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EVOLUTION OF REMUNERATION MODES IN RUSSIAN INDUSTRIES:

FROM PRE-REVOLUTION INDUSTRIALISATION TO THE SOVIET INDUSTRIALISATION

My paper is based on the research methodology developed in the framework of the Russian-Dutch Cooperative Research Project “Work Incentives in Russia, 1861-2000: Compensation, Commitment and Coercion”, initiated in 2000s by the International Institute of Social History (IISH) and funded by the Dutch Organization for Scientific Research (NWO).

The paper observes the evolution of remuneration modes from the early stage of Russia’s industrialization (1880s-1914) through the NEP period to the Soviet industrialization (1928-1940) using both statistical data and case studies based on factory archives. Our analysis gives an evidence that before 1917 wages were the the main component of remuneration in Russian industries (although there were other components including provision of better social conditions for skilled workers).

In the NEP period the evolution of remuneration had a direction from payments in kind to differentiation of wages. Thus, during the 1920s the state policy (in contrast to the position of Trade Unions) was oriented to raising the degree of workers’ wages differentiation. The analysis of archival materials of one of the biggest textile factories – *Triokhgornaya Manufaktura* shows that this policy directed on material stimulation of skilled labour in industry was put into the practice despite the dramatic contradictions of social processes of the NEP period. Moreover, the real degree of wages inequality outstripped the fixed norms reflecting the growing demand of skilled and productive labour. By the end of the 1920s wage differentiation of workers in the textile industry was near the pre-revolutionary level. Among historians today there is no single opinion on the trend and results of the state regulation of industrial labour remuneration in the NEP period. The paper compares dynamics of payment of workers, junior maintenance personnel and engineering/management staff in the Soviet textile industry during the 1920s.

The period of Soviet industrialization can be characterized by the variety of remuneration modes. Wages were still the main component of Soviet remuneration system however different other components were introduced. Moral incentives, such as medals or other honors, could be used to encourage fulfillment of tasks; those incentives gave some privileges and social “surpluses” for *stakhanovites* and *udarniki* (shock workers). As to workers’ wages we can see evident shift from the time payment system to the piece payment.

The paper gives special attention to remuneration modes used in the forced labour, including Gulag camps. Although the expectation might be that little in the form of material remuneration was necessary in a work setting ideally suited to force and coercion, we find (on the basis of declassified archives) the presence of different types of remuneration schemes. We describe remuneration tool unique to prison labor – sentence reductions for good work. The paper examines the use of money remuneration in the camp system.

Finally the paper includes appendix which contains the vocabulary of labour remuneration based on Russian relevant sources related to the period 1880s-1950s.