

PERSONAL DATA

Age: 28

Sex: Male

Education: lower middle school graduate

Total Years Relevant Experience: 9

Last Year of Relevant Experience: 1977 Year Left China: 1977

Initial Immigration Status: probably illegal

Native Place/Overseas Connections: Shantou native/OS ties unknown

Class Background/Political Designation: unknown

OCCUPATIONAL HISTORY SUMMARY

Positions Held: 1) Worker, production group leader, Auto Parts Collective,
1969-77

Administrative Level of Work Unit/(No. of employees):

1) Street, collective/(20-200, growth over years)

APPOINTMENTS: 1

TOTAL HOURS: 1.5

PAGES TEXT: 2

Occupational History (5/12/80, 1.5 hrs.)

He graduated from middle school in Shantou at the age of 16, in 1968. He was ordered to the countryside but didn't go, and stayed in the city to look for work. The street committee didn't help him, so he looked for work himself. In 1969, he found a job in a street committee-run collective which had 20 people when he first started, and over 200 when he left in 1977. They produced parts for automobiles and for electric motors. When he first started he was an ordinary worker for one year, then because he got along well with his peers and had technical ability he was made a production group leader.

The Collective Factory

They were not supplied with any spare parts or raw materials by the state. Their head manager, or yewu yuan went out and concluded contracts for the purchase and sale of goods. This was done completely independently. The manager had been the leader from the beginning, and he had been the one who had applied to the street committee for collective status. He was the manager for the entire period he worked in this plant.

Directly under the manager were the group leaders (banzhang), which is the position the informant held. There was also an official assigned by the street committee, called a 'group leader' (zuzhang) who handled relations with the street and also who did all the political work--meetings, etc. The manager handled both production and business. The workers were usually introduced by friends already working there. No other way existed in most cases to get a job there.

Wages

In the beginning, there was no fixed grade system, just assigned wages based on technical ability. The lowest wage at that time was a worker who got 26¥, which is what the informant got at first. The highest wage was the manager's--he got 60¥. Later, they changed to a fixed grade system, with four grades in all: 1) 24-26¥ (putong gong), 2) 30+¥, 3) 40+¥, 4) 50¥. There were no fixed supplements every month, but you could apply for a hardship supplement. They did have a small bonus system for overfulfilling quotas of about 4% of the wage after around 1972. The quotas were set at the production group level, and if the group overfulfilled the quota, the bonuses would be distributed equally to all the workers.

If a worker worked poorly, they would first talk to him, then if he didn't improve they would hold a meeting, bring up his name and criticize him. There were very few people fired for bad work. Only one person in his group was fired during the entire period. If a worker didn't come to work, they would take away that day's wage. All the workers were permanent. They did have technicians come in to help on temporary assignments from big plants, but they didn't draw wages from the plant.

Production Group Leader

The group leaders were responsible for receiving the month's task from the manager, and then for planning and arranging production. But the relationship was fairly loose. They would hold some meetings, and the manager would tell the group leader when he was handling things poorly, when the products were not good, but generally the production operations were the group leader's responsibility.

The group leaders worked just like ordinary workers. But they were

responsible for making work assignments, instructing workers on how to do things, deciding what to produce on what day. There were no meetings in the groups, but did have all-plant meetings which were led by the manager.

There were no assigned helpers within the group but the leaders did get help from certain workers whose technical ability and judgment he could rely on. He would ask questions of them and get advice.

There were no factional problems of any sort. The biggest problem in the plant was obtaining materials, especially steel. This was the toughest thing. Sometimes they couldn't get materials and they had to stop work for a while. During and after the CR there was no real disruption, no great effect on workers thinking or action. This is because if they didn't work they didn't get paid, and if the plant closed, it was hard to find work again.