. A group of young athletes in track costume, men and women, arrived at the track with their instructor—a woman and soon they were off loosening up before getting down to some real training. A young man and girl were using foils and she was giving him a very tough time, in spite of shouted advice and encouragement from the spectators. Every large factory has its own sports ground, which must be a great asset to the workers.

That evening we visited the Food Workers' Club, where, with a full audience from the food industry, we enjoyed a performance of amateur talent by young workers. All this

nised by the trade union, the premises, etc., being paid for the industry.

Next day we went to a girls' secondary school. This will be visited by another of our delegates. Then to a factory making confectionery.

(2) CONFECTIONERY WORKS

This factory employed 80 per cent women. It had 1,800 workers all told and produced 85 tons of confectionery a day. The whole place had been smashed up by the Germans. Before going round the place, we all had to put on white coats. This was not by any means done to impress the visitors. Our experience all through our trip was that the Soviet people exercise scrupulous care over the hygienic handling of food and the cleanliness of their towns and buildings.

The factory produces various types of confectionery. We sampled some and found it of excellent quality. It has a workers' club, a clinic, kindergarten and nursery, an evening school and a day school for apprentices. They make their own boxes, many of them with reproductions of famous Russian paintings.

The machinery we saw was mostly of an old type, although there was some that was quite up to date. We were able to form an opinion because one of our delegates came from a firm making certain types of machinery we saw in use here, while another had at one time some experience of food processing.

I spoke to the Director about his plant and he frankly acknowledged that they could do with some new machines. The position is improving, however, and there were now two factories in the city alone making confectionery plants. Altogether there were 15 confectionery factories in the Ukraine.

Conditions of work were good. The operatives were all dressed in clean white overalls and wore clean white hats completely covering their hair. Once again we were impressed by the emphasis on study. A third of the workers were attending a technical school, and 120 were attending the professional school, where they will pass out as technically qualified confectionery producing specialists.

Four out of five workers take their meals at the works' canteen. Charges were 90 kopecks for the soup, 1 rouble 60 kopecks for the meat and vegetable dish and 30 kopecks for the dessert. Holidays are the same as elsewhere, from 14 days minimum to 28 days maximum on full pay. There was a summer camp for the children of factory workers open from June to September, where the children could spend thirteen weeks' holiday in expert care.

We checked up on some of the questions we had asked else-

where to see whether the same conditions applied everywhere and obtained the same answers. For example, we asked whether a worker could leave the job and were told that all that was required was two weeks' notice.

Average wages for operatives were 660 roubles a month, the highest being 1,300 roubles. Forewoman's wages were 1,200-1,600 roubles. A girl of 18 operating a machine was getting 500 roubles. They worked a six day week or 42 working hours while apprentices did five hours a day with an hour extra for lunch. There was no overtime.

Confectionery does not seem to have been very high on the list of priorities in the post-war plans of the Soviet authorities. This is understandable because there were so many other urgent things to be done. This no doubt is why confectionery, and especially chocolates, are dearer in the Soviet Union than here. But when we asked about this, one citizen replied that Britain obtained cheap cocoa for making chocolate by paying very low wages to colonial people and that in the Soviet Union there were no colonial people any more. Everyone is given a living wage, including those who produce cocoa. Therefore the price is bound to be higher, until they can grow enough and mass produce chocolates on a far bigger scale.

By far the most frequent question put to us on our way round the works was on peace. Several women asked us why Soviet children, many of them from the Ukraine, were still being kept in the British zone of Germany and I am afraid we were unable to give them a satisfactory reply. One woman told us she had lost her son. She said she wanted to speak seriously to us. None of them want war. Why were we not doing more to preserve peace? There was no mistaking this woman's sincerity. There were tears in her eyes when she spoke to us and I don't doubt that some of us were similarly affected.

• (3) COLLECTIVE FARMS

After our visit to the confectionery works, we packed into coach and cars and set out for the "Red Partisan" collective farm in the village of Kozarovichy in the Dymetrovo District of the Ukraine.

Our journey was along some lovely country and took us a little less than two hours. When we arrived in the real country we travelled over dirt roads and the dust was terrific. We were received by the Collective Farm Chairman, a brawny son of the soil with a great sense of humour. He led the way into the Collective Farm meeting room. He spoke Ukrainian, so someone had to translate him into Russian before the Russian was translated into English.

He told us the story of his village. Before 1914 it had 360 farms. The year the war started it had 660. A Collective Farm was organized in 1930. That was the year he himself became a collective farmer, having been a private farmer until then.

He said that the farmers became very rich. They owned collectively 200 horses, 360 cows and 350 pigs apart from the cattle a farmer owned personally. The Germans left nothing but ruins. All the cattle were taken to Germany. The farm buildings were smashed and burned and even the orchards were roughly destroyed. That was the size of the problem these people had to tackle when peace was restored.

They received help from other parts of the Soviet Union. His first words were: "Our Russian brothers helped us to restore our farm." They started with 40 cows, 2 pigs, 40 horses, and received gifts of cattle. In the five years that have passed, they have made good progress. They now have 520 cows, 180 horses and 570 pigs. Before the war they had no poultry. Now they have 1,800. Every farmer also owned his own cattle. There are now 660 cows personally owned compared with 620 pre-war.

The system of payment, or rather the share-out, of the year's production is interesting. In 1949 they had a big harvest. The unit of payment is the "working day", which simply means a certain amount of work decided by the Collective Farm Committee. Farmers doing more than this amount, therefore, earn so many extra "working days". As a result, each collective farmer was paid for 450 working days at the end of 1949, each working day being valued at 2 kgm. wheat, 5 kgm. potatoes and various amounts of animal-feeding stuffs.

The Chairman explained the collective farm system as a social form of housekeeping, in which everyone co-operates for the good of all. He said the system was far superior to private farming, because it was now possible to make use of scientific methods and plenty of machinery which individual farmers could not afford. The average crop before the war was 12 cwt. per acre. In 1949 it was 15 cwts. This year it would be at least 18 t. per acre.

He told us about the new farm buildings that were being put up and of the orchards they had to replant. We saw some of these orchards on the way to his farm—acres of young apple trees. In some parts they were even planting fruit trees along the roads.

After his talk, questions were put to him.

Question: Have you a bricklaying force?

Answer: Misfortune has made us specialists in the building

trade. Our building brigade and engineers are men born in the village who have trained themselves.

Question: Do the farmers belong to trade unions?

Answer: No. All on collective farms belong to the Co-operative organisation.

Question: Does the collective farm buy its own seeds and equipment or is this supplied by the Government?

Answer: The farm buys seeds, building materials, etc., with its own money. Machinery is supplied by the state Machine Station for the area.

Question: How did you build up such a large herd so quickly? Did you use any for food?

Answer: We all have our own cattle and pigs and use some of the young for food. The farm gives part of its cattle to the state. We sell some on the market. But we've still been able to breed a large herd.

Question: What is the difference between a collective and state farm?

Answer: Farmers unite together in a collective farm and co-operatively own land, cattle, etc. They divide the profits and each owns his own poultry, cattle, etc., in addition. A state farm is a large farm run by the Government which employs farm workers.

Question: Do women get the same share of the profits as men?

Answer: Men and women have an equal share.

Question: Are the collective farmers covered by Social Insurance in the same way as workers in factories?

Answer: No. They have their own Social Insurance Fund. The collective farm sets aside 2 per cent of its profits for Social Insurance. The State, however, provides health services, hospitals, clinics, doctors, etc.

Question: Is collective farming voluntary?

Answer: Yes—anyone can come in. If he has any equipment he puts it into the pool.

Question: How did you get the land?

Answer: The land belongs to the state. 7,500 acres were granted to us for ever.

Question: Are there allotments?

Answer: Yes—each farmer has his own piece of land which he can pass on to his children but cannot sell.

We learned that there were 2,500 collective farms in the Kirov Region, 40,000 in the Ukraine and 242,000 in the U.S.S.R. The Chairman praised the work of Lysenko which, he said, was producing very valuable results on the farms.

We then had a wonderful dinner in the open air. There were 26 in our party, including our interpreters and about 20 farmers.

l we all sat down at a long table in the pathway leading to
e of the farmer's gardens. It was an eight-course meal and
h dish seemed to be bigger than the previous one. There
s no doubt that these people know how to eat—they could
t any of us at it. The farm Chairman kept saying: "Eat, eat
why aren't you eating?" Before the meal finished we were
ging songs to them and they were singing their Ukrainian
gs to us. It was one of those moments that you can never
get. The friendship that we struck up for those people will
ain in my memory for ever. I only wish thousands of people
uld have had the privilege of meeting those farming folk.
ere'd be less talk of war and hatred.

After dinner we toured the farm, inspecting the cattle. The
rses were lovely to look at. We went over a new cattle-
lking shed, brick-built by the farmers themselves with two
ps, one at each end, and laid out with first-class sanitary
angements and positions for mechanical milking. While we
re talking in a group near this building, our carpenter delegate,
trick Devanny, slipped away and climbed into the loft to
; what the carpentry was like. He nearly fell through a hole
the unfinished floor—but he climbed down triumphantly to
l us that the roof timbering couldn't be bettered. This shed
ll house 100 cows. The milk will be piped direct to a factory
r manufacturing milk products. Twelve sheds like this were
be built during the next 5 years on this farm alone.

A little way back from the road we saw a fine new school
ilding that would soon be ready for use. This farm and its
ople were so remarkable that one of our delegates expressed
e view that it must be a "show piece". So we decided to
it it and asked to go to another farm, although it was by then
o'clock in the evening. Our hosts were a little surprised at
ur appetite for agriculture, because we had had a hard day,
it nevertheless gave the driver instructions and we arrived at
ur second collective farm at 10 p.m., just in time for the even-
g milking. This farm was every bit as good as the other. In
ct we learned a bit more because we met the resident veterinary
rgeon and learned that there is one such person resident on
ery collective farm of any size, and also a resident agronomist
an agricultural scientist. So much for the show-piece!

But we still hadn't finished. We went to a number of collective
rmers' cottages. They were small, but comfortable, the insides
ere like jewels with their gay decorations and their remarkable
eanliness. In one house of four rooms (apart from the kitchen)
ere was a man and wife, the wife's sister and the man's
other. Upstairs in a cot a lovely baby was sleeping, the man's
n, and of course his mother's grandson. This house belonged

to the man, a collective farmer, who showed us around it. It had been given a loan by the state of 6,000 roubles. There was no deposit and he had to repay it in 20 years. The land on which the house was built was supplied free. The collective farm provided the building brigade. The bank arranged for repayment.

An interesting feature of these houses was the fact that in many of them we saw ikons (holy pictures) on the walls. In two cases oil lamps were burning beneath them. One more proof that there is freedom of religion.

Before we left, Fred Hollingsworth made a short speech. This is what he said, and he spoke for all of us:

"Our personal meetings with Soviet people have convinced us that they are true fighters for peace. On our return home we shall tell the British working people the truth about the Soviet people and we shall expose those who spread slander and provoke war.

"We are delighted to be in the Ukraine. Despite its heavy war wounds, Kiev is perhaps one of the most beautiful cities we have ever had the occasion to see. It is being quickly restored and is developing, thanks to the energy of the Kiev population. Such a tempo of restoration work is inconceivable at home in Britain.

"Of the 'Red Partisan' collective farm our delegation visited I can only say that it is magnificent. We saw how well the peasants live, how prosperous and cultured are their lives, what splendid houses and farm buildings they have. What is astounding is the skilful organisation of labour in the collective farm, the rational system of applying agro-technique and, most important, the fair distribution of income.

"We promise you, dear friends, that the British workers will be in the front ranks of the fighters for peace. Friendship between the Soviet and British peoples is stronger than the intrigues of the warmongers. They will be exposed. Peace will triumph over war."

STALINGRAD

by DANIEL MARTIN

As we neared the battle-ground which proved to be the turning point in the last war, my mind went back to those days and I remembered the demonstrations in Britain for the Second Front in Europe. The whole country was full of admiration for the Red Army and the Soviet people. Meetings were held and petitions were signed as they had never been done before

As we neared the city we could see out of the plane the cars in the countryside. The bomb craters, the slit trenches and the heaps of scrap metal. We touched down on the sun-baked air-strip.

We were met by the officials of the Stalingrad Trades Council. One of the first things that I saw on the ground was a rifle bullet and a cartridge case. I picked them up and I will keep them as a reminder of all that I saw.

As we sped in a car from the airport we got a glimpse of the devastation that had been wrought in this beautiful city on the Volga. A good stretch of the road was rough and bumpy and had not yet been remade. Other parts had been reconstructed with a good tarmac surface, with neat cottages on either side and newly planted trees bordering the pavements.

Our hotel was in the centre of the city. Right opposite was a large departmental store. This building was used by the German Field Marshal Von Paulus as his headquarters. There is a bronze panel next to the front door reminding you that the enemy was in the centre of the city.

We had arrived in the city on the anniversary of Victory Day. There was to be a Victory salute that evening. On our tour we saw a communal grave in the heart of the city of 1,000 of the defenders of Stalingrad, and we felt very humble when we thought of the sufferings that there had been to ensure that future generations would enjoy the good life that socialism can bring.

We went along the front line, marked every 200 yards or so by a small monument—a block of granite surmounted by a small tank turret. The line wound its way through still empty areas. At one point, we saw the ruins of the house defended by Sergeant Pavlov and his men. They were all wiped out but he still lives. The Germans never got further than that house, but it was only 100 yards from the Volga. A museum is to be built on the site, with a sports stadium and water sports centre to be erected nearby.

Everything in Stalingrad was smashed, except the stout hearts of the people who came back to rebuild. What an enormous job they had to take on to build a whole city where there was nothing but ruins. How splendidly they are doing it! We visited

the Stalingrad Tractor Plant. This, like all other Stalingrad factories, was completely destroyed in the war. Its workers were evacuated to the East, together with the factory equipment. Immediately the city was liberated in 1943 the workers came back and began reconstruction. By 1944 they had re-started the production of petrol-driven tractors. Since then they have gone over to making diesel engines.

On our way round the town we noticed that where roads are being made, trees are invariably planted on each side.

In the evening we attended the ceremony commemorating the anniversary of Victory Day. Red Army men were formed up around the square which was packed. At a given signal the big guns roared and Very lights were fired into the sky, making everything gay with their brilliant colours. There were thirty such salutes, fired at thirty-second intervals.

Before the salute was finished, we went to see the City Architect who showed us the model of the new Stalingrad that was being built. As he was proudly describing each item we could hear the guns booming reminding us what it had cost these people to help the world to save its freedom. All of us, already moved by the unbelievable scale of destruction we had seen that day, felt that we must do everything we could to prevent another war so that Stalingrad's people could be left in peace to get on with their grand work.

One member of our delegation—Alderman Hudson—has brought the scroll on which a gift from his organisation to help equip Stalingrad's hospitals was inscribed. He asked to see the hospital and was taken there and shown the very large number of gifts that had come from all parts of Britain.

But although these gifts were intended to demonstrate the deep regard we had for the Soviet people, I felt that nothing could repay the debt we owed them for refusing to give in when all other nations in Europe had fallen and only we in Britain at first had stood behind our Channel moat.

During the evening, at dinner with members of the Stalingrad Trades Council, the President of that body addressed us in a short speech. He reminded us of what our British towns had suffered in the war. You in Britain, he said, don't want war, but

ause of what you have already suffered. You have seen what we have been through. How much less do we want war? he asked s. And having seen the years of work they have on hand, having seen the huge amount of building they have already completed, and remembering their enormous losses, we felt that these people not only want peace but need it more than anything else. So our delegation adopted a statement, pledging itself to peace and urging everyone to help the people of Stalingrad to rebuild their beautiful city by giving them peaceful years in which they could finish the job.

WAGES AND LIVING STANDARDS

by WILLIAM WAINWRIGHT

WAGES of workers in all Soviet industries are based on the principle of payment according to the *quality and quantity* of the work done. There is no upper ceiling—everything depends on the worker. There is no difference for age or sex—adults or young people of both sexes earn whatever their skill commands. An elaborate system of incentives encourages the workers to beat the production target, to introduce labour-saving methods, make economies and stay at the same job.

A basic rate is fixed for each grade of skill in each industry. For so many roubles per day the worker is expected to produce a certain number of articles or to perform a certain number of operations. This number is called "the norm" and it is decided by the workers themselves at annual meetings in the factories at which a collective agreement is drawn up between the administration and the factory trade union organisation. Monthly meetings on progress made in fulfilling the targets set at the annual meeting also check up on whether the "norms" fixed are satisfactory. When the workers exceed the "norm" a progressive bonus is paid: the higher the production over the "norm" the larger is the amount paid per article produced.

In engineering, for example, there are eight grades of skill. The first three are the unskilled, the next three are semi-skilled and grades seven and eight are highly skilled. The basic rate paid to the highest grade is about three times as high as that paid to the lowest. The textile industry is rated in a similar way. The metallurgical industry (iron and steel, etc.), chemicals and mining have twelve grades, the top rate being four times as high as the lowest. Judging from what we saw in the factories we visited, not many workers stay in the lowest grades for long. There is a tremendous emphasis on study and acquiring additional skill and there are plenty of facilities provided at

the factories by which workers can rapidly improve their ability such as schools, special courses, etc. Apprentices are taken under the wing of workers in the top grades. The Director of the Calibre Plant told us that the workers do not have secrets which they hide from each other. They are only too happy to pass on their experience to the newcomers because they do not worry about the possibility of having too many skilled workers and too few jobs for them to do. In a country where the only aim is to produce more and more so that there is a superabundance of goods and no chance of unemployment, short time or redundancy, it is obvious that the workers do not need to protect themselves by attempting to maintain a monopoly in their craft.

Basic Rates in Engineering

Grade	Roubles per day	Per month (24 working days)
1	10	240
2	12	288
3	14.4	345
4	17.3	415
5	20.75	500
6	25	600
7	30	720
8	36	864

The rate for each grade is 20 per cent higher than the previous one, so that there is a progressive increase in the basic rate with increasing skill.

*Basic Rates in Metallurgical, Mining and
Chemical Industries -*

Grade	Roubles per day		Per month (24 working days)	
	Tula	Urals*	Tula	Urals*
1	10	12.5-15	240	300-360
2	11.5	increasing to	275	increasing to
3	13		312	
4	15		360	
5	17		410	
6	19		455	
7	22		530	
8	25		600	
9	28		670	
10	32		770	
11	36		865	
12	40	50-60	960	1,200-1,440

* Higher basic rates are paid in northern districts in these and other industries because of the colder climate requiring a greater outlay on clothing etc.

PROGRESSIVE BONUSES

In a socialist system, piece-work is the most suitable method of payment because it makes the interest of the individual coincide with that of the community. The norms set can be exceeded by the worker of average ability. Engineering workers, for instance, exceed the norms by 40 per cent to 50 per cent as a rule.

Progressive bonuses are paid for everything produced above the norm. In iron and steel, for example, you get ordinary earnings, that is, the basic rate, for producing the agreed output. For producing up to 5 per cent above the target you get one and a half times the rate for the extra work. If you push your output to 10 per cent above the norm, as well as the first 5 per cent paid at 1½ times the rate, the second 5 per cent is paid double the rate. At 15 per cent above the norm, the last 5 per cent is paid at three times the rate, and so on. To show what this means, suppose the norm is 100 units of work priced at one rouble each.

Production	Roubles	Bonus
100 units	100	nil
105	107.5	2.5
110	117.5	7.5
115	132.5	17.5

In mining the bonus starts when 80 per cent of the norm is reached. For every ton produced above 80 per cent of the norm, double the rate is paid. For every ton over 100 per cent, triple the rate. Suppose the norm consists of 100 units of work, paid at one rouble each:

Production	Roubles	Bonus
80	80	nil
85	90	5
90	100	10
100	120	20
105	135	30
110	150	40
115	165	50

With incentives of this kind it is obvious that very high earnings are possible. The important thing for the Soviet worker is that every increase in production means that he has more money to buy the additional goods that his efforts are placing on the market. The system of progressive bonuses means that there can be no over-production and unemployment because purchasing power rises as more goods are produced.

Very considerable emphasis is laid on the need for increasing production by introducing better machinery or discovering better ways of using existing machines. In engineering, for instance, con-

tinuous efforts are made to improve tools. In mining, mechanical cutting and various complicated tools replace hard work. Innovations made by the workers are recognised in the form of cash bonuses, often of a very large size, in addition to honouring the worker-inventor in the press and with one or another of the decorations that have been introduced for this purpose.

Technicians and supervisory staff are also given an incentive to encourage better production. They are paid a salary, depending on their qualifications and experience. If the factory or the department for which the technician is responsible reaches the target of production he receives a bonus of between 20 to 30 per cent of his salary. For every 1 per cent over the target, he gets 2 to 5 per cent added to his salary. If costs of production are reduced the technician also receives a bonus. In this way technical personnel are given an interest similar to the workers to exceed the target, to cut down costs and so on.

Apart from what the workers take home in cash, it is estimated that social services add another 38 per cent to the average wage. This consists of the money spent by the state on kindergarten schools, allowances for students, rest homes and sanatoriums, medical services and so on. There are many other additions to wages.

In industries where conditions make a shorter working day necessary, such as in the chemical trade where a six-hour day is worked, a full day's pay is given. If there are stoppages of work not caused by the workers, they continue to receive the full basic rate. For example, in the building industry when the weather causes a stoppage of work, as it does in the northern regions of the country, the workers are paid the full rate all the time they are off work. Continuous process jobs, such as transport, have extra holiday pay. The wages of all workers performing public duties, which includes attending trade union meetings and conferences, are guaranteed.

If a worker introduces a machine such as a multiple tool which reduces the time taken to produce an article, the factory director is prevented by law from introducing a revision in the rate of pay for six months after the machine is in production. The new machine means higher earnings, but the workers receive a special six months' advantage in having the extra production paid for at the old rate.

In addition to the bonuses paid for extra production there are in many industries and in certain professions bonuses for long service. These can amount to a very large addition to the pay packet as they are calculated not on the time rate but on the workers' average earnings.

In the metallurgical industry, for example, workers with over

ar's service at any factory have 10 per cent added to their earnings. This rises until they receive 50 per cent of their earnings as a bonus after twenty years' service.

NO DIRECTION OF LABOUR

One of the questions our delegates asked was whether there is any direction of labour in the Soviet Union. Are you compelled to work wherever the state wants you to go? was the way it was put. The answer to the question is given in the system of long-service bonuses and other incentives. There is no direction of labour whatever. To encourage workers to take up key industries and professions and to stay put the state pays them the long-service bonuses already referred to.

If the workers are required for a new factory in some distant place, those volunteering to go there are guaranteed accommodation, they are given free transport for their families and household goods, a bonus of one month's earnings and a quarter of the workers' earnings for each member of the family. They can also obtain a Government grant to build their own houses, repayable over ten to fifteen years without interest.

As more and more machinery is used on the land, country workers become freed for work in the towns. Representatives of factories requiring additional labour go out to the countryside to speak to the country workers and to recruit them for their factories. Those that come are guaranteed accommodation and adequate training. The Soviet Union has a planned economy, so the authorities know the number of young workers who wish to enter industry, they know which agricultural districts have workers who want to come to the towns. Incentives do the rest. Then the factories have a system of providing cultural and educational opportunities for their staffs. The administration of different enterprises compete with each other in the attractions they offer. They have sports clubs, some of them famous even outside the Soviet Union, such as the Dynamo Football Club. In these ways the factories build up a reputation for themselves which attracts workers. The very strong community spirit around the factory also exercises a strong pull on the workers, helping to keep them at the same place.

WORK BOOKS

References have been made in the newspapers of this country to the Soviet workers' "work book". This is depicted as a chronicle in which all the misdeeds of the workers are recorded. This ludicrous idea has recently been repeated in the *Daily Herald*. What is the truth? The work book is a record of a worker's earnings. It shows what grade of skill he has

reached, so that in the event of his transferring from one job to another, he can start at the proper basic rate. Entries in the work book are also used when calculating long-service bonus, holiday pay, sick pay and so on. In fact, it would appear to be a most useful record from the workers' point of view, giving him a complete check on his earnings and any payments due to him. In Britain each worker has an insurance card on which his weekly contributions for the health service are recorded in the form of stamps. The Soviet workers have nothing of this nature because they do not pay anything for health benefit pensions. Their work book simply serves as a check so that they can get all the pay and benefits to which they are entitled.

EXAMPLES OF WAGES

Examples of typical wages were collected by the delegates during their visits to factories and other places and they show that workers earning the basic rate are the exception rather than the rule. Most examples demonstrate that the norm is usually passed, making it possible for the workers to take home a wage very much in excess of the standard rate.

Calibre engineering plant: lowest earnings, 500 roubles per month, compared with the lowest basic rate of 240 roubles. Average wages 816 roubles. It should be noted that more than half the employees at this plant are young workers. Skilled workers were earning between 1,500 and 3,000 roubles a month. This is more than three times as much as the highest basic rate in the industry. The Director received 2,000 roubles a month. The woman in charge of the moulding department averaged 1,500 roubles a month. The chief metallurgist, a woman, received 1,500 to 2,000 roubles a month.

Stalingrad Tractor Factory: average wage, 1,500 roubles a month; top earnings, 3,000 roubles; maintenance fitters, 1,200 to 1,500 roubles; toolmakers, 2,000 to 2,500 roubles; moulders and welders, 2,000 roubles; moulders' assistants, 1,500 to 2,000 roubles; turners, 750 to 1,000 roubles; fitters, 800 to 1,200 roubles.

Confectionery factory in Kiev: average earnings, 660 roubles; highest, 1,300 roubles; forewoman 1,200 to 1,600; girl of 18, 50 roubles.

Textile works, Moscow: spinners and weavers are paid at the same rates as engineering workers. A weaver is regarded as a skilled worker and earns as much as a skilled engineer. Before the Revolution textile workers were among the lowest paid.

Tula coal mine: miners at coal face, 1,500 to 5,000 roubles a month; other underground workers, 1,000 roubles; surface workers, 600 to 1,000 roubles.

Miners on holiday at Sochi: timberer, 3,500 roubles; foreman

00 roubles; worker in planning department, 2,500 roubles; chairman Pit T.U. Committee, 2,715 roubles.

Stalin Auto Plant: tool-room, 2,000 to 2,500 roubles.

Building Workers: bricklayer, 2,000 roubles a month; assistant bricklayers, from 800 to 1,800 roubles; skilled carpenter, basic wage 35 roubles a day, actual earnings 1,200 roubles a month; painter, 2,000 to 2,500 roubles; electricians, 1,000 to 1,200 roubles; lowest wage on the job, 800 roubles.

Teachers at Kiev School, 1,500 roubles. *Doctors*, 1,200 to 2,000 roubles; higher salaries for medical personnel holding responsible posts. *Nurses*, 800 roubles a month. *Director of Medical Research Institute, Sochi*, 6,000 roubles a month; his assistant (a woman) receives 8,000 roubles a month. (The explanation of this apparent anomaly is given on page 41.)

A persistent and continuous effort to increase skill is one of the most outstanding features of the Soviet worker. Methods by which skill is increased include attendance at schools attached to factories and technical institutes, production conferences, competitions between individuals, departments and whole factories. There are rooms set aside at factories where workers may work on the improvement of a tool or perfect an invention. Groups of workers and technicians organise team research into some problem of industrial technique. As a result of this universal emphasis on improving skill and technique, the average wage is steadily rising because as skill is improved, so the workers step up the rungs of the wages ladder.

LIVING STANDARDS

The Soviet worker thinks not only of his wages, important though they are, but also of what his socialist state and his public organisations such as the trade unions are providing in addition. When you talk to them as we did on our visit, and ask them about their living standards, they usually start off by telling you that they have abolished fear of being unemployed, fear of being thrown on the scrap heap because of old age, fear of what might happen if the breadwinner becomes ill, fear of not being able to pay the rent, fear of not being able to give the children good start in life.

This complete absence of anxiety about the future, this lack of worry about whether there will be enough work, surely must be ranked among the most priceless possessions. It must create a light-heartedness and a care-free spirit such as few of us, not even the wealthy ones among us with their stocks and share certificates, can imagine. It must release tremendous energies, mental and physical, to get on with the jobs in life that really

matter, instead of being bogged down permanently in an existence darkened by every kind of cloud.

They tell you, when you talk to them, that they have plenty of money. They save if they want to but are not compelled to do so because of fear for the future. If they have to stay away from work because of illness, most workers receive their full earnings—not the basic rate, their full average earnings, so there is no drop in income—from the very first day of being away until they return to work.

The children? Everything is provided for—crèche, kindergarten, secondary school—one kind for everyone—technical school, university. You don't need a parent's money before you can take up any profession. All you need is the desire and the aptitude. They don't separate the children at eleven years of age and settle their lives for them before they've really begun to show their abilities. They all go to secondary school and only start to specialise at fourteen or fifteen. And even if you've taken up one kind of career, it's not hard to change for another.

Raising a family? The more the merrier. State grants which get bigger the bigger the family. A change in accommodation if the size of the family outgrows the house. Holidays? The children can go to well-set-out holiday camps for six to thirteen weeks. The parents can have a variety of holidays to choose from, with or without their children. And there are no hotels or boarding houses whose owners are compelled by circumstances to make heavy charges during the holiday period to make up for the losses in the off-season. Holiday centres are run by the state or the trade union or by communities, and if you don't get sent there for nothing by your union, the charges are very low. Travel, too, is cheap, far cheaper than here, by plane or by train.

The factories have long ceased to be places in which workers merely do their daily drudge. They are centres of life, simply pulsating with it. Each workplace is provided with the things you need for creating your own music, your own theatre, your own education. You can have lectures and learned debates, you can take up dancing (ballroom or ballet). You can, in some places, have expert training in painting and sculpture. Many other things besides are laid on at the factories, and your children can also have these facilities. There are gymnasiums and sports grounds, so you can obtain all that is necessary at your workplace to develop an all-round personality, sound in mind and sound in body. Don't think that cultural provisions end at the factory level. Far from it. Moscow isn't the only town with its opera and ballet. Provincial towns and towns in the many Republics that make up the U.S.S.R. all have their own balls

and opera. How often do the citizens of our provincial cities get the chance of witnessing forms of entertainment like these?

All this, too, the Soviet worker regards as part of his standard life, things which help to make him a person who can appreciate literature and music, ballet and opera, painting and architecture. They tell you, too, of the great advance in living standards made by women, of all the privileges women enjoy, so that they can take part on an equal footing with men in public life and yet still perform their essential mother functions.

We found them a healthy, happy people. Children wonderfully cared for. Shops full of goods and food and people packing them with plenty of money to buy. We saw them buying and marvelled at the rubbish that we are told in our newspapers about people in the Soviet Union being hard up.

And then there's the rent. You can't talk to a Soviet worker about living standards without him referring to his rent. You pay only for the amount of space you occupy according to a definite tariff. The *maximum* rent is 10 per cent of the highest individual income in the household. This includes charges for lighting, heating and cooking, and there are no extras. The *average* throughout the Soviet Union, in the capital as well as in the other towns, is between 3 and 5 per cent of wages. Of all the people we spoke to, not one paid more than 5 per cent. Just imagine paying 7s. a week out of a £7 wage for a flat and nothing to pay for rates, electric light, electricity for cooking or central heating! This applies to the new flats and houses as well as the older ones, and if you read Devanny and Stark on the new flats you will realise better what this rent system means. This must make an enormous difference to the standard of living and certainly adds to the score of the Soviet worker. The average rent in Britain is *at least* twice as high as the Soviet average, and does not include heating, etc.

What about clothes? They are not yet producing as much clothing per head of the population as we are, nor are they turning out as many pairs of boots and shoes per head as in this country. The street scene in Moscow from the clothing angle isn't up to the street scene in London. What surprised us in Kiev where the general everyday appearance of the people talking about the streets is much more like what it is in our own country and a great deal better than in Moscow. Does this mean that the Muscovites haven't so many clothes as their Ukrainian brothers? Not at all. There's no doubt that Moscow people have enough clothes. When we went to the first football match of the season, Dynamo versus Torpedo, at the Dynamo stadium, we had the opportunity of seeing 80,000 people all in one go. They came dressed up for the occasion—

it was a holiday crowd and a festive spirit. On May Day, too, well over a million came through the Red Square, had the Sunday best on and looked very good. And on the Sunday we were in Moscow before our return, we noticed that there were better clothes on the people in the street than on week-days.

Looking round the shops you can see plenty of clothes varying qualities and prices, plenty of footwear and plenty of gaily patterned fabrics. Home production of footwear is being augmented by imports (from Czechoslovakia, for instance). No doubt as the production of textiles increases the attitude to clothing will alter as well. But one extra thing must be said. J. Rawlings was in Moscow in 1929 and he compared the clothing scene as it was then with what it was like when we were there. The improvement was enormous—which gave us some idea of the long road uphill that these people have had, out of the poverty and backwardness they used to live in to the very good standards they enjoy today.

And this, surely, is the real point. Every year things get better and better in the Soviet Union.

If we think of Soviet housing today, we must compare it with what housing was like thirty years ago when the majority of people were herded like cattle in hovels and factory barracks. We must also consider that 25 million people lost their homes during the war. Then, when we see the gigantic building projects going on, the speed at which they are building, the shining new blocks of flats going up behind the remaining old wooden houses in Moscow, to replace them as soon as they are completed, we can say that the Soviet people are doing a remarkable job in solving their housing problem. And when we see the splendid flats they are building, we can compliment them on achieving such a high standard in so short a time.

WHAT THE ROUBLE WILL BUY

A very large amount of nonsense is written on this subject in our newspapers, giving the impression that prices are so high in the Soviet Union that the average worker is very poorly off. Whether this is done deliberately to mislead the British public or out of ignorance the reader must decide. Every member of our delegation was interested in this question, and on their visits to shops collected a list of prices on which the calculations in this section are based.

To take one example of the inaccuracies published in our press consider the case of *The Economist*. This is considered to be a responsible journal and figures published by it are generally regarded as correct. It is difficult to understand how *The*

Economist could publish figures for Soviet prices in its March issue this year which were so wide of the mark. Here is a comparison:

Goods	" <i>Economist</i> " price	Observed price
Wheat (best) ..	35 roubles a kilo.	14 roubles a kilo.
Wheat (second) ..	23 " "	14 " "
Wheat ..	320 " "	40 " "
Soap (toilet) ..	3 per tab.	2 " per tab.
Man's suit ..	632 " "	400 " "

The Economist listed inferior women's shoes at 250 roubles a pair and superior quality at 540 roubles. Our prices range from 100 roubles for a cheap to 190 roubles for a reasonably good quality shoe. They gave "cheese" at 43 roubles a kilo., but they can't say what kind of cheese. We have a price for cream cheese at 10 roubles a kilo of a better quality than the type we get on our ration over here.

Inaccurate prices give a wrong picture, but those journals which seem to delight in this pastime make matters worse by translating the wrong rouble prices into British money, thereby magnifying the error. This is what *The Economist* did in the article referred to. Other journals then reprint this stuff as if it were gospel. I have seen *The Economist's* list of errors reprinted in the journal of the engineers' union. *Plebs*, the periodical issued by the National Council of Labour Colleges, gave a list first printed in an American newspaper by an American journalist and later reprinted in the *Daily Herald*.

To a British citizen living in Moscow and having to change money into roubles, prices are very high. The reason for this is because the exchange rate is against him, particularly since we devalued the pound. But this does not mean that a Soviet worker finds the prices high. British visitors to France before the war used to say that holidays there were very cheap and the cost of living low. But the French workers found the cost of living very high. The British visitor had the advantage because the rate of exchange gave him a large number of francs for his pound. So it is impossible to gather what the rouble will buy simply by converting roubles into pounds. The result is misleading.

To get a reasonably accurate picture of what the rouble will buy, we need to know what an average wage amounts to. Official figures are not given for this, so we must make an estimate based on our observations. Taking men, women and young workers into account, the average worker takes home in cash between 900 and 1,000 roubles a month. This is 237 roubles for forty-two hours work a week, not counting meal mes. There is no overtime allowed.

From this sum we must deduct what the average worker pays for rent, heating, lighting, cooking and trade union dues. There are standing charges, and they amount to about 15 roubles a week for rent, etc., and just under 2½ roubles for the union, leaving him with 220 roubles a week to spend as he wishes (93 per cent of his wages).

Suppose he were to spend all this money on beef. He could buy about 35 lb. Or he could have 31 lb. of chicken. Or over 700 lb. of potatoes. Or over 100 packets of cigarettes equivalent to our 3s. 6d. packets. If he wanted a ten h.p. car he could have enough to buy one in about thirty-six weeks. He could go to the cinema in the cheapest seat 110 times on one week's wages.

Now let us see how this compares with the average British worker. According to Ministry of Labour figures the average wage, taking men, women and youths into account, is 121s. 9d. a week for 45.4 hours, not counting meal times. From this, we should deduct 12s. 6d. a week as the average rent (a figure given by a Survey made by an accepted authority), 7s. 6d. a week for heating, cooking and lighting, and 5s. 9d. a week for national insurance, trade union dues, etc. This leaves the British worker with 96s. a week (79 per cent. of his wages). At current prices, he could buy 43 lb. of beef, or 30 lb. of chicken, or 570 lb. of potatoes, or 28 packets of cigarettes, or he could go to the cinema in the cheapest seats seventy-six times. If he wanted a ten h.p. car, it would take him more than 100 weeks to get the money.

Of course neither of these sets of figures tells us what the standard of life is like in the respective countries. But they give us an idea of the relation of prices to wages in the two countries. And although the Soviet worker can, in fact, spend as much as he wishes on such items as beef, the British worker cannot, for the reason that these foods are rationed. In Russia nothing has been rationed since 1947.

To make a better comparison, we can set down the earnings for one hour of an average British and Soviet worker, after they have paid their rents, etc., and then work out the number of hours and minutes they have to work to earn the value of a number of different kinds of goods. The average British worker's hourly income, after paying off rent, etc., is 2s. 2d. The average Soviet worker's hourly rate is 5.2 roubles.

The list is given at the end of this chapter. The goods chosen are of equal or nearly equal quality or size. It shows that some foods are relatively dearer and some cheaper in the Soviet Union. Beef, for instance, is dearer there than here, with

icken slightly cheaper. They have always eaten more ultry than us and we have eaten more beef. But they are idly increasing their beef production (a very large number cattle was destroyed during the war) and there can be no ulti that with greater production the price will be reduced. other factor that must be taken into account is that the untry worker and farmer in the Soviet Union gets a good urn for his work. This enables him to purchase more goods om the town and to bring his style of living into line with the y dweller's. When prices come down, they do so when pro- ction is high enough, so that there is no harmful effect on the untryman's standard of life. The price of tea seems high relation to ours, but it must be remembered that Russian tea brewed very much weaker and that it is rarely taken with lk. The price of yoghourt or soured milk is included because is is widely eaten in Russia.

The list also shows that the average Soviet worker can afford buy enough clothes and household goods and that in some amples his money will go a good deal further than his British oposite number's. Compare radios, cameras, electrical equip- ent, cars and motor bicycles, for instance. It may be said at the Soviet worker can afford to buy these but cannot get em—not enough are being made. But that is not altogether ie. There are plenty of radios, cameras, electrical goods, otor bicycles and similar goods in the shops. A comparison traffic density on the occasion of our visit with what other ervers have had to report previously bears out the conclusion, far as cars are concerned, that the number of cars available r the Soviet purchaser is fairly large and rapidly becoming rger; as well as the fact that we came across numbers of orkers who had cars of their own.

Two other points should be considered. The first is that the erage family in the Soviet Union has 1.6 wage-earners in it, that average weekly family earnings would be 380 roubles, t of which there would be only the one payment for rent, . The second point is that every year since 1947 there have en very considerable price reductions and it is likely that prices ll come down again early in 1951. According to official Soviet ures real wages of workers today are 24 per cent higher than ore the war.

When everything is taken into account, it is difficult to cape the conclusion that the Soviet worker is very well off. hat they have been able to do this in such a short time, with many difficulties to get over following the last war, is a

striking tribute to their ability and the success of their social system.

The figures in the table cannot tell the whole story. Taken together with our observations of the very wide variety of effective social services, it is perfectly clear that the Soviet work already has an advanced standard of life. Given peace the indispensable necessity to maintain the pace of its progress, conditions in another twenty or thirty years will not only be far and away in front of the rest of the world, they will be so far advanced as to baffle our present powers of imagination.

Time taken to earn goods of approximately equal quality

(for notes on figures see text)

Article	British worker	Soviet worker
Food		
1 lb. bread (average quality) ..	7½ mins.	10 mins.
„ best beef	60 „	70 „
„ mutton	64 „	70 „
„ chicken	84 „	78 „
„ cream cheese	168 „	50 „
„ tea	92 „	200 „
„ coffee	106 „	60 „
Fish, 1 lb. (good quality) ..	46 „	30 „
Eggs, 10	70 „	66 „
Sugar, lb.	11½ „	60 „
Porridge oats, 1 lb. ..	17 „	13 „ (milk)
Butter, 1 lb.	55 „	216 „
Milk, 1 pt.	11½ „	15½ „
Milk, yoghurt, 1 pt. ..	55 „	4½ „
Potatoes, 1 lb.	4½ „	3 „
Cabbage per lb.	7 „	5½ „
1 lb. chocolates (best) ..	207 „	310 „
1 lb. sweets (cheap)	46 „	50 „
Vegetable oil, quart	276 „	200 „
Ice cream	14 „	11 „
Drink and Tobacco		
Beer, draught, pt.	32 „	19 „
Whisky per bottle	700 „	340 „ (vodk)
20 cigarettes (3s. 6d. type)	96 „	20 „
Clothing		
Men's		
Socks (average quality) ..	114 „	55 „
Shirt (cheap)	7 hrs. 7 mins.	4 hrs. 37 mins.
Shirt (best)	47½ hrs.	35 hrs.

Article	British worker	Soviet worker
Underwear, per piece ..	2 hrs. 20 mins.	1 hr. 50 mins.
Suit (cheap)	73½ hrs.	76 hrs.
Winter coat	92 ..	66½ ..
women's		
Cotton dress ..	16 ..	13 ..
Silk, embroidered	230 ..	190 ..
Costume	60 to 120 hrs.	30 to 100 hrs.
Shoes (leather) ..	21 hrs.	36 hrs.
Stockings, nylon	4 ..	5 hrs.
abies		
Shoes ..	4 ..	2 hrs. 50 mins.
Suit, woollen	11½ ..	6½ hrs.
household Goods		
Tablecloth, linen embroidered ..	92 ..	38 hrs.
Toilet soap, tablet	30 mins.	22 mins.
Toothpaste (tube)	35 ..	5½ ..
Toothbrush	40 ..	33 ..
Knife, stainless	120 ..	66 ..
Fork,	84 ..	55 ..
Spoons, stainless	56 ..	10 ..
Knives	57 ..	33 ..
Winecup, ½ gal., alumin.	5 hrs.	7 hrs.
Cup and saucer	57 mins.	67 mins.
Radio (two-band)	156½ hrs.	48½ hrs.
Radio (four-band)	230 ..	165 ..
Electric lamp, 40 watt.	28½ mins.	19½ mins.
Electric coffee percolator	41½ hrs.	25½ hrs.
Electric toaster	18½ ..	9 ..
Electric boiling ring	11½ ..	7 ..
Table-service, six persons	41 hrs. 25 mins.	38 ..
Miscellaneous		
Book, board bound	5 hrs. 45 mins.	2 ..
Carriage pipe (good quality)	9 hrs. 10 mins.	6 hrs. 40 mins.
Camera, 4.5 lens, with range-finder	368 hrs.	87½ hrs.
Camera, Leica type, 3.5 lens	828 ..	171 ..
Motor bicycle, 125 c.c., 4.75 h.p.	736 ..	400 ..
Motor car		
10 h.p. saloon	103 weeks	36 weeks
24 h.p. saloon	204 ..	60 ..
Matches, box	4½ mins.	2½ mins.
Newspaper	2 ..	2½ mins.
Entertainment		
Cinema seats	35½ to 356 mins.	22 to 66 mins.
Opera and ballet seats	1½ to 29½ hrs.	½ to 5½ hrs.
Football stadium	42 mins.	33 mins.

HOW SOVIET TRADE UNIONS ARE ORGANISED

During our visit we had a number of talks with Soviet trade union officials and workers on the way their trade unions are organised and how they manage their affairs.

Our delegates would sit round a long table, listen to what the Soviet trade union official had to say, and then submit him to a kind of cross examination when there would be the liveliest questioning and discussion. We also had many informal discussions with workers.

In view of the great interest in this question, we considered it would be useful to give the Rules of the trade unions in full just as they are published in the Soviet Union:

CONSTITUTION OF THE TRADE UNIONS OF THE U.S.S.R.

The Soviet people, led by the Communist Party of the Soviet Union (Bolsheviks), have built a socialist society and are successfully fulfilling the historic task of gradual transition from Socialism to Communism. In the Soviet Union, exploiting classes have been completely eliminated, the exploitation of man by man has been ended for all time, unemployment has been done away with in the towns and destitution in the rural areas and the material and cultural standards of the working people have risen substantially. From the painful burden that it is under capitalism, labour has in our land become a matter of honour, of glory, of valour and heroism. "People in our country do not work for exploiters, for the enrichment of parasites but for themselves, for their own class, for their own, Soviet society, where power is wielded by the best members of the working class." (Stalin.)

The world historic gains of the working people of the Soviet Union have been given legislative enactment in the Constitution of the U.S.S.R.

The Constitution guarantees all citizens of the Soviet Union

the right to work, the right to rest and leisure, the right to education, the right to maintenance in old age and in case of sickness or disability. Women in the U.S.S.R. are accorded equal rights with men in all spheres of economic, government, cultural, political and other public activity.

In conformity with the interests of the working people and in order to strengthen the socialist system, citizens of the U.S.S.R. are guaranteed by law freedom of speech, freedom of the press, freedom of assembly and also the right to unite in public organisations.

In the Soviet trade unions, which are a mass non-party public organisation, workers and other employees of all occupations are united on a voluntary basis without distinction of race, nationality, sex or religious beliefs.

The Soviet trade unions conduct all their activities under the guidance of the Communist Party, the organising and directing force of Soviet society. The trade unions of the U.S.S.R. rally the masses of workers around the Party of Lenin and Stalin.

The trade unions wage a struggle to strengthen to the utmost the socialist social and state system, the moral and political unity of the Soviet people, and fraternal co-operation and friendship among the peoples of the Soviet Union; they participate actively in the elections to the organs of state power; they organise the workers and other employees to strive for constant advancement of the national economy; they work for further improvement of the material well-being of the working people and for all-round satisfaction of their cultural wants.

The trade unions instil in their membership the spirit of Soviet patriotism and a Communist attitude to work and to public, socialist property; they engage in the Communist training of the working people and in advancing the cultural and professional standards of the workers to those of engineering personnel; they imbue their members with a sense of proletarian internationalism and fight for the unity of the international working-class movement and for lasting peace and democracy throughout the world. The trade unions "are an educational organisation, an organisation for enlisting and training forces,

they are a school, a school of administration, a school of management, a school of Communism." (Lenin.)

Under the Soviet socialist system the state stands guard over the rights of the working people and in its laws give expression to the people's interests. The trade unions share actively in the drafting of legislation concerned with production, labour, conditions of life, and cultural development and fight for undeviating observance of these laws.

The trade unions:

organise the socialist emulation movement of workers and other employees for fulfilling and exceeding state plans, raising labour productivity, improving quality and reducing production costs;

take part in planning and regulating wages and in framing systems of pay in accordance with the socialist principle of payment by the amount and quality of work performed; promote the introduction of new progressive output standards and see that correct records are made of work done and that the piece-rate and progressive bonus system of payment is correctly operated;

help workers and other employees to improve their proficiency, publicise the methods of the foremost, the innovators in production and science, and assist in introducing advanced technology in industry;

conclude collective agreements with plant managements;

supervise the labour-protection arrangements and safety precautions at places of work; participate in the settlement of labour disputes; conclude agreements with the managements on the use to be made of the funds allocated for safety precautions and labour protection;

operate the system of state social insurance, assign and issue benefits to workers and other employees in cases of temporary disability, strive for improved medical service for the working people and protection of the health of women and children, establish sanatoria and rest homes, form mutual aid societies, participate in the allocation of living quarters in houses belonging to places of work; organise supervision by the masses over

fulfilment of the plans for housing construction and development of amenities and cultural facilities and over the functioning of canteens, shops, public services and city transport; help union members to raise their level of ideological and political understanding and general education; disseminate political and scientific knowledge and extensively popularise improved production methods; establish clubs, Houses and Palaces of Culture, recreation rooms (Red Corners) and libraries, and arrange mass amateur art, physical culture, sport and tourist activities among the workers and other employees; promote the widespread participation of women in the work of the government, in production and in public affairs and help workers and other employees in the Communist training of the growing generation; make representations to government and public bodies on behalf of the workers and other employees in matters concerned with labour, welfare and culture.

I

TRADE UNION MEMBERS, THEIR RIGHTS AND DUTIES

1. Membership in the trade unions is open to all citizens of the U.S.S.R. employed in industrial establishments or offices, or studying at institutions of higher learning or technical or occupational schools.

2. The trade union member *has the right*:

(a) to attend general meetings of members of the union;

(b) to elect and be elected to all union bodies and to trade union conferences and congresses;

(c) to bring before trade union bodies issues and suggestions relating to the improvement of union activities;

(d) to criticise at trade union meetings, conferences, congresses and in the press the activities of the local or higher union bodies and their officials and to file enquiries, statements or complaints with all leading trade union bodies;

(e) to appeal to the trade union to protect and uphold its rights where the management is guilty of infringing the collective agreement or the existing labour laws or the legislation covering social insurance and provision of cultural and welfare services;

(f) to demand his presence in person in all cases when trade union bodies pass opinion on his activities or conduct.

3. The trade union member *is in duty bound*:

(a) scrupulously to observe civic and labour discipline;

(b) to safeguard and fortify public, socialist property as the sacred and inviolable foundation of the Soviet system, the source of the wealth and might of the country, the source of a life of prosperity and culture for all the working people;

(c) to improve his proficiency, to master his calling thoroughly;

(d) to observe the constitution of his trade union and pay membership dues punctually.

4. The trade union member *enjoys the following privileges*:

(a) he receives benefits out of state social insurance funds in a larger amount than non-trade-unionists, in conformity with the legislation on the subject;

(b) he receives priority in the distribution of passes to rest homes, sanatoria and health resorts, and also in placing his children in crèches, kindergartens and Young Pioneer camps;

(c) he receives when necessary, grants out of trade union funds;

(d) he receives legal assistance from trade union bodies free of charge;

(e) he and his family have the use of the trade union's cultural and sports facilities on terms specified by the trade union bodies;

(f) he is entitled to membership in the mutual aid society of his trade union organisation.

5. Admission to trade union membership is by personal application from the prospective member. The application for membership is considered by a meeting of the trade union group, and admission endorsed by the shop committee of the union, and where there are no shop committees, by the factory or establishment committee. In trade union organisations not

Subdivided into groups, members are admitted by a general meeting of the union members.

6. The record of union membership dates from the time when the application for membership is granted by the meeting of the trade union group or the union organisation of the shop, department, plant or office concerned. Membership cards are issued to newly-admitted union members by the factory or establishment committee of the union.

7. If a union member goes to work in a factory or establishment whose trade union branch is part of another trade union, he is transferred to that union without payment of the entrance fee and his record of trade union membership is maintained.

8. The time spent by union members in the armed forces of the U.S.S.R. is included in their trade union record.

9. Trade union members who discontinue work and receive pensions on grounds of health or old age retain the right of union membership.

10. Seasonal employees retain their record of trade union membership if they resume work the following season. Members of producers' co-operatives are not eligible for trade union membership. If they were union members prior to joining the producers' co-operative, their old record of trade union membership is credited to them when they leave the co-operative to take up employment.

11. For infringing the constitution of his trade union, for failing to pay membership dues for more than three months, or for lack of discipline, a union member may, by decision of the trade union bodies, be cautioned, publicly reprimanded, censured, and as the extreme measure, expelled from the union.

The decision of the shop meeting or trade union group to expel a member comes into effect after being endorsed by the factory or establishment committee of the union. The decision of the primary trade union organisation to penalise a member must be passed in the presence of the member concerned.

II

ORGANISATIONAL STRUCTURE OF THE TRADE UNIONS

12. The trade unions are built up on the principles of democratic centralism, which means that:

(a) all trade union bodies from the bottom up are elected by the membership and accountable to them;

(b) trade union organisations decide all issues of union activity in conformity with the constitution of the trade union and the decisions of higher union bodies;

(c) trade union organisations pass their decisions by a majority vote of the membership;

(d) lower trade union bodies are subordinate to higher ones.

13. The trade unions are organised on the industrial principle: all persons employed in the same factory or establishment belong to the same union; each trade union covers the employees of one branch of the national economy.

14. To co-ordinate the activities of trade union organisations regional, territorial and republican trade union councils are formed in the regions, territories and republics.

15. The highest directing body of a trade union organisation is the general meeting (for primary organisations), the conference (for district, city regional, territorial and republican organisations), the congress (for the trade union as a whole).

The general meeting, conference or congress elects an appropriate committee—the shop, factory, local, district, city, regional, territorial, republican or Central Committee—which is its executive body and directs all the current activities of the organisation.

16. All trade union directing bodies, and also delegates to trade union conferences and congresses, are elected by secret ballot.

When trade union bodies are being elected, the union membership have the right to nominate candidates and to challenge or criticize any of them.

The elected trade union bodies choose from their midst, by open vote, a chairman, secretary and members of the presidium.

17. New elections to any trade union body may be held before the expiration of the appointed term at the demand of at least one-third of the union members represented by that body, and also by decision of a higher trade union body.

18. General meetings of trade union members, union conferences and congresses, and also meetings of trade union committees and councils of trade unions shall be considered competent if attended by not less than two-thirds of the union members; delegates, or committee members.

19. Trade union bodies must scrupulously observe trade union democracy: call general meetings and conferences of union members, report on their work and arrange elections, provide the conditions for the development of criticism and self-criticism in the trade union organisations, enlist the membership extensively in trade union activities, and arrange meetings of active trade union workers.

20. Shop, factory, establishment, district, city, regional and territorial trade union committees and councils of trade unions form commissions to deal with particular aspects of trade union activity. In the All-Union Central Council of Trade Unions (A.U.C.C.T.U.) and in the Central Committees of trade unions, and also in large republican, territorial and regional trade union councils and committees, departments and sectors are formed for this purpose.

III

HIGHEST TRADE UNION BODIES

21. The supreme trade union body of the U.S.S.R. is the U.S.S.R. Congress of Trade Unions.

The U.S.S.R. Congress of Trade Unions:

(a) hears and approves reports by the A.U.C.C.T.U. and the Auditing Commission;

(b) adopts the constitution of the trade unions of the U.S.S.R.;

(c) specifies the current tasks of the trade unions, hears reports by the central economic authorities and maps out measures for trade union participation in the struggle to fulfil and exceed the national economic plans and to raise the material and cultural-political standards of the workers and other employees;

(d) specifies the tasks of the trade unions of the U.S.S.R. in the international trade union movement;

(e) elects the All-Union Central Council of Trade Unions and the Auditing Commission.

22. The U.S.S.R. Congress of Trade Unions is convened not less than once in four years. Notice of it is given at least two months before the date of the congress.

23. In the interim between U.S.S.R. congresses, all trade union activities are directed by the A.U.C.C.T.U.

24. The All-Union Central Council of Trade Unions:

(a) specifies the current tasks of the trade unions generally and also in particular fields of trade union activity;

(b) participates in the drafting of the national-economic plans;

(c) directs the socialist emulation movement;

(d) hears reports by committees of the trade unions, and communications by Ministries and government departments, on matters relating to production and to cultural and welfare facilities for the workers and other employees;

(e) prepares and submits to the Government draft legislation on wages, labour protection, social insurance, welfare and cultural services for the working people; issues instructions, regulations and elucidations as to the operation of the existing labour laws;

(f) directs the operation of the state social insurance system;

(g) arranges nation-wide cultural, sports and other mass undertakings;

(h) establishes trade union schools and study courses;

(i) approves the budget of the trade unions;

(j) represents the Soviet trade unions in the international trade union movement and affiliates on their behalf with international trade union associations;

(k) has its press organ—the newspaper *Trud*—and the Profizdat publishing house; issues trade union magazines, bulletins, etc.

25. The A.U.C.C.T.U. elects a presidium and a secretariat. Plenary sessions of the A.U.C.C.T.U. are held at regular intervals.

26. The highest directing body of each trade union is the congress of the union. The congress of the trade union is held once in two years. Congress delegates are elected by the union membership at meetings and conferences according to a representation rate fixed by the Central Committee of the union. Notice of the congress is given by the Central Committee of the union at least one month before its date.

Members and alternate members of the union's Central Committee and Auditing Commission who are not elected delegates to the congress attend it in an advisory capacity.

The congress of the trade union hears reports on the activities of the union's Central Committee and Auditing Commission, specifies the current tasks of the union, adopts the constitution of the union, hears reports by economic bodies on the progress of the fulfilment of State plans, discusses matters pertaining to the provision of cultural and welfare facilities for the working people and problems of the international trade union movement, and elects the Central Committee of the union, the Auditing Commission and the delegates to the U.S.S.R. Congress of Trade Unions.

A special congress may be convened by decision of the A.U.C.C.T.U. or of the Central Committee of the trade union.

27. In the interim between congresses, all the activities of a trade union are directed by its Central Committee.

The Central Committee and the Auditing Commission of a trade union are elected for a term of two years; the number of their members is fixed by the congress.

28. The Central Committee of a trade union: organises

socialist emulation, together with the appropriate economic authorities reviews the results of the nation-wide socialist emulation contest, hears reports by these authorities on the position of affairs in production and on the labour protection arrangements and safety precautions, organises the conclusion of collective agreements and labour protection agreements, takes action to improve the work of factories and other establishments and of trade union organisations in the organisation of labour and system of payment, in the promotion of socialist emulation, in the field of social insurance and in providing material amenities and cultural facilities for the workers and other employees;

approves the budget of the trade union and the state social insurance budget, and endorses the reports on their fulfilment;

registers the collective agreements concluded by local trade union organisations with managements;

establishes safety standards and regulations compulsory for the industry in question;

organises the ideological and political education and training of trade union forces;

publishes the trade union's printed matter (newspapers, magazines, reports, etc.);

nominates active trade unionists to positions in the State administration, in the Soviets, and in economic and public bodies;

determines the structure of the Central Committee of the union and endorses the appointment of its departmental heads;

maintains and develops contact, through the A.U.C.C.T.U., with trade unions of foreign countries.

Plenary sessions of the Central Committee of a trade union are held at regular intervals.

To direct the day-to-day activities of the union, the Central Committee elects a Presidium consisting of a chairman, secretary and members.

The Central Committee of a trade union is responsible for its activities to the congress of the union and to the A.U.C.C.T.U.

IV

REPUBLICAN, TERRITORIAL, REGIONAL, CITY AND DISTRICT TRADE UNION BODIES

29. Regional, territorial and republican trade union councils and auditing commissions are elected at the appropriate inter-union conferences for a term of two years.

Delegates to inter-union conferences are elected by meetings of the union members at places of work or study whose trade union organisations come under the direct jurisdiction of the Central Committees of their unions and by the city, district, regional, territorial or republican conferences of the individual unions.

30. Regional, territorial and republican trade union councils: carry out inter-union undertakings;

co-ordinate joint actions by the trade union organisations of the region, territory or republic aimed at promoting the socialist emulation movement for fulfilment and overfulfilment of state plans by industrial plants and at further improving the material conditions and cultural facilities of workers and other employees;

summarise and popularise the most effective examples of trade union activity;

direct inter-union cultural and sports establishments.

Plenary sessions of the trade union councils are held at regular intervals.

31. Republican, territorial, regional, railway line, water transport basin, city and district committees and auditing commissions of trade unions are elected at conferences of the trade unions in question, held once in two years.

The conference hears reports by the committee and the auditing commission, discusses problems of trade union activities, of production, of the organisation of labour, and of cultural and welfare services for the workers and other employees, and elects the trade union directing bodies and the delegates to the congress of the trade union and to the inter-union conference.

32. The committees direct the organisations of their trade

unions in the republic, territory, region, city, district, railway line or basin, organise fulfilment by the trade union organisations of the decisions taken by the A.U.C.C.T.U. and the Central Committee of the union, approve the financial estimates of the primary trade union organisations and arrange meetings of active trade union workers. Plenary sessions of the committees are held at regular intervals. In all their activities the committees are accountable to the appropriate republican, territorial, regional, city or district conferences of union members and to the Central Committees of their trade unions; and as regards inter-union undertakings in their republics, territories or regions they are accountable to the trade union councils.

33. The trade union councils and committees elect from their midst a chairman, secretary and members of the presidium.

V

PRIMARY TRADE UNION ORGANISATIONS

34. The basic unit of the trade union is the primary trade union organisation. The primary trade union organisation is made up of the trade union members employed at the same place of work. The highest body in the primary trade union organisation is the general meeting of union members.

In factories or other establishments where general meetings cannot be called because people work different shifts or because the shops or departments are territorially dispersed, shift meetings or conferences of trade union members are held instead.

35. The duties of the primary trade union organisation are:

(a) to rouse the entire personnel of the establishment to fulfil and exceed the production plan; to reinforce labour discipline and promote socialist emulation;

(b) to draw all employees into the trade union and conduct political educational activities among them;

(c) to discharge the obligations assumed under the collective agreement;

(d) to devise practical measures for raising labour productivity, improving quality, putting every shop and work-team on a cost-accounting basis, reducing production costs and increasing returns; to hold production conferences and supervise the fulfilment of their decisions; to assist in securing the adoption of rationalisation suggestions;

(e) to establish Stakhanovite schools and arrange for assistance to novices by experienced workers, engineers, and technicians; to arrange talks and lectures on efficient methods of work, and help the personnel in other ways to fulfil and exceed their output quotas and improve their skill;

(f) to work day by day to improve working conditions and welfare facilities for the personnel;

(g) to satisfy the cultural wants of the workers and other employees, to promote extensive mass cultural and sports activities in the factory or establishment;

(h) to put into effect the decisions of higher trade union bodies and the resolutions adopted at general meetings.

36. To conduct current activities, primary trade union organisations numbering twenty-five or more members elect a factory or establishment committee and an auditing commission, and organisations numbering less than twenty-five members elect a trade union organiser, for a term of one year.

The number of members on the factory or establishment committee and the auditing commission is fixed by the general meeting or conference of union members.

The factory or establishment committee concludes a collective agreement with the management and organises supervision by the masses as to its fulfilment; it directs the work of the production conferences; fosters a wide-spread inventions and rationalisation movement; works to provide cultural and welfare services for the employees; approves the composition of its commissions and of the social insurance council; calls general meetings and conferences; organises fulfilment of the decisions of higher trade union bodies; enlists trade union members in active social work.

37. Shop committees are set up in factory shops by decision of the factory committee, and trade union bureaux in the depart-

ments and divisions of offices by decision of the establishment committee; they are elected for a term of one year.

The shop committees and trade union bureaux organise trade union activities in their shops or departments, ensure fulfilment of the decisions of the factory or establishment committee and of higher trade union bodies, arrange meetings of the workers and other employees, form trade union groups and direct the work of the group trade union organisers.

38. With a view to meeting more fully the wants of trade union members working in the same team, section, unit, assembly etc., trade union groups are formed.

A group trade union organiser is elected by open vote for a term of one year at a general meeting of the group. To assist the group organiser, the trade union group elects from among its members a social insurance steward and a public inspector of labour protection.

The group trade union organiser draws all employees in the trade union, collects membership dues from union members, organises socialist emulation and helps the factory, establishment or shop committee in providing cultural and welfare services for employees.

VI

TRADE UNION FUNDS

39. Trade union funds are made up of entrance fees, monthly membership dues, proceeds from cultural, educational and sports institutions, auxiliary establishments, buildings and structures and other incoming sums.

40. The monthly membership dues are fixed at one per cent of the actual monthly earnings, and for students, at one per cent of their monthly student stipends. For non-working pensioners and students receiving no stipends, the membership dues shall be one ruble a month.

41. The entrance fee charged at the time of joining the trade union is fixed at one per cent of the monthly earnings or student stipends; for students not in receipt of a stipend, it is one ruble

42. The funds of the A.U.C.C.T.U. are made up of contributions from the Central Committees of the various trade unions out of the dues collected from their membership, the amount of the contribution being fixed by the A.U.C.C.T.U., and of other incoming sums.

43. The republican, territorial and regional trade union councils are maintained out of A.U.C.C.T.U. funds in accordance with duly approved estimates.

44. Trade union funds are used for cultural services to union members, for material assistance to them, and for the organisational and administrative expenses of trade union bodies. The allocation of funds is determined annually by the Central Committees when approving the budgets, and by the A.U.C.C.T.U. when approving the joint budget of the trade unions.

Trade union bodies expend their funds in accordance with estimates approved by higher trade union bodies.

The A.U.C.C.T.U. and the central, republican, territorial, regional, and also factory and establishment trade union committees publish their financial accounts for the information of union members.

45. The right of disposal over trade union funds and property is vested in the elected trade union bodies, which are responsible for timely collection of the funds and security of the property and for their proper utilisation.

Redistribution of property within a trade union is made by decision of the central committee of the union, and between different trade unions, by decision of the A.U.C.C.T.U.

46. The auditing commissions of trade union bodies elect chairman and secretary from their midst. The auditing commissions check on the fulfilment of the trade union budget and the state social insurance budget, on whether funds are expended and trade union property utilised in a proper and expedient manner and on the system of registration and accounting.

The auditing commissions report on their activities to congresses, conferences and general meetings simultaneously with the trade union bodies.

JURIDICAL PERSONS

47. Factory, establishment, city, district, railway, basic regional, territorial, republican and Central Committees of trade unions and also the A.U.C.C.T.U. and republican, territorial and regional trade union councils constitute juridical persons. They have a stamp and seal of a pattern approved by the Central Committee of the trade union in question and by the A.U.C.C.T.U.

48. Each trade union has its constitution, which takes into account the distinctive features of that union and conforms to the constitution of the trade unions of the U.S.S.R.

The constitution of each trade union shall be registered with the A.U.C.C.T.U.