



**THE DEVELOPMENT OF SOCIALIST
METHODS AND FORMS OF LABOUR**
by A. ALUF

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*(From the first Subbotnik
to the present vast scope
of Socialist Competition)*

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THE DEVELOPMENT OF SOCIALIST METHODS AND FORMS OF LABOUR

Thirteen years ago, in May 1919, the workers of the Moscow-Kazan Railway, wishing to help defeat the enemies of the Soviet Republic, determined to combat the threatened collapse of the railway by means of better organised work. It was resolved to organise a special "subbotnik"* to begin this reorganisation at once. The workers who came voluntarily to the subbotnik took part in it with great enthusiasm. Such was the origin of the first Communist subbotnik.

This resolution of the railwaymen was called by Lenin "the great beginning."

"The reason why these Communist subbotniks are of vast historical importance"—wrote Lenin in his article 'The Great Beginning'—"is that they prove to us the workers' own conscious and voluntary initiative towards the development of labour efficiency and discipline, for the ultimate creation of socialist conditions of industry in life.... The first Communist subbotnik, organised in Moscow on May 10, 1919 by the workers of the Moscow-Kazan railway, is of a much greater historical significance than any of the victories of Hindenburg, Foch or the English in the imperialist war..."

Lenin realised that the subbotnik participant was the forerunner of the worker with a new attitude towards labour. "Communism begins at the point where the workers themselves are willing to assume every burden—make every improvement so that all they produce—every pound of bread, each bit of coal, iron or any other commodity—is produced not solely for their use or that of their immediate 'neighbours' but for those 'distant' ones—the whole society—those tens and hundreds of millions of people—from the first Socialist State to the ultimate Union of World Socialist Republics."

Thirteen years have passed since the first Communist subbotnik. What was only a beginning, a mere germ in 1919, has developed into a harmonious and powerful system. In the Soviet Union labour has become "a matter of honour, a matter of glory, a matter of valour and heroism" (*Stalin*). An enthusiasm of labour has seized the broad masses of town and village. Out of the bosom of the proletariat has arisen socialist competition which has grown strong and embraced many millions. The indefatigable activity of those participating in socialist construction is constantly producing new forms of socialist labour. Shift counter plans, business accounting brigades, chain shock brigades—such are the manifestations of activity and enthusiasm of the working class in its building of socialism.

From the first Communist subbotnik of the Moscow-Kazan Railway, where only about 200 workers took part, to the powerful instrument of socialist competition, which has embraced millions of workers—such has been the rapid evolution of the Soviet Union on the road to socialism.

In 1927, the first American delegation of workers to the U.S.S.R. asked Comrade Stalin the following question: "We know that profit is the motive power for production in

* (Subbotnik: Organised collective work voluntarily rendered after working hours or on free days or half-days, originally Saturdays (hence the name, from Subbota—Saturday).

capitalist countries, but what is the motive power for production in the U.S.S.R.?" To this question Comrade Stalin replied: "It is true that profit is the cornerstone of capitalist industry. It is, of course, also true that profit is neither the object, nor the motive power of our socialist industry. What is, then, the motive power of our industry? In the first place, the factories and industries in our country belong to the whole people and not to individual capitalists, and they are managed and organised not by the lackeys of the capitalists, but by the representatives of the working class. The realisation by the workers that they are working not for the capitalists, but for their own state and for their own class—is in itself the greatest factor in the development and improvement of our industry." (*Stalin —Interview with the First American Delegation of Workers*).

It is the new attitude towards labour, the complete change in the psychology of the masses who now know that they are working for themselves, that has been responsible for the stupendous achievements of socialist construction.

Under the leadership of the Communist Party, the Soviet Union is building socialism at a rapid tempo. Re-organisation of the technique and administration of industry on the basis of the six historic conditions of Comrade Stalin is in itself a powerful stimulus to new, unprecedented victories of socialist construction.

Following the course of continuous improvement of the material and cultural standards of the workers, the Soviet Union knows no crises. That is a disease of the capitalist system. The Soviet Union has not that essential contradiction of the capitalist system—the contradiction between the social nature of production and private appropriation.

Under the leadership of the Communist, Party, the Soviet Union is being transformed from a backward agrarian country with a poorly developed technical basis into a country with a highly developed, technically advanced, socialised industry. The U.S.S.R. has already attained the second, and in some cases, the first place in the world in many decisive branches of industry. It has already the largest and most advanced agriculture in the world.

"Only the further speeding up of tempos of development in our industry"—said Comrade Stalin at the Sixteenth Congress of the Communist Party—"will enable us to overtake and surpass the advanced capitalist countries, from the technical and economic point of view. People babbling about the necessity of reducing the tempo in the development of our industry, are the enemies of socialism, and the agents of our class enemies."

In connection with the enormous growth of national industry in the U.S.S.R., a rapid expansion of the body of the working class, the assimilation of millions of new workers (men and women) into industry, is taking place. In 1931, the total number of workers and employees, engaged in national industry and cultural construction, was 18.7 million persons. This has been further increased during the last three years by six million persons. The growth of the proletariat is continued in the fourth and final year of the Five-Year Plan. The total number of workers and employees for 1932 according to control figures will be 21 million persons.

An enormous increase in material and living accommodation for workers has been achieved for the first three years of the Five-Year Plan. The total wage fund in 1931 amounted to 21.1 billion rubles, whereas, for the last year of the Five-Year Plan the wage fund index was increased by 34.5 per cent. The average wages in all the branches of national industry have risen in 1931, by 18 per cent as compared with 1930, and by 40 per cent as against 1929. *complete elimination of unemployment* and the employment of a vast number of efficient members of workers' families has resulted in a further increase of the wage average. As compared with 1929, by the end of 1931 the monthly income of a worker's family has increased by *64 per cent*.

The growth of individual wages is accompanied by a rapid growth of social insurance funds and expenditures for social and cultural needs. In 1931 the social insurance fund reached 2,500 million rubles, exceeding the indices for the final year of the Five-Year Plan by 27.7 per cent (1,950 million rubles).

All expenses for social-cultural needs (education, science, health projection, social insurance, labour protection) have been estimated by control figures for 1932—at 9,200 million rubles, *i.e.*, a 40 per cent increase as compared with the expenditures made for the same purpose in 1931. How enormous the leap forward of the plan for 1932 is in this respect, can be seen from the fact that the expenses for education in 1929-1930 amounted to 19.40 for each worker, in 1931 it increased to 30.95—and in 1932 it will be 44 roubles and 40 kopeks.

The growth of the material welfare of workers in the U.S.S.R. is accompanied by the reduction of the working day. The introduction of a seven-hour working day, proclaimed by the government on the Tenth Anniversary of the October Revolution, has at present been extended to 83 per cent of all the workers in industry and transport. For the purpose of sanitating labour, a six-hour working day has been established in a number of industries, and in particular in the coal industry. At the present moment, the Soviet Union has the shortest working day in the world. One important result of the introduction of the seven-hour working day was the reduction of traumatism among both adult and juvenile workers.

Simultaneously with the reduction of the working day, safety technique measures are being constantly applied.

"As a result of the realisation of the Bolshevik tempo in socialist construction—the first Five-Year Plan is liquidating the chief causes of the exploitation of man by man. Through the growth of national income at a speed impossible in capitalist countries—the elimination of unemployment and pauperism—the abolition of price discrepancies and the contradictions between city and hamlet—the reduction of mortality and the increase of population—and through the continual heightening of the material and cultural standards of both worker and peasant, the chief factors of exploitation inherent in the capitalist system are being eradicated.

"These achievements were made possible by the enormous growth of revolutionary activity in the broad masses of the workers and peasants, by the tremendous movement of socialist competition and shock brigades, and finally through the Leninist policy of our

Party, which was consistently carrying on an offensive against those capitalist elements deployed along the entire front” (extract from the resolutions of the XVII Party Conference).

SOCIALIST COMPETITION AND SHOCK MOVEMENT IN THE BUILDING OF SOCIALISM

The offensive of socialism along the whole front is accompanied by a powerful labour enthusiasm of the working masses, the broadest movement of socialist competition and shock work. Instead of working for capitalist exploiters under slave-like and oppressive conditions, we are now working for ourselves. In the U.S.S.R. labour is based on the profound conscious participation of the workers, it is systematically organised to the advantage of all the workers who are building up a new world—a new communist society. Bourgeois writer-lackeys constantly clamour that socialism is destroying initiative and creative genius and glorify capitalist competition as the vital cause of human progress.

"In reality, capitalism has long ago annihilated the small independent method of production, under whose form of competition energetic enterprise and individual initiative was possible, and replaced it by huge chain-factory production, joint stock enterprises, syndicates and giant trusts. This type of capitalism crushes the initiative and enterprise of the great mass of the population ninety-nine per cent of whom are workers. It replaces competition by financial fraud, despotism and a system of social subservience and patronage” (*Lenin*).

It is only socialism that opens the broadest perspectives to the creative activity of the masses, and allows unlimited scope for inexhaustible abilities and talents latent in them which, under capitalism, are ruthlessly suppressed.

Socialist competition differs radically from capitalist competition. "The principle of capitalist competition is deadly defeat to some—and victory and dominance to others. The principle of socialist competition is comradely help to the lagging ones by those ahead, for the common good and betterment. Competition says: do away with those lagging behind, in order to strengthen your dominance. Socialist competition says: some work poorly, some work well, and some still better, overtake the best, and achieve a common improvement” (*Stalin*).

The idea of socialist competition is the idea of Lenin.

"Socialism," he wrote, "does not extinguish competition, but on the contrary, it has created, for the first time, the opportunity to apply competition on a really large scale, in a mass scope, and to attract the majority of the workers to the arena of work, where they can demonstrate their worth. It allows them to develop their abilities, to reveal talents, of which there is a virgin source in the people, and which were until now suppressed, driven back and exterminated by capitalism in countless thousands and millions."

Socialist competition and shock movement are based totally on the *free will and conscious interestedness of the toiling masses*. They are stimulating to the highest degree the initiative of the workers, and are creating an absolutely new attitude to labour,

unknown in capitalist conditions. Labour is no more a burden, a thing of suffering, of compulsion. Labour has become a social function of every conscious, creatively active member of socialist society.

"The most remarkable quality in socialist competition is the fact that it is creating a radical revolution in the mentality of man in relation to labour. It transforms labour from the disgraceful and heavy burden that it formerly was, into a matter of honour, matter of glory, matter of valour and heroism" (*Stalin*). Principles of socialist co-operation, unity of interests and ends among competitors, and their mutual efforts for the speedy development of socialist construction, such are the bases of all forms of socialist competition and shock movement.

Slanderers from the social-fascist camp are disseminating legends that socialist competition and shock brigade movements are merely the "governments' stake upon individual favourites," a pitting of the individual against the great mass of workers. These people are unable to conceive of the possibility of organising labour on principles entirely different from those existing under capitalism—that in the Soviet Union conscious socialist enterprise is sweeping the broad masses of workers.

Data on the scope of socialist competition and the shock- brigade movement embracing the working masses, refutes once and for all the slanderous statements of social-fascists and shows how' widespread a mass basis has already been acquired by the new socialist forms of labour.

The scope of shock movement in relation to the total number of workers amounted on January 1, 1931 to 56.8 per cent in all the branches of industry; in June 1931, this figure has already increased to 65.5 per cent. In December, 1931, socialist competition and shock movement in Moscow included over 80.8 per cent of workers in the metal industry, and 75.4 per cent in the sowing industry.

The Trotskyists, who are the vanguard of counter-revolutionary bourgeoisie, are making attempts to represent socialist forms of labour as a method of exploiting the workers—a method which they allege exists in the Soviet Union as in capitalist countries. It is the vilest slander against the Communist Party, against the proletarian state, against the working class. It is exposed by the whole course of socialist construction, by the tremendous achievements attained by the Soviet Union in the improvement of the material and cultural standards of the working class, by the labour enthusiasm manifested by the working masses in the building up of socialism, by the continuous development of socialist competition, mounting to greater and greater heights of accomplishment.

Right opportunists were handicapping the new socialist forms of labour—were hindering the organisation of industrial activity and initiative of the masses. The Communist Party gave a crushing rebuff to counter-revolutionary Trotskyism, "Left" and Right opportunism and to the conciliatory attitude towards them—and has safeguarded the powerful growth of socialist economy, as well as intensifying the spread of socialist forms of labour.

"It can no longer be doubted, at present," said Comrade Stalin at the XVI Congress of the Party, "that one of the most essential factors, if not the most essential one, in our

construction ... is the socialist competition between factories and industries—the roll call of hundreds of thousands of workers about the results achieved in competition—the extensive development of shock movement. Only those who are blind fail to see that a tremendous change has occurred in the psychology of the masses and in their attitude towards labour, which has radically changed the aspect of our industries and factories.”

Most valuable in socialist competition is the fact that it reveals the initiative, activity, talents and abilities of the working masses. In the course of socialist competition, the worker demonstrates his salient role of organiser and leader of production processes.

Lenin’s idea of socialist competition has taken hold of millions due to the explicit and consistent Leninist policy of the Communist Party. Our Party is inseparably bound up with the working class, and the struggle waged under the leadership of the Party for high tempos in the building of a classless socialist society, is the struggle of the whole working class; it is for this very reason that a powerful movement of socialist competition had the chance to spring up. In the process of socialist competition the whole-hearted devotion of the working class ‘ has been revealed to the cause of socialist construction, to the cause of fulfilling Lenin’s plan "to overtake and leave far behind the advanced capitalist countries from the technical and economic point of view.” Not in vain did socialist competition bring with it a new and powerful reinforcement of the best shock workers to the Leninist Party.

The most popular form of shock movement is the shock brigade. It is organised by the workers themselves at their own initiative. A shock-brigade represents a group of people working on a job who agree to fulfil the plan of output in the shortest possible time. The members of the shock brigade undertake to render each other mutual assistance in their work—to observe implicitly all the rules and regulations of order and of labour discipline—to handle carefully raw materials and tools—to participate actively in the rationalisation of production and improvement in the quality of products, etc. Socialist competition takes place both inside the shock brigade (individual socialist competition), and between different shock brigades. If the entire shop, or even enterprise, is included in shock movement, the shop or enterprise is then called a shock shop or shock enterprise. However, the most popular form of shock work is the shock brigade group of about ten workers. Women are also taking a very active part in socialist competition and shock movement. For example, 29.3 per cent of the total number of shock-workers in Leningrad are women.

The huge labour enthusiasm which has carried away the broad working masses, has found virile expression among the youth, especially in the Young Communist League which is one of the most active promoters and organisers of socialist competition and shock movement, following the leadership of the Party. Hundreds and thousands of young workers are taking part in socialist competition and shock movement, manifesting examples of actual enthusiasm in work, and producing from their midst inventors, rationalisers, etc.

Enormous activity in the development of new socialist forms of labour is manifested

by old cadres of workers who have many years of industrial work behind them. First place in the scope of socialist competition is occupied by the machine building industry of Leningrad and Ukraine. And it is in these two places that there is a particularly high proportion of workers who began working before 1905 (22.1 per cent in Leningrad and 20.4 per cent in the Ukraine).

It is important to observe the connection between the cultural level of workers and their participation in socialist competition and shock movement. In the coal industry of Ukraine and the Urals, where until recently the percentage of illiteracy was higher than in any other branch of industry, the scope of socialist competition and shock movement was much narrower than in the machine building industry of Leningrad or Moscow where the cultural level of the workers is much higher. In Leningrad, where there is less illiteracy among textile workers than in Moscow, the scope of socialist competition and shock movement is accordingly higher. The higher the cultural level of the proletariat—the better is the working class conscious of its class aims, the greater is the scope of the new socialist forms of labour, and the more rapid is the building up of socialism.

Recently the shock movement has undergone rapid growth among the engineering and technical staff. It is the answer of the better part of the technical intelligentsia to the counterrevolutionary wreckers—hirelings and agents who hope to intervene and restore the bourgeoisie.

The formalities connected with the arrangement of socialist competition between enterprises, brigades and shifts, consist of economic-political agreements signed by the competing parties. These agreements usually include obligations to eradicate absenteeism on the part of the competitors themselves, and to fight against it in the other workers—to liquidate stoppages of machinery, and condense the working time in order to improve and increase the output of production in accordance with the plan—to eliminate waste due to negligence of workers—to reduce the cost of production—to prevent the waste of raw materials and stipulate concrete amount of saving to be made. Competitors agree to take active part in the carrying out of socialist rationalisation of production, and to participate actively in all the conferences of the industrial and technic, groups.

It is most important to organise correctly the control figures that indicate the results of socialist competition. To efficiently organise this control accountancy, to reveal the concrete results of competition, to inform in good time all the workers of these results, is conducive to greater and greater labour enthusiasm. In the absence of accounting, which tabulates the results in socialist competition, the workers taking part in socialist competition frequently do not know the actual result or their shock work, they do not know which of the competing brigades has come to the front, and which one is lagging behind, and how socialist competition is affecting the quantitative and qualitative indices of production. This often results in many workers losing their interest in socialist competition. To enable socialist competition to develop efficiency, it is indispensable from the very beginning to organise everything in such a way as to secure a rapid, concrete accounting of the results of competition. Every worker taking part in socialist competition is entitled to know how his shock work has influenced the production.

A red and black board should always indicate the results of socialist competition. The best and the worst brigades and individual workers should be systematically mentioned on these General meetings of the workers, production conferences and consultations, wall and factory newspapers should total the results of socialist competition.

To take in hand those lagging behind in competition, to give premiums to the foremost workers, such are the only measures that stimulate and increase socialist competition and shock movement.

The nature of the competition agreements should be as concise as possible. Every worker should know what the object of the competition is. A most resolute struggle must be waged against formal "paper competition."

Simultaneously with competition between enterprises, shops and brigades, there is also the very popular competition between individual workers. There were people who were trying to prove that individual and collective competition are diametrically opposed to each other, and that individual competition is a degeneration of the latter. Such a point of view is absolutely wrong. Individual competition is in no way opposed to or in contradiction to collective competition. On the contrary, they supplement each other. It may be safely stated, that organisation of individual competition inside a brigade will secure a more successful collective result in the activity of the entire brigade as compared with a brigade where no individual competition exists. Furthermore, there are many production processes in which individual competition can be applied independent of the brigade method of work, and where the efforts of individual shock workers play an important role in the improvement of production.

It is also necessary to refute emphatically the opinion of some people who allege that socialist competition and shock work cannot be applied to the mechanical method of production utilising conveyors. There, they say, the rate of work depends not upon the will of the workers, but upon the speed with which the conveyor functions—and is thus determined solely by the industrial process. This point of view can only be considered as an attempt to distract the attention of the workers from their production tasks. As a matter of fact, the efficiency of work at a conveyor unit depends as much upon the consciousness of the workers, as upon the mechanical process. Is it not clear that the slowing down of even one worker at a conveyor is enough to disorganise the whole process of work? Is it not perfectly obvious that absenteeism and any other violation of labour discipline may result in an even greater harm in the conveyor method, than in any other method of production? Is it not evident that negligence on the part of one worker as to the quality of production in the work in a conveyor system may result in a tremendous increase of waste.

People, trying to prove that socialist competition and shock work are unrealisable and inapplicable in a conveyor system, are forgetting that under the Soviet conditions the conveyor system does not: by any means convert a worker into an automatus appendage to machinery as is the case in capitalist countries. In the Soviet Union, no matter what method of production is in use, the worker remains a conscious participant in the building up of socialist economy—an active organiser and collaborator in the improvement of

production methods. This attitude explains the enormous influx of workers' suggestions, mass inventive activity, and the constant heightening of the workers' initiative. Workers engaged in the conveyor system of production are showing the same enthusiasm as all other workers, and socialist forms of labour are inculcated and are giving the same enormous results here as in any other production process.

Socialist competition and shock work are powerful factors in the struggle against all kinds of discrepancies, difficulties, and shortcomings of production. Carried away by labour enthusiasm, the working masses are overcoming all difficulties. Drawn into socialist competition, the working masses are revealing miraculous abilities in the solution of organisational problems, in the correcting of shortcomings, and in their skill to fight in Bolshevik manner for the tempos of socialist construction.

The enormous achievements in the fulfilment of the great plan of socialist construction are inseparably bound with the powerful movement of socialist competition and shock work. In these respects particularly striking results have been achieved by the advanced enterprises.

The Nevsky Lenin Machine-building Works (Leningrad) where 90 per cent of the workers are shock workers, has fulfilled its task for the last year with a surplus of 12.8 per cent. The works has been mentioned on the Red Board. The Electric Works (in Moscow), which by the beginning of 1931 had nearly 55 per cent shock workers, has fulfilled the plan for 1930 with a production surplus of 4.6 per cent, having reduced the cost of production by 22 per cent as against 18.6 per cent according to plan.

The oil industry's Five-Year Plan of the U.S.S.R. has been fulfilled in two and a half years. This heroic victory was the result of the colossal creative labour enthusiasm of proletarians, the shock workers of the oil fields of Baku and Grozny. N. Platonov, a member of the Young Communist League, thus describes the work of one of the numerous shock brigades of the Baku oil fields:

"Azneft invited a party of American drillers from America to work at Surakhany, the first enlarged oil field, so they could impart their experience to the Russian workers. The Americans had better machinery, greater technical experience, and a number of other advantages. Next to them, at the second field was working Martyshin's brigade composed of members of the Young Communist League. This brigade was competing with the Americans. The Americans had sunk 850 metres. The members of the Young Communist League had a dearth of materials and little experience.

Day and night the bit gnawed into the bowels of the earth at hole No. 73/104. The brigade of the Young Communist League was accelerating the work of their machinery.. Four weeks later the bore depth reached 850 metres. The shock brigade showed the Americans the meaning of shock work. It overtook the American sinking tempo despite obstacles of equipment and experience. Within two and a half years Martyshin's brigade handed six well-bores over for exploitation. During this period they had not a single case of absenteeism, stoppage or accident. Martyshin's drilling foreman was awarded the Order of the Red Labour Banner."

Carried away by labour enthusiasm the participants in socialist competition and shock

work are raising, of their own free will, the norms of output, labour efficiency, even beyond the level provided by the plan.

The shock brigade of the works *Bakinsky Worker* was given the job of producing in the course of the third year of the Five-Year Plan, 150 crane-blocks and 90 bearings. The brigade undertook to make 330 cranes and 126 bearings.

The workers of the assembly car works in Tver have submitted their suggestions in which they have undertaken to increase labour efficiency not by 21 per cent as planned by administration, but by 36 per cent, and this with only 292 workers instead of the 327 allowed by administration. Lubanov's Young Communist League Brigade at the Kharkov Tractor Plant construction, established a world record by mixing 250 batches of cement in 6 hours and 50 minutes.

At the Electrozavod Works, a worker, Rybakov, submitted 56 valuable suggestions within one year and two months. As a result of his rationalising suggestions, the installation of mechanical devices on one of the machines in the cable department and the placing of pinions has doubled the labour efficiency, which has in turn resulted in a yearly saving of 15 thousand rubles.

The creative activity of the working masses often finds its expression in the development of *specialised shock-brigades*, which adopt more complicated work than ordinary shock brigades. In the beginning of 1931 there were at the "Electrozavod 72 rationalising brigades, 16 brigades for mobilisation of inner resources and 12 brigades of model production. The creative initiative of workers continued its development. In the middle of 1931 the number of rationalising brigades increased to 103, of mobilisation of inner resources—to 27, the brigades of model production to 22, as well as 23 inventors' nuclei, which included a great number of foreign workers and specialists.

Rationalising brigades are usually divided into;

a) brigades for systematic study of production: These make it their object to accustom the brigade members to treat the process of production with due attention and care. Each brigade member must write down every day observations in a special rationaliser pad. Members of these brigades work out measures to eliminate all types of shortcomings and then impart their experience to others at conferences.

b) brigades for the stimulation of initiative and inventive-ness; These brigades work out in detail all the questions of a given shop, that deal with "narrow places" in production.

c) special jobs' brigades who take upon themselves the working out of major industrial questions of general works importance.

Here is, for instance, a specific case of rationalising work by shock workers, described by Comrade M. Sikhno, who is himself a worker in the works "Banner of Labour No. 1" (Leningrad).

"Clouds of crop destroying insects—moths, etc., were hovering over 75 thousand hectares of beet fields in the country. It was imperative to urgently manufacture sprayers, never before produced in the U.S.S.R. Foreign firms would not supply any plans to go by. But our works had to produce pumps and fittings for these sprayers at any cost.

"Comrade Trikhachev, chief of the shop who had been promoted from the ranks, spent many a night in the shop together with the old pump workers. This work required special devices and lathes. Serge Trikhachev had nothing but obsolete lathes—"balalaikas." *It was here that the "mother-wit" of the workers came to the rescue.* Due to lack of time it was impossible to turn part No. 3 of the "Kohn" pump on a lathe. Trikhachev adopted the working of this part on a drilling machine. A lathe turned one No. 3 part in four days whereas it took one hour to do the same operation with 30 to 50 parts on a drilling machine. A special spade drill of enormous size and original design replaced the ordinary bit. The tempo of production became such that it did not delay the delivery of an order for a single minute.

"Comrade Andreyev, who is the chief of the copper-fittings shop and foreman Novozhilov, an old promoted worker, worked day and night together with the brigade of turners, until they achieved the manufacture of keys for horse-sprayers with only the aid of semi-automatic lathes.

"As a result of mass mobilisation of workers 'mother-wit' this urgent and responsible order of the country was fulfilled in record time, and the 75 thousand hectares of field were saved from the crop parasites."

The gigantic project of Dnieprostroy is a brilliant illustration of socialist competition and shock movement.

At the end of March, 1932, by dint of heroic effort this tremendously complicated project was completed long before the planned time. This gigantic dam, 760 metres long, has been built by the titanic efforts of the workers at this project, who exemplified a superb standard of socialist competition.

Here is how the workers of the *Pravda* brigade on the Dnieprostroy—D. Zaslavsky and A. Maguid, describe some of the features of socialist competition at the construction of this greatest hydro-electric power plant in the world.

"Look at the women's brigade of Burda. This brigade consists of members of the Young Communist League, and of non-Party girls (former house servants). When they undertook the concreting of an entire pier, the men who were working there, from the chiefs down to the ordinary workers, were poking fun at them—and to tell the truth—it did seem incongruous. Their job is to work in the kitchen, and to bear children! Such were the gibes that this heroic brigade of Burda had to suffer.

"Despite all this ridicule, the women's shock-brigades persisted in their work, and determined that not a span of their concreting would be in any way worse than the work of the men-folk.

"And sure enough, the brigade accomplished what it undertook.

"The norm of concreting set by socialist competition agreement was 11.73 cubic metres. Competition was started. One brigade poured 12.75 cubic metres—the second 14.51 cubic metres—the third 20.22 cubic metres. The Burda woman's brigade excelled the third with its 21.96 cubic metres of concreting. Here is a tempo for you! Not only did they not remain behind the men, but they actually left them far behind. He who laughs last, laughs best."

Socialist competition and shock movement are by no means confined to the limits of the city and socialist industry. Great is their development in socialist sectors of the village as well as in collective and state farms, in machine and tractor stations. Socialist farms (collective farms and state farms) are occupying a dominant position in the rural economy of the U.S.S.R. From a country with a small and haphazard agriculture the Soviet Union has turned into a country which has the largest agriculture in the world.

In the collective farms, concomitant with the growth of material welfare, there is taking place at rapid tempos, an increase in the cultural and political consciousness of the collective farmers. Proletarian discipline of labour is being established. Collective farms "are forming the fundamental basis for the remodelling of the peasant, for the recasting of his psychology in the spirit of proletarian socialism" (*Stalin*).

The basic problem at present is the organisational-economic strengthening of the collective farms. The chief link in the labour organisation of the collective farms are the brigades. Socialist competition and shock movement have acquired powerful development in the brigades of the collective farms. For instance, 15,000 persons are united through two brigades in the Mechetinsky region of North Caucasus. Not being content with the fulfilment of the plan on their own collective farm, they have taken in tow collective farms in the Moscow and Leningrad districts, as well as collective farms of Azerbaidjan.

In February 1932, there took place in Sinelnikovo the first All-Union gathering of the leading agricultural regions. To this gathering came the representatives of thirty leading agricultural regions in the Soviet Union—from the various union and autonomous republics, from different districts and regions.

At this gathering an All-Union agreement of socialist competition between the leading agricultural regions of the U.S. S.R. was made.

"...We agree," declared the participants of the gathering, "in the event of the lagging behind of any of the leading regions, to admit no decrease in the average of the leading ones... using for the purpose methods of socialist mutual aid, tow, and mutual checking..." The activity of this gathering, and the agreement made by it are a most striking illustration of the words of Comrade Stalin:

"The principle of socialist competition is comradely help to the lagging ones on the part of those ahead, in order to achieve general improvement."

They illustrate the fact, that *socialist competition* and shock movement are the most efficacious *schools* for the socialist re-education of the masses—a powerful weapon "*overcoming survivals of capitalism in economics and in the mentality of the people, and in the transformation of the entire working population of the country into conscious and active builders of a classless socialist society.*" (*Extracts from resolutions of the XVII Party Conference*).

The best shock-workers, enthusiasts of social labour, foremost industrial workers, inventors, rationalisers, in fact every' one who is striving for better industrial results is distinguished by the Soviet government as a hero of socialist labour and is awarded a premium. The highest awards are the Lenin Order and the Order of the Red Labour Banner.

Orders are also awarded to foreign workers, who have shown themselves to be leading shock workers—conscious and active builders of socialist society. There is not—nor can there be—in the land of Soviets, any distinction between natives and foreigners. The country knows its heroes and among these heroes, the creators of socialist society, are those foreign workers who give their experience, their knowledge, their energy and initiative to the constant building up of socialism.

"There, in the countries of capitalism," says Comrade Stalin, "the most desirable thing, deserving of public approval, is to have an annuity, to live on interest derived from capital, to be free from labour, which is considered a disgraceful occupation. Here in our country, in the U.S.S.R., we value the contrary. The most desirable thing, deserving of public approval, is the opportunity to be a hero of labour—the chance to be a hero of competition with its halo of reverence among the millions of workers" (*Stalin, Political Report at the XVI Party Congress*).

Karl Marx, the great founder of scientific socialism, pointed out that the proletariat, in reconstructing industrial production is simultaneously remodelling itself. Socialist forms of labour organisation, with their new attitude towards labour, as a "matter of honour, matter of glory, matter of valour and heroism" are at the same time instrumental in abolishing the contrast between mental and physical labour. Material and cultural conditions for the destruction of the contrast between mental and physical labour are being continuously created in the Soviet Union since the October revolution. A new socialist man is being formed in the Soviet Union having new socialist consciousness, fully and totally free from all and every survival of capitalism.

The great growth of socialist competition and shock movement proves the profound, inseparable bond between the leader of socialist construction, the Communist Party with its Leninist Central Committee, and the broad masses of the Soviet Union. The workers of the Soviet Union have again vigorously manifested to the whole world, by their active participation in socialist forms of labour, their *will to win*, their craving to fight in a Bolshevik manner for the triumph of socialist society. As the result of socialist competition there is an even stronger attachment of the workers to the Leninist Party whose authority is becoming supreme among the masses of the Soviet Union.

Comrade Sakhno, a worker of the works "Banner of Labour No. 1" tells of this indestructible bond between the working class and its Party:

"Shock movement and socialist competition started growing in shops on the basis of enormous labour enthusiasm. Whereas we had only one shock work shop before April 1931, at the present time (Comrade Sakhno was writing his book at the end of 1931) we already have nine shock work shops of which four are competing with each other. In January, 1931, we had over 76 per cent of shock workers, whereas we now have 90 per cent. In January we had 70 per cent engineering and technical shock workers. By April there were over 80 per cent. So did the total number of shock brigades increase in our works. We now have 175 shock brigades, whereas in September, 1930, there were only 101. The leading role of Communists and members of the Young Communist League in shock movement has become even greater. The unprecedented creative enthusiasm of the

masses stimulated the rapid growth of Party organisations in the factory. The best shock worker-rationalisers joined the Party. They not only invigorated the industrial processes but also fought for the realisation of the Party line. Their many years of industrial training even before the revolution, prepared them for the jobs of Bolsheviks and they needed only to pass certain formalities to become members of the Party.... Here they are—some of the new Leninists: Stepanov, A. A., industrial worker of 24 years standing; Comrade Kotov, who has 29 years of industrial work behind him; Comrade Obkorov, working 29 years, and Comrade Timofeyev, 50 years in the industry, and many others of the best old industrial workers and rationalisers. Mass socialist rationalisation deployed under the fighting Leninist slogan "to overtake and surpass" resulted not only in the saving of thousands of rubles, not only in assistance towards the fulfilment of the industrial and financial plan, but it also resulted in the increased political activity of the workers, and brought the best among them into the ranks of the vanguard of the working class."

Capitalists and their social-fascist lackeys are using thousands of ways for the ideological captivation of the workers and their transformation into submissive and obedient slaves to the will of capital. In the Soviet Union, the working class is clearly aware that it is working for the great common cause of Communism, and it manifests its initiative and enterprise in the most varied forms, having become the genuine Builders of Socialism.

THE CHAIN SHOCK-BRIGADE

The resolutions of the XVI Party Congress emphasise that "*the most important task of the Party and trade unions is to raise the movements of socialist competition and the shock movement to the highest degree, to turn them indeed into a school of class education of workers and masses, to improve the leadership of the movement—to attract wholesale the shortest possible time all Communists and members of the Young Communist League, working in the enterprises to socialist competition and shock-work—to improve the production qualification, of Communists, and to actually shift the centre of gravity of Party and trade union activity to the shop and brigades.*"

The chain brigade appeared as a higher form of socialist competition and shock movement. A chain brigade, of course, has nothing in common with the "chain gangs" of free America, where it is said, there is no forced labour. A chain brigade is the special brigade made up of the shock-brigades in the various departments of any enterprise, that forms a chain to follow the job through its various links (processes) until it is completed. Experience has shown that a chain brigade is a great stimulant in the matter of drawing the workers into active work for rationalisation of production, and best possible utilisation of all inner resources.

A chain brigade first sprung up at the Rostov Works of Agricultural Machinery. The slogan which the workers of Selماش put forward was: "to hitch on to the first Stalingrad tractor the first sowing-machine of the Selماش" (it happened before the starting of Stalingrad Tractor Plant). At that time the Rostov Selماش was not fully built, and there was as yet no concord between the work of the shops. The job of manufacturing for the

first time in the U.S.S.R. the twenty-four row sowing-machines for tractors—was an extremely difficult one. At that time a suggestion was made at the works, to organise a *single shock-brigade* for the manufacture of tractor sowing-machines, beginning with the designing bureau and ending with the assembly shop. This brigade was called a "chain" brigade. Through the combining of the several shock-brigades the chain brigades secured the maximum harmony in the work connected with the manufacture of separate parts of the machine in the various shops of the plant: *i.e.*, pattern making, foundry, forge shop and wood-working. Links of the chain brigade were formed in each of these shops, and the brigadiers of each link made up the bureau of the chain shock-brigade.

The chain brigade has exerted great influence upon the improvement of inside-works-planning and development of rationalising work. At the suggestion of the chain brigade the sorting of the wheels, which formerly took place in the assembly shop, was now taking place on the spot in the wood-working shop—the result being a sharp decrease in stoppages of assembly. The output was increased from 700 to 1,100, and later to 1,200 wheels a day. The chain brigade recommended also to the forge and press shop that they undertake simultaneous production of right and left parts in accordance with the requirements of continuous industrial process. Realisation of this recommendation resulted in a sharp decrease of stoppages.

After the example of the chain brigade at the Rostov Works, chain brigades were soon organised in all other enterprises. The Karl Marx works in Leningrad was one of the pioneers in this respect.

"To improve the procedure of manufacturing warp frame rods and beds"—writes V. Smirnov (newspaper —"the first chain brigades have been organised which enabled the assembly brigade to watch the work of drillers and millers— to control their performance and to admit no delays in the delivery of warp frame rods and beds. Drillers and millers were* in their turn controlling the performance of turners, who were preparing parts for them—while the turners in turn assumed observation of the performance of the trimmers. The trimmers were 'nagging' the moulders, etc. Thus, a live conveyor, a live-flow-chain and mutual labour control has been created in the manufacture of warp frame rods and beds from beginning to end. The work of chain brigades was entirely in charge of production conferences. There were no workers in this brigade specially released from work for control purposes."

The experience of chain brigades was extensively applied by the Moscow giant of electro-technical industry—the *Electrozavod*, as well as by the Mytischensky car-building plant, and many other enterprises.

A chain brigade furnishes a continuous mutual checking of one link by another, and creates a regular observation of the fulfilment of obligations under socialist competition agreements. A chain brigade organises assistance of foremost links to the lagging ones.

The technical staff is taking an active part in the work of chain brigades. For instance, engineers and technicians of the planning distribution bureau of the production department of Rostov Selmash filed a declaration with the presidium of the general works production conference, stating that feeling our duty and responsibility before the working

class and proletarian state, understanding clearly the enormous political and economic importance of the accelerated output of the first Jot of tractor sowing machines, we declare ourselves to be shock- workers and are joining the chain shock-brigade of the work.

The letter of the American engineer De Wulf, assistant chief engineer of the works, written to the chain brigade of Selmash on the eve of the output of the first 50 tractor sowing-machines, shows the opinion of the engineering-technical personnel about the work of chain brigades:

"To the Chain Brigade of the Sowing-Machine Shop:

"I wish to record personally the performance of your brigade in the production of sowing-machines five days before the appointed time, which became possible only due to the selflessness, energy and enthusiasm displayed by the brigade and the workers of the sowing-machine shop. The U.S.S.R. needs such people, as you have shown yourself to be, and Selmashstroi may be justly proud in having such a brigade. You have honestly and truly proven your right to be called Lenin's brigade, and I am immeasurably proud of the honour you have shown me by having elected me as your patron."

De-Wulf, *Assistant Chief "Engineer.*

The chain brigade, developed by the initiative of the working masses is a tremendous factor in the fulfilment of quantitative and qualitative indices of the industrial and financial plan.

SOCIAL TOW

Social tow—the assistance that a well-working enterprise gives to another backward one is often referred to picturesquely as the "Social Tug Boat"—for just as a tug boat chugs to the assistance of a grounded vessel and pulls it ahead so do the better working enterprises come to the help of the lagging. Assistance to backward enterprises on the part of advanced ones is *an indispensable condition* of socialist competition. An advanced enterprise, shop or brigade comes to the assistance of backward collectives—with their valuable experience, their tested organisational methods. Socialist enterprises of the Soviet Union are alien and adverse to the principles of industrial secrets. Exchange of socialist experience—exchange of achievements in socialist enterprises, such is the system of activity exercised by the Soviet Union. This activity is the manifestation of the socialist attitude to labour and socialist mutual assistance.

Tow brigades, sent by advanced enterprises to "tow out" the lagging ones, are imparting to them their experience of victory—are striving to inculcate resolutely, socialist forms of labour—are assisting the backward ones to liquidate their breaks and to come out in the front ranks of socialist construction. Tow brigades are demonstrating by concrete examples the faults of production, doing their best to eliminate all the causes handicapping production.

Social tow was proposed for the first time at the initiative of the miners of the Artem shaft. Enormous tension of will of the best Artem workers, extensive development of

socialist competition and shock movement, warranted to the shaft the greatest production achievements. In 1914, when the shaft belonged to a capitalist, Paramonov, the average daily output was 1,300 tons. The results of 1914 were celebrated by Paramonov and his servants as an immense achievement. Having kicked out capitalists, the miners have achieved, under the leadership of the Communist Party, a production tempo which has left far behind the former capitalist level of output, the beginning the shaft was yielding 2,000 tons per day then 2,328 per day, and now this figure has been exceeded considerably. The Artem shaft has been awarded an honourable charter by the Sevkavugol trust and the Trade Union of Miners proclaiming them the best mining administration; the Red Banner of miners was also presented to them. Premiums have been awarded to the 300 best miners on the anniversary of socialist competition. Artem shaft has entered into socialist competition with the adjacent "October Revolution" shaft which is one of the backward ones in the district. When summarising the totals of socialist competition this shaft was unable to show any achievements. It was then decided by the Artem miners to take this mine in social tow. The Artem miners selected from their midst a tow brigade which included a secretary of the district Party committee, a director of mine administration, a member of the shaft trade union committee, two engineers and four shock-workers. Journalists from the newspaper "*Molot*" and "*Red Miner*," also joined this brigade. Having become acquainted in detail with the state of affairs at the shaft, the brigade established that breaks were due to the lack of organisational and technical knowledge—inadequacy of a number of workers in economic leadership—absence of any struggle against absenteeism, wage-hogging, and other unsound tendencies—isolation of mine organisation, their reluctance and incapability to work by Bolshevik fighting tempos.

Having made it their object to eliminate all the most grievous faults in technical and economic management of the shaft—the brigade proposed to the administration to include the entire brigade into the body of workers of the lagging shaft and to consider them at their disposal. It was imperative to achieve the fulfilment of the programme consisting of 1,200 tons per day, instead of the 700-900 tons which the mine was actually producing at the time.

The social tow brigade raised the question of self-control in performance—of summoning a small conference of the administrative and technical staff after each shift to discuss the causes of breaks occurring in the preceding shift, as well as the measures to be adopted to eliminate all the shortcomings encountered by the following shift. The tow brigade encountered a vast resistance on the part of the administration. However, the brigade persevered and accomplished its work with great success.

In their report to the XVI Congress of the Party, the workers of the "October Revolution" mine declared that the "special tow of the Artem mine competing with us and which is far in advance of us, assisted us greatly in the elimination of all our shortcomings, and helped us to get out of the ranks of disgracefully lagging mines dragging behind in the fulfilment of the industrial and financial plan.

"The 'Artem' people have worked with us as social tow for a month and ten days

showing us the genuine Bolshevik tempos of work. They have raised by their personal example of working directly in the mines, the industrial enthusiasm of the lagging workers. Due to the help of the 'Artem* miners, we succeeded in achieving a considerable change in the spirit of the workers—we were further able to discover and kick out from the mine several malicious wage-hogs and self-seekers and to eliminate a number of discrepancies which were handicapping our work...

"580 shock-workers and 38 socialist competition agreements —such is our response to the 'Artem' people."

The Social "Tug Boat" is used not only in separate enterprises. It is also used within the limits of one enterprise, where advanced shops, or separate brigades are taking in tow the lagging shops and brigades to help them to improve and join the ranks of the best.

Social tow, which was introduced for the first time by the Artem" miners, has become extremely popular in all the enterprises, state and collective farms of the Soviet Union. With its help the essential principle of socialist competition: "comradely help to the lagging ones on the part of foremost workers, in order to achieve general improvement" (*Stalin*) is being realised.

INDUSTRIAL AND FINANCIAL COUNTER-PLAN

In the middle of 1930, socialist competition and shock movement called to life the mass movement for the *industrial and financial counter-plan*.

An energetic fight was developing in each factory, works, mine, shaft, railway workshop, each brigade, group, every section of economic work, against production discrepancies, slackness, shiftlessness, lack of initiative and direct wrecking.

Under the leadership of the Party, the industrial and financial counter-plan has become a method of attracting the broadest masses of workers and collective farmers to the fight for Bolshevik tempos of construction.

A counter plan is a plan worked out by the workers themselves to supplement the plan presented to them by the administrative and technical organisations. The counter-plan created from the immediate 'working facts" includes the suggestions of every nature made by the workers as they occur to them from the experiences at their work. Thus, the counterplan may often set higher production rates than the original plan. The counter-plan is only possible under socialist competition and labour forms—for only then is the worker a conscious critical tabulator of his own work and problems. The counter-plan is a weapon forged by the worker himself in the struggle against every form of unsocialist labour. The industrial and financial counter-plan, by accounting for the fulfilment of all obligations under socialist competition and shock movement by all the participants of production, by providing active participation of workers in rationalising work, and maximum interest of the whole body of workers in the improvement of production—is a powerful weapon in mobilising the activity of the proletariat for the struggle against backward tendencies among the workers.

Counter plan, giving higher industrial indices, secures the revelation and utilisation of *all inner resources in the enterprises* and crashes ruthlessly all opportunist or wrecking

attempts to detain or frustrate socialist construction. Counter-plan is therefore a powerful weapon in the light against counter-revolutionary wrecking. It is not in vain that the wreckers from the Promparty stated at the hearing of their case that the industrial and financial counter-plan was handicapping their wrecking counter-revolutionary activity. Counter-plan represents an efficacious weapon against opportunist stakes on "automatism" and opportunist babbling about the tempos of socialist construction adopted by our Party being "beyond our strength."

At the present moment the counter-plan includes also "technical indices of production." It is becoming a technical, industrial and financial plan embracing the entire technological process. The scope of the counter-plan has constantly increased. The number of counter-proposals tending to rationalise the whole technological process of production is growing constantly.

Here is the way a counter-plan is made: At one of the largest Leningrad Works "Svetlana," "there is a general works technical group who compile basic data for each shop. Then the head of the shop, together with the shop technical staff, work out more detailedly the technical, industrial and financial plan, and hand it over to the brigades. The question of technical plan is discussed at the meeting of the whole shop. Technical questions connected with the making up of the technical plan are periodically elucidated by special leaflets appended to wall-newspapers. The brigades are given the annual scheme, containing the description of new technological processes and other data. After a close and detailed examination of schemes, the brigades make their recommendations, corrections, notes, etc. The result being that the entire shop takes part in the making up of the technical, industrial and financial plan." ("Pravda," January 14, 1932).

Counter plan has become a powerful lever in the expansion of production, improvement of labour efficiency, introduction of new rationalising measures in a number of enterprises.

At the Karl Marx Works, which has been the initiator of counter-plan, its development was devoted chiefly to *increase production and reduce waste*. Working out of counter-plan was being carried out here in the following manner: A provisional control commission was organised and shop brigades to help, each of which consisted of two workers, and engineering technical workers. Questionnaires were then distributed among the workers containing the following questions: What is the production that can be yielded by your lathe? What is the inevitable minimum percentage of waste in your work? What are the suggestions for the saving of materials which you can make? etc. The result was 341 rationalising suggestions, of which 105 will give a saving of 90 thousand rubles. On the basis of these suggestions the shop brigade together with the engineering and technical workers came to tire conclusion that the cast-iron foundry was capable of yielding 14.5 thousand tons instead of 11 thousand tons, and the first mechanical shop was capable of producing 200. machines (warp frames) as against 150 machines planned by the administration.

In a similar manner the counter-plan at the electric power house of the Fifth State Electric Station (Leningrad) resulted in the working out of control figures by the workers

who then decided that the power house was underloaded. Workers public opinion put forward the programme for 1931 at 650 to 660 million Kw.H. as against the 480 million, projected by the "Electrotok" Trust.

The basic contents of the counter-plan at the Stalin Works (Leningrad) has been the *specialisation and co-operation of enterprises*. The workers recommended to make a specialty of large turbines. In the beginning the programme of the Trust for 1930-31 provided the output of 300 thousand Kw. The workers protested against this figure, demanding an increase of the task. After a number of discussions the turbine output has been greatly increased under the pressure of the workers.

At *Electrozavod*—the giant of electro-technical production which fulfilled its Five-Year Plan within two and a half years, the result of the counter-plan was that the workers achieved an increase of production by means of better utilisation of machinery, and savings in the use of deficient raw materials. The counter-plan actually increased the project of the Syndicate for 1931 from 136 million rubles, to 178 million rubles.

In the working out of the counter-plan at the *Electrostal* works, attention was concentrated on the maximum Utilisation of machinery. The works administration made out a plan for the smelting of 6,000 tons of steel—the workers of the enterprise put forward their control figure of 7,500 tons. The argument then went to the Central Control Commission of the Workers and Peasants Inspection. The commission fully agreed with the workers' public opinion, and requested the works administration to revise their control figures which they worked out on the assumption that the plant was supposed to yield 45 thousand tons by the end of the Five-Year Plan. The decision of the Central Control Commission of the Workers and Peasants Inspection states—that the works administration has underestimated the industrial possibilities of the steel foundries.... Who was in the right in this case? It will be sufficient to say that the increased programme was fulfilled by 106 per cent in ten months of the year 1930.

The Lapse Works (Moscow), which as the best among the advanced enterprises of the Moscow district, has been awarded the Banner of American Metal Workers of Detroit and of * Moscow District Council of Trade Unions, was working out its counter-plan along the lines of increased production and improvement in the quality of products as well as reduction of labour power. Here the working out of the counter-plan developed into a broad mass campaign. Each brigade was itself computing its industrial possibilities, was establishing the capacity of its machinery—calculating the required labour power, and establishing its own annual output.

In nearly all the enterprises... a decisive fight was declared at the time that the counter-plans were worked out, for the strengthening of labour discipline, and increased responsibility for work performance. Quite frequently the working out of counter industrial and financial plans resulted in radical reconstruction of production processes—and introduction of new forms of labour division.

At the working out of the counter-plan at the Leningrad rubber factory, a young engineer made a suggestion to divide the operations in the production of goloshes among many workers. This project received the fervent support of the girls (members of the

Young Communist League). Not only did they stand up for the new system of work, not only did they agree to perform their definite functions, but in spite of the disapproval of the old and qualified women-workers, who "were grudgingly shaking their heads, they immediately put the plan into practice. They took up one common table and started work according to the continuous flow system—passing on the goloshes from hand to hand, while the old workers continue standing at their tables, proudly doing personally, everything which had to do with the finishing of goloshes.

Notwithstanding the fact that such division of labour can get along with less qualified workers, it is being adopted with greater enthusiasm by the youngest, bravest, more developed and technically literate strata of workers. This is due to the fact that the division of the production process has an entirely different meaning in the Soviet Union as compared with capitalist countries. Under capitalism, the detailed division of labour, continuous flow system, conveyor methods, etc., imply the transformation of the worker into a crippled and slavish appendage of the machine. In socialist industry, every worker is an active participant in production as a whole, a conscious collaborator of the entire production process who is interested in the best organisation of production. Under socialist conditions, the worker engaged in a conveyor system cannot become a mere appendage to the machine, for here—all the principles of production are based on initiative and the active participation of the worker. At the KIM automobile assembly plant, the workers succeeded in increasing the tempos of assembly, having utilised all industrial opportunities by means of correct organisation of labour on the conveyor system, reasonable distribution of forces, etc. A worker, who is part of a conveyor system is doing his job, not as a mere executor of his duty, but as an organiser of production.

Counter-plan has become extremely popular in the enterprises of the Soviet Union. The production process has become impossible here without a counter-plan, without an active participation of the workers in the making up of this plan. The six conditions of Comrade Stalin are opening enormous possibilities for a rapid growth of socialist industry. On its basis the counter suggestions of workers are advanced—warranting the overcoming of difficulties, considerable increase of quantity, and improvement of quality of production.

BUSINESS ACCOUNTING BRIGADES

Striving to achieve the maximum effect of socialist competition and shock movement and to strengthen the planning principle in the enterprises, the foremost workers of the Leningrad machine-building giants have proceeded to organise, under the leadership of the Party, the business accounting brigades. Inside of a very short period the business accounting brigades have become extremely popular.

Business accounting is, at the present stage of socialist construction, a powerful lever in the management of economic organisations; business accounting provides accuracy and precision in performance, firm discipline combined with flexibility. As a method of control by the ruble, business accounting secures the increased economic interest of each enterprise and each economic organ in the fulfilment of programmes placed before them,

in rationalisation of production, in reduction of cost of production and accumulation of resources.

"To inculcate and strengthen business accounting, to raise inside industry accumulation—such is the task." (*Stalin*).

Business accounting is brought not only to the enterprise but even to the shop. A business accounting shop enjoys a rather broad scope of rights, enters into contract relations with other shops and departments of the enterprise, has its own working funds specially assigned to it which it may dispose of at its discretion. It agrees to pay fines and forfeits in the event of failing to fulfil its obligations. A business accounting shop can develop and increase its means of production at the expense of its accumulations.

In a brigade, business accounting improves to an enormous degree the quality of performance. It differs considerably from business accounting in a shop. A business accounting brigade cannot dispose of its working funds at its discretion, nor do the agreements it makes with the administration provide any fines or forfeits. An agreement made between a business accounting brigade and the chief of the shop specifically regulates the organisation of production and labour in the brigade, and defines precisely the rights and duties of either party. A business accounting brigade is the supreme form of socialist competition and shock movement.

As a rule, the business accounting brigades are being organised in shifts. The number of members of a business accounting brigade is determined by the peculiar features of the working conditions at a given production unit. It should not be too great, however, to avoid any extra bulkiness in the organisation of the brigade work. In the metal industry, in mechanical shops, for instance, a brigade may consist of 15-20 persons; in foundry shops—from 11 to 15 persons; in the weaving and spinning shops of the textile industry—from 20 to 30 persons, etc.

The entire shop machinery included in the production unit of a brigade is attached to the brigade as a whole, and in the brigade itself to a group of workers in multiple-shift processes, and to individual workers in one-shift work.

If the care of machinery (oiling, repair, starting and installation of motors) is carried out by auxiliary shops, it is deputed to a definite member of the brigade. This member of the brigade is made responsible not only to the brigade of his own auxiliary shop, but also before the brigade of the production shop, in accordance with the inter-brigade agreements for socialist competition.

Mutual relations between the business accounting brigade and administration of the shop are regulated by a special agreement. In such an agreement the brigade puts forward in the order of a counter-plan, quantitative indices—obligations to increase labour efficiency—to decrease and if possible totally eliminate absenteeism and stoppages, etc. Furthermore, the agreement includes obligations with regard to the timely supply of raw materials and tools, and the timely repair of equipment. The agreement also provides for the award of premiums to the brigade for its achievements, by the administration.

In accordance with the agreement, the head of the shop issues an index order to the brigade, which covers a certain period (month, ten days, or one day). The order describes

the technological plan—the quantity and cost of materials required—the time and method of supply—delivery to the site of work—norms of consumption, supplies and semi-manufactured articles and tools, and the utility life of instruments and tools. The order-index also includes the norms of production, the brigade instructions, wage funds for time-work, and plan indices of absenteeism and waste averages.

A brigadier is in charge of each brigade, who has certain administrative functions inside of his brigade but this does not release him from his production work. A brigadier is appointed by the head of the shop and is paid an additional 25 per cent of his wages for organising the performance of his brigade, and he also receives a share in the premium, which is always divided among the whole brigade.

The recommendations to establish material forfeits, to be paid by the members of business accounting brigades in the event of failure to fulfil the obligations under the business accounting agreement, are looked down upon. The decree of the All-Union Central Council of Trade Unions and of the Supreme Council of National Economy concerning business accounting brigades, points out explicitly that "economic and trade organisations *should resolutely do away with distortions occurring w the practice of adopting business accounting in brigades*, such as: fixing a material forfeit on the part of the workers organisation of business accounting brigades in an administrative manner—deviation from any of the rules and violation by the brigade of its usual order, the assignment of working foods to business accounting brigades, etc."

Business accounting brigades already number tens of thousands of the foremost shock-workers in their ranks.

In the very first months of their activity, the business accounting brigades showed excellent results both in a quantitative and qualitative respect. Business accounting which were the first established at the Leningrad works "Bolshevik," "Sevkabel" and others, are systematically overfulfilling their production plan.

"Before business accounting was adopted, the work of our brigade was merely following the current"—tells A. Nikolaev, a worker of the Baltic Works (Leningrad) and one of the initiators of its business accounting. "No agreements were concluded with the shop administration for the performance of work. The production plan was late in coming (not before the tenth of each month). Furthermore, it happened frequently that a production plan already given was altered several times. All this could not but hamper the success of our performance, and it resulted in the frustration of the industrial and financial plan.

"We never knew before, how much material we were using, and what its cost was. Even the administration of the shop knew nothing about the amount of material necessary for this or that piece of work. The total quantity of material expended for a given quarter was charged by the administration to overhead expenses and entered wholesale. Materials for the operations of the shop were not supplied at the proper time. We have now made it our object to eliminate all these shortcomings. And we have succeeded in this. Business accounting has eradicated all the primitive methods in our shop.

"We now hand out requisition books to receive materials from the store. A requisition

for material is made out in duplicate and signed by the brigadier. One copy is sent to the store, the other remains with the brigadier to control the material consumed. On the basis of these requisitions the supply store-keeper writes out once every five days, a requisition for materials in triplicate. One copy is sent to the bookkeeping department where its cost is written down—the second copy is sent to the supply department where the material supplied by the store to the account of the brigade is charged. The third copy remains with the store-keeper.

The accounting of ready articles is done after the completion of the month's production programme. The economist of the shop makes the final calculation as to the cost of the completed article, including in this figure the cost of materials consumed and labour power expended.

"Under such control not a single nail will be wasted. Every, thing is under control and we know the cost of each separate part—a thing we never knew before. For instance, all the material which was left over and is no good for further mechanical manufacture, is handed over to the shop at the cost of scrap to be used in the production of liquid material (for smelting).

"Prior to the adoption of business accounting, our brigade never knew the cost of waste, and did not think it of any importance. Now that we have found out the cost of waste, we see that this unwelcome guest swallows up all the surplus. Therefore the workers of our brigade are now carefully watching the assembly of moulds, for if any neglect is allowed in their assembly, waste may follow as the result."

The business accounting brigade, based on the brigade method of work, is promoting collective methods of working and mutual assistance in the execution of separate production operations. At the same time business accounting by a brigade also stipulates an individual account of production, and consequently full responsibility for the work rests with each member of the brigade. A business accounting brigade undertakes concrete obligations in the fulfilment of the industrial and financial plan. It represents a brigade founded upon the socialist consciousness of each of its members. At the same time the brigade makes each of its members interested in the piece work rates and premiums. Consequently, it combines socialist consciousness with material interestedness. All the indices of business accounting brigades are expressed not only in materials consumed but also in material costs.

Let us quote as an example the experience of the business accounting brigade at Magnitostroy:

"On May 10, the workers of 'Menk-Hambrock 15' steam shovel joined the ranks of the business accounting chain brigades of Magnitostroy. Every seven minutes, after the departure of a loaded train, an empty one was approaching the steam shovel, and the plan of the plant administration was met on the very first day. The second day gave still better results, etc. The chain brigades exceeded the norms of even the counter-plans.

"Not a small role was played in this victory by the correct distribution of forces. Shifts were selected out of the permanent body of workers. The operator of the steam shovel knew who was working in his brigade, which workers were working at the locomotives,

and how many workers were engaged on the dump. All the three groups of the chain brigade started work at the same time. Formerly the steam shovel workers started their work two hours before the locomotive men, whereas the workers at the dump finished their work an hour later than the locomotive men. Each of these groups had its own day off. With the adoption of business accounting, the beginning of excavation, transportation and unloading were adjusted beforehand. Therefore stoppages were reduced to a minimum.... The daily norm of steam shovel '15' was rated at 1,800 cubic metres. The brigade put forward the counterplan of two thousand cubic metres. 2,400 cubic metres were done on the first day. The chain brigade of 'Menk-Hambrock 15' broke the world record for steam shovel operation—having achieved 70 per cent of the theoretical possible capacity of the steam shovel. The previous world record for utilisation of steam shovel operation of 63 per cent, made during the construction of the Panama Canal, was left far behind.... Adoption of business accounting improved the distribution of forces, increased the responsibility for operations performed by all the links, improved technical guidance and stimulated competition" (*S. Pariniants, Z. Ostrovsky—"Begin With a Kopek"*).

Development of socialist forms of labour and the raising of them to the highest stages should be directed towards the speediest realisation of the six conditions of Comrade Stalin conditions formulating a concrete programme of action required for the achievement of further socialist victories. Brigade business accounting is the highest form of socialist com. petition .and is playing a most important role in the fight against equalisation and depersonalisation—for the correct re-construction of the wage system, for the radical improvement in the work of socialist enterprises.

THE SHIFT COUNTER-PLAN

In the struggle for fulfilment of the quantitative and qualitative indices of the industrial and financial plan, the shift counter-plan is of the most vital importance. The shift counterplan has been put forward through the initiative of the best workers—the shock-workers. It has been crowned with brilliant success in a number of enterprises. The experiment of forming a shift counter-plan was tried in the rolling shop of the Ilyich metallurgic plant in Mariupol, for the first time.

The importance of the shift counter-plan, particularly in combination with brigade business accounting, is in the concretisation of the plan in the form of absolutely explicit tasks. The worker is able to understand the plan in relation to the very day and shift—at the time he begins the day's work.

The working out of a shift counter plan in a brigade is done as follows: 20 to 30 minutes before the commencement of work, the brigadier finds out the results of yesterday's performance, receives the task from the foreman or the head of the shop, and finds out the working conditions of the brigade—the state of machinery, the supply of all the required materials, transportation, as well as the state of affairs in the preceding shift, etc. The day's production task is marked down on the index board. In all this work the brigadier is assisted by * worker, the planner of the brigade and by the triangle of the

brigade (if there is one).

Five to ten minutes before the beginning of work, a short production conference of the brigade is summoned, at which the brigadier informs his brigade about the job and the working conditions which are in store for them and outlines in turn all necessary measures. The brigade discusses this plan and makes its suggestions for the fulfilment of the production plan. The results of this discussion are immediately written down in the form of the brigade counter-plan and placed on the index board for the coming shift. The brigade then goes to work. Each of the members has received a definite job and knows exactly what he has to accomplish in order to help fulfil the obligation of the brigade.

After the end of the shift's work, the results are immediately written, if at all possible, upon the index board. If not, this is done some time before the beginning of the next day's work. Thus the brigade can always see the job and the counter-plan and its rate of progression, as well as the accomplishment of both the brigade and each of its members, immediately after work.

Periodically, every five or ten days, the brigade holds longer production conferences at which the results of the work done in the course of the five or ten day period are summarised. Then schemes for the succeeding period are formulated, methods of the liquidation of production discrepancies discussed, and the connection of their unit to the other processes of production is established, etc.

Such is the very method of organisation of shift counter-plan at the *Mariupol Works*. Here the day shift begins its work at 3 o'clock. Ten minutes before work begins, short production conferences are held at each of the units—at the reheating ovens, at the blooming mill, the big mill, at the trimming mill, the shears, etc.; each brigade discussing how to organise its production so that the day's planned work will be met, even exceeded. Each brigade knows that the performance of one unit is fully dependent upon that of the other, and that only by means of vigorous collective effort will the plan be completed.

Here is how the shift counter-plan is being made up in one of the shops of the Ilyich works in Mariupol.

"The first whistle blows half an hour before the shift. The first whistle is still blowing and the workers are already on their way to the ovens, mills, etc., in order to examine in good time, both the place and the conditions of their work, and the state of their machines, the mills, ovens, furnaces, etc.

"The first whistle has not yet finished and Sanya Dogadkin, secretary of the Young Communist League nucleus, is on his way to the open hearth furnace. As he passes the office he drops in to find out from the 'planner' the task of the first furnace for the day, and the work of the first shift.

"Only ten minutes are left before the blowing of the second whistle—the one that calls the first shift to work. The Young Communist League group and the shock workers of the furnace are gathered around the steel casting foreman. The latter informs them:

"The management is allotting our shift 30 tons for the day. What counter proposal should we make to that? Remember that the shift whose place we are going to take, has

produced 31 instead of 30 tons. Our shift has plenty of charge, mixture and oil! Our smelting will take up less time than theirs, therefore we should have a greater output.

" 'Well, how much are we to counter-offer?' asks the foreman once more.

"Tchurkin, shock-worker and member of the Young Communist League, proposes:

—Let's make a counter-offer of 33 tons.

—We'll make it, agree the others.

—We must do it.—It will be done!

"Five minutes have passed, the second whistle blows. The foreman runs over to the socialist competition board and writes:

The task—30 tons

Counter-plan—33 tons.

Time of smelting:

The task: 8 hours

Counter-plan—7 hours.

"It needed only ten minutes for the workers' counter-plan brigade of furnace No. 1 to hold a real production conference, discuss the task, propose the counter-plan and get to work.

"So does every shock brigade supervise, outline and discuss its work of the day—decide on its counter-plan and prepare for the countless other problems that their shift must face— all between the first and second whistles."

A number of other works have followed the example of the Mariupol workers. Blast furnace No. 2 of the Voroshilov factory has increased its monthly output by 112 per cent. The blast furnace shop of the Frunze factory, having combined shift-counter planning with business accounting in all brigades has, as a result, achieved the over-fulfilment of its plan. The Bessemer shop of the Rykov factory has overfulfilled its plan in steel smelting.

The shift counter-plan also adopted in transport has given brilliant results there. The brigades of engine drivers Burakovsky and Belik at the Mariupol railway junction have, as a result of their counter shift plan, achieved a 22 per cent fuel saving as against the 15 per cent provided by the government. Since then the counter-plan was further surpassed, both brigades having attained a 26 per cent fuel saving in seven trips.

The shift counter-plan is now applied in a great number of enterprises. Particularly brilliant results are received from the combination of the shift counter-plan and business accounting brigades at the Zemlyachka leather factory. There the application of business accounting by brigades has resulted in an 8.43 per cent increase of labour efficiency. The shift counter-plan combined with business accounting by the brigades has furthered the labour efficiency by another 7 per cent during the very first month. The factory fulfilled its July programme with a surplus in all the indices, notwithstanding the fact that the staff of workers consisted of only 86 per cent of the norm provided by the plan. The output of production amounted to 113.5 per cent, and the labour efficiency to 119.1 per cent of the plan. Here is how the shift counter-plan was fulfilled by each separate brigade during one day: The brigade of hide workers received the task of making 3,500 hides, their counter

plan was 3,700, and they made 3,825. The brigade of stuffers had the task of 2,000 hides, their counter-plan was 2,200 hides—and they made 3,504. The brigade of polishers had the task of 3,700 hides, their counter-plan was 3,830 and they made 3,985.

In making their suggestions for the shift counter-plan, the workers were constantly finding new methods of improving labour efficiency.

The foreman and brigadiers of the Zemlyachka factory in their letter to the *Pravda*, write: "In the middle of July—due to the absence of labour power in the business accounting brigade of stuffers—the entire factory was threatened in its production plans. Then the brigade, led by the brigadier, Comrade Morgachev, undertook to fulfil its programme with the aid of the shift counter-plan, and was as good as its word.

“The question of labour shortage was raised at the shift’s production conferences. The first to respond was the brigade of stuffers, led by their brigadier Comrade Mochnev and the worker Kuznetsov. The resolution of the brigade read: 'Our brigade obligates itself to train the new workers as quickly as possible, and to improve their working efficiency so that the plan can be fulfilled with a smaller number of men.’

"For training purposes the workers recommended to ‘couple’ the new workers with the old ones. 'Coupling' has given very good results, the new workers were soon trained and the break was liquidated.”

By including all the participants in production, into co-operative planning, the shift counter-plan is arming each shock-worker with concrete indices of every day’s fight for the plan.

What makes the importance of the shift counter-plan particularly great, is the fact that it makes socialist competition and shock movement near and dear to every worker, even to those newly arrived workers who have not been included organisationally in the ranks of the competitors, and who do not •as yet grasp completely the aims and technique of socialist competition. The worker is mastering the essence of competition through the process of the shift counter-plans—through the initiative called forth in their fulfilment and over-fulfilment.

DRIVING HOME THE SIX CONDITIONS OF COMRADE STALIN

"In 1931, the re-organisation of labour and industry as a whole was commenced on the basis of the principles set forth by Comrade Stalin, the realisation of which is the prerequisite for further successes in industry under the new conditions: the reconstruction of the system of wages, the struggle against equalisation and irresponsible operation of machinery and tools, the struggle against fluidity of labour, the struggle for the organised recruiting of workers to industry and for the continued improvement in the housing and living conditions of the workers; the introduction and strengthening of the principles of business accounting; the decentralisation of industrial corporations in order to bring them closer to the enterprises and to improve the management; the continued development of activity for the training of a proletarian industrial and technical intelligentsia and the change in the attitude towards engineering and technical forces of the old school, in the sense extending to them greater attention and solicitude, attracting them to the work and

encouraging their initiative.” (*Extract from the Resolutions of the XVII Party Conference*).

New achievements in socialist production can only be attained by further strengthening one-man managerial responsibility, concretisation of management, die mastering of technological processes and continual improvement of all production conferences.

The questions of the correct organisation of labour and the adjustment of the wage scale must be solved to insure our further socialist development.

The organisation of the wage system on the basis of Comrade Stalin’s instructions entails the liquidation of petty-bourgeois equalisation in the structure of the wage system, and the establishment of remuneration according to the quality and quantity of labour. The idea that the Soviet method of economy is characterised by an equalisation of wages is of a "leftist" origin and trend, and has nothing in common with the Marxist- Leninist theory of the technique necessary in the building of socialism. "Marx and Lenin say that under socialism there will still be a distinction between skilled and unskilled labour, even after the classes are eliminated—that this distinction will disappear only under communism, and that, therefore, until mat time 'wages' must be paid in accordance with the labour performed, and not according to requirements.... It follows, therefore, that whoever at this time makes up a wage scale system based on 'principles' of equalisation, without considering the difference between skilled and unskilled labour, i breaking with Marxist-Leninist theory.” (*Stalin*),

Remuneration of labour in accordance with quantity and quality means that the basic system for the regulation of wages in our country should be the direct and progressive piece work system, which, in accordance with the directives of the Party is to be established in all branches of national Industry. There was hitherto, and there still is manifested, a certain resistance by opportunist elements to the introduction of the piece work system of labour remuneration. The opportunists claim that the piece work system is a direct contradiction to socialist principles of distribution, and are trying to prove that there is no difference between the piece work system in our country and that which exists under capitalism. They are "forgetting," however, that in our country the piece work system is being introduced under conditions of a seven-hour working day—that it is accompanied by a steady improvement in the cultural and material standards of the working masses, that it leads to a continuous quantitative and qualitative increase of labour power. It does not bear the slightest resemblance to the piece work system under capitalism where a rapacious waste of labour resources is inevitable and where increased production contributes nothing to the cultural and material betterment of the workers. A resolute rebuff should be given to all opportunist tendencies in relation to the piece work system.

Not having enough courage to act as open defenders of petty-bourgeois equalisation in the structure of the wage system, some are striving to impose it under the mask of collective group piece work. They argue that in the shock brigade movement a collective piece work system is the most applicable and equitable form of wages. This harmful and

decidedly opportunist effort is in contradiction to the Party line. A collective piece work system would not take into account the differences between individual workers, and would actually mean equalisation within the very limits of the brigade. When they further claim that an individual wage system cannot be applied in a conveyor system of production, they are also wrong. Actual experience refutes this, for it reveals that the introduction of the individual piece work system, provided it is organised in a proper manner, results in a sharp increase of labour efficiency as well as a higher wage rate in the conveyor processes.

The establishment of a piece work wage as the basic wage control system in socialist enterprises is inseparably connected with the development of socialist competition and shock movement. It stimulates, as well, the growth of business accounting brigades which function through the responsibility of the individual workers for the work entrusted to them. Individual piece work not only creates a practical stimulus for increased tempo and improved performance quality, but it creates an exact device for measuring the contribution that each member of a brigade makes towards the fulfilment of the plan.

The struggle for the realisation of Stalin's six conditions has brought into existence the new mass movement—Stalin's "relay race," so called because of the method of running brigades against each other in the solution of problems. Thus, for instance, *Komsomolskaya Pravda*, the central organ of Lenin's Young Communist League, has organised the All-Union Stalin campaign for the realisation of the six conditions of Comrade Stalin. This campaign may well serve as a striking example of the socialist attitude of the young Soviet workers towards labour—of the socialist consciousness and enthusiasm that exists in the Soviet youth.

Here is the usual technique of Stalin's "relay" in the various industries.

The issues involved in the six conditions, such as re-organisation, the struggle against depersonalisation, liquidation of equalisation, rationalisation of the wage system, etc., are planned and routed for the brigades taking part in the Stalin "relay race." Each brigade then switches off on one of these problems and applies itself intensively to its solution. The brigade discusses, examines, plans in its turn, and then attacks the problems by concrete shock work in order to cover its particular stretch. So do the brigades in the Stalin relay race challenge each other towards the fulfilment of the historic conditions.

We must not forget that the programme we set for the third year of the Five-Year Plan has remained partially unfulfilled in qualitative indices, and that we must strain all our efforts at present to achieve the complete fulfilment of both the quantitative and qualitative indices of the fourth and final year of the Five-Year Plan.

THE MASTERING OF TECHNIQUE BY THE WORKING MASSES

The constantly growing industrial activity of the working masses in the Soviet Union is creating an enormous desire in them to master technique, to extend their knowledge, and to improve their production qualification.

The technical basis of socialist industry is being reconstructed at a rate unprecedented in the world's history. The great existing problems crystallised by Comrade Stalin—to

master technique, to master science, etc.—face the working class of the Soviet Union. It is not sufficient to build new enterprises with the latest technical equipment, it is not enough to install automatic lathes that work with the precision of a clock mechanism, it is not enough to organise conveyors which speed up the production process many times over. It is also necessary to supply this new machinery with skilled and experienced cadres, capable of raising the labour efficiency to unsurpassable height through the maximum utilisation of the mechanical equipment.

“In the period of reconstruction, technique decides everything.... It is imperative to convert the most difficult labour processes into mechanical forms, developing this matter at full swing (timber industry, building industry, coal production, loading and discharge, transportation facilities, ferrous metallurgy, etc.). This does not mean, of course, that manual labour is to be abandoned. On the contrary, manual labour will play an important role in production for a long time; but it means, that the mechanisation of labour processes is the *new and decisive force*, without which it is impossible to accomplish either our tempos, or our scale of production.” (*Stalin*)

It can be understood that the problem of mechanisation brings in its wake the immediate necessity for trained cadres of skilled workers, who will be able to utilise the advantage of an advanced technique. Technical propaganda is becoming one of the vital issues in the activity of economic, trade union and scientific organisations—one of the most important weapons of struggle for the fulfilment and over-fulfilment of quantitative and qualitative indices of the technical, industrial and financial plan. This propaganda must reach all the groups of workers taking part in the production process—from the common labourers to the engineering staffs in charge of industry.

In the matter of inculcating technical knowledge and experience in the broad working masses—the creation of technically trained skilled forces—who will be able to master the improved methods of production, a great role is played by foreign workers, employed in the enterprises of the Soviet Union. The idea that the Soviet state is the fatherland of the whole world proletariat, fighting for emancipation from the yoke of capitalism—that every achievement of Soviet enterprise is a step forward in the cause of the building up of socialism—is broadcast to the foreign workers, uniting their efforts with the efforts of the proletariat of our country. Most of the foreign workers in our enterprises feel it their job to impart their technical experience and knowledge to the Soviet workers, to make their experience the property of the maximum number of socialist enterprises in the Soviet Union. They know that it is the duty of class solidarity towards the workers’ fatherland.

The Leningrad “Smena” relates this incident about a foreign worker, Comrade Schwartz. Upon his arrival from abroad, he presented an electric loom of his own invention to the Soviet Union. This electric loom will revolutionise the textile industry. So has this foreign worker given an invaluable endowment to the industrialization of the Soviet Union, and performed a self-imposed duty to the workers’ fatherland.

A brigade of American workers, headed by their brigadier, Comrade Suikanen, was working in the wood-work shop of the Nizhni-Novgorod Automobile plant.

”The administration,” writes Suzan Luowein in issue 33 of the *Projector* magazine

(1930), "intended to assemble and concrete a fixed number of metres of flooring on the basis of a ten-day programme. Suikanen's American brigade decided to utilise their past experiences and technique, and first floor the entire job and then pour the concrete. They claimed that this would shorten the working time by half. The administration, however, underrated this method and accordingly chalked them up as behind schedule, or as the expression goes, put them 'on a cow.'

"Suikanen's brigade was not at all pleased to be put 'on a cow' and sent a delegation to the secretary of the Party Committee. 'We do not deserve,' said the delegation, 'to be treated this way. Our work is fast enough to put us on an 'aeroplane.' The secretary of the Party Committee, hiding a smile and putting on his severest manner, said: 'Well, who is stopping you? Go to it.'

"The delegation went away. They continued their work as they had planned. They floored the entire shop and then poured the concrete. They completed the work in record time, overfulfilling the plan by 215 per cent.

A short time later, the very same secretary of the Party Committee presided at a meeting held in honour of the American brigade, and needless to say, they got off the cow and took an 'aeroplane.' "

Foreign workers and specialists are becoming active participants in socialist competition and shock movement.

A German engineer, Faber, chief of the Thomas shop in the Kerch works, challenged a Soviet engineer, Zubko, the head of the rolling shop, to socialist competition. 'I guarantee, wrote Faber in the socialist competition agreement, "that the Thomas shop will arrive with a hundred per cent fulfilment of the plan. I hope that the Russian comrades working with me will help in this." Faber then placed himself at the converters and proceeded to personally control the smelting of steel.

Duvenbeck, another German, who is the foreman of the Thomas shop, challenged the Soviet foreman Karpov, to socialist competition and agreed to accomplish the converter lining in the record time of 48 hours. He then worked for two days without leaving the shop and fulfilled his obligation.

The training of workers to prepare them for more responsible technical positions is being established on a very intensive basis in the U.S.S.R. The young workers are constantly being trained through their apprenticeship in works and factories. The question of embracing the whole working youth in a system of polytechnical education is being put on a practical basis.

The training of working cadres through apprenticeship has for its objects: a) to train and educate workers of "middle" and higher qualification, b) training and education of workers who will make up the lower technical personnel. These two objects are brought about by the factory trade schools and the workshop apprenticeship schools. The factory trade schools train their workers for general technical qualifications, equipping them for many types of work. The workshop apprenticeship schools train their workers for only one specialised type of work.

The establishment of a real polytechnical school for pre-adolescent children would

serve as a basis for the training working cadres, answering all these requirements, and be a great step forward towards the realisation of socialist principles of production as well as the cultural and political education of the youth beginning from childhood.

THE HIGHER AND INTERMEDIATE SCHOOLS OF THE SOVIET UNION ARE OPEN TO WORKERS

In 1931, the total number of students educated in higher schools reached the number of 236,000 persons—the last new enrolment of students being 60,000 persons in the higher day schools and 20,000 in the higher night schools. The number of students in technical schools amounted to 423,000 persons, the new enrolment totalling 101,000 persons. The total number of students in workers faculties is about half a million. Aside from these schools, which have for their object the training of new qualified cadres, there is being developed a system of schools for additional labour education.

The increased numbers of students in universities, higher technical schools, high schools and technicums are all either workers or workers' children. This is unlike capitalist countries, where higher education is almost impossible for the workers. The changing social composition of the students in the Soviet Union may be seen from the following data:

Years	Universities and higher technical schools			Technicums		
	Workers	Peasants	Others	Workers	Peasants	Others
1927	25.4	23.9	50.7			
1929	35.2	20.9	43.9	38.5	30.6	30.9
1931	51.4	22.2	26.4	50.8	28.8	20.4

The workers and their children make up nearly two-thirds of the total number of students in the specialised higher technical schools, and in the technical schools three-quarters of the quota.

ON THE THRESHOLD OF THE BUILDING OF A CLASSLESS SOCIETY

The XVII Party Conference approved the directives for the compilation of the Second Five-Year Plan and has outlined the further gigantic growth of socialist economy in the Soviet Union, at an unprecedented tempo, impossible in capitalist countries.

"As a result of the maintenance of the Bolshevik rate of socialist construction and the virtual elimination of tire parasite classes, the basis and source of exploitation of man by man are being liquidated even in the period of the first Five-Year Plan; national revenue increases at a rate unattainable for capitalist countries; the 'price scissors' and the antithesis between town and country are being obliterated; the well-being and cultural level of the workers and toiling peasants is rising from year to year; the mortality rate is falling and the population in the U.S.S.R. is rapidly growing.

"These achievements are all the outcome of .the colossal growth of revolutionary

activity on the part of the broad masses of the working class and the toiling peasantry, a result of extensive socialist competition and the organisation of shock brigades, and, finally, a consequence of the Leninist policy of our Party which is pursuing a consistent course of attack against the capitalist elements all along the front.” (*Extracts the Resolutions of the XVII Party Conference*)

The final turning of the poor and middle peasant rural masses to socialism, which happened as a result of the correct and firm realisation of the general line of the Party, resulted in the socialist forms taking up the dominating position in agriculture (state and collective farms) and in a final undermining of the roots of capitalism in the village.

In the course of the three years of the first Five-Year Plan the building up of the foundation for socialist economy in the U.S.S.R. has been accomplished. The second five-year period will be the period devoted to the elimination of classes—the period in which a classless socialist society will be created.

"The chief political task of the second Five-Year Plan," read the Resolutions of the XVII Party Conference, "is the final liquidation of the capitalist elements and of classes in general; fully to destroy the causes which give rise to class distinction and exploitation; to overcome the survivals of capitalism in economy and in the consciousness of people; to transform the whole working population of the country into conscious, active builders of a classless, socialist society."

The decisive economic job of the second Five-Year Plan is to complete the technical reconstruction of the entire industry. The output of the machine-building industry which occupies the leading place in the solution of this problem, will be increased by 3 to 3½ times in the second five-year period. The output of electric power will reach 100 billion Kw.H. as compared with 17 billion Kw.H. in 1932. Smelting of pig iron will not be less than 22 million tons by the end of the Second Five-Year Plan. Production of coal will rise to 250 million tons as against 90 million tons in 1932. 25-30,000 kilometres of railway will be built.

On the basis of this gigantic growth of productive forces further enormous improvements in the welfare of the toiling masses will take place.

By the end of the Second Five-Year Plan the supply of the chief articles of general consumption, foodstuffs, etc., must increase not less than three times, as compared with the 1932 level.

It would be radically wrong to imagine that the realisation of the tasks of the Second Five-Year Plan will be accomplished automatically, that victory will come of itself, without a class struggle. The solution of the tremendous problems of the Second Five-Year Plan will be carried out under the conditions a bitter class struggle—the stubborn resistance of the remaining capitalist elements, who will attempt in every possible way, to frustrate and weaken the socialist offensive and labour enthusiasm of the working masses. "Elimination of classes by means of cruel class struggle—such is the formula of Lenin." (*Stalin*)

The greatest progress of socialist construction has been achieved by the Party in its struggle against all deviations from Marxism-Leninism. The Party has scored these

successes in a struggle against the Trotskyist bourgeois theory that socialism cannot be built in one country and that the restoration of capitalism is inevitable, a struggle against the Trotskyism that has now become the vanguard of the bourgeois counter-revolution. The Party has scored these successes in a struggle against the right opportunists whose line was not only opposed to the policy of socialist offensive, but signified a direct capitulation to the kulaks and the elements of the bourgeoisie.” (*Extract from the Resolutions of the XVII Party Conference*). A successful solution of the problems confronting the Second Five-Year Plan requires a still greater strengthening of the proletarian dictatorship, and a further increased tempo in the struggle against the opportunist and conciliatory attitudes. It is imperative to crush all attempts to weaken the energy of the proletariat in its struggle against its class enemies.

Before the commencement of the Second Five-Year Plan, the Five-Year Plan for the building up of a classless socialist society, it is essential that we fulfil and overfulfil the programme for the fourth final year of the first Five-Year Plan, and carry out not only the quantitative but also the qualitative indices of the programme for this year.

Shock work—the inculcation of higher forms of socialist competition—the business accounting and shift counter-plan brigades, the total realisation of the six conditions of Comrade Stalin—these will successfully achieve the completion of the first Five-Year Plan within the current year. With this accomplished, the basis for the successful and victorious fulfilment of the Second Five-Year Plan and for the building up of a classless society will be secure.