

## PERSONAL DATA

Age: 26

Sex: Female

Education: primary school graduate

Total Years Relevant Experience: 10

Last Year of Relevant Experience: 1979                      Year Left China: 1980

Initial Immigration Status: Legal

Native Place/Overseas Connections: Yunnan native/parents in Hong Kong

Class Background/Political Designation: unknown

---

## OCCUPATIONAL HISTORY SUMMARY

Positions Held: 1) Electrical Switch Factory, Kunming, 1970-79  
                  a) apprentice/skilled worker, 1970-78  
                  b) Accountant, Finance Department, 1978-79

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

1) Municipal/(800)

---

APPOINTMENTS: 1

TOTAL HOURS: 2

PAGES TEXT: 2

---

Occupational History (7/29/80, 2 hrs.)

After primary school, at age 16 in 1970, she was assigned to work in a 800-person electrical switch factory under the Kunming Heavy Industry Bureau. She worked for 7 years as an apprentice, then skilled worker, then the last two years, 1978-79, she was an accountant in the finance department. She applied to come to Hong Kong and arrived in July 1980, just a few weeks ago. Both of her parents have lived in Hong Kong for years, and she lives with them now.

Wages

There is a three-year apprenticeship period, 15¥, 17¥, and 21¥ for the first three years. Some types of workers only have a two year apprenticeship. She was learning to be a machine-tool operator. Their factory had three shifts, and they got pay differentials of about .25¥ per shift for working odd shifts.

They had fixed and formal master-apprentice relations. The masters didn't want to give away their knowledge too freely, and would hold back on some techniques. Not all masters were like this, some only feared that you would not learn well enough. But hers was a conservative one, and she would not let her see certain operations.

They took relatively simple tests at the end of three years, given by the masters. Each person was given a different task to do--a practical one. They were also given a design with a mistake in it and had to correct it, also given by oral test. Usually everybody passed. Then after they passed, they went to their small group meetings where the case of each candidate was discussed. They could be held back from being promoted for a three month period at a time, mostly for bad behavior, no knowledge.

After that, you are grade 1, 33.5¥, and after one year, you are automatically raised to grade 2, 36.7¥. After this, they have to wait until a national wage readjustment for grade 3 and above. This is why most workers were grade 2. It is also why the wage readjustments became like a life and death struggle when they finally came in 1977. The workers in grades 4 to 8 were all hired in the 1950s. She did not get any raises the entire time beyond grade 2.

There were no readjustments until 1977. They set year lines, like for people who entered before 1970, 40% could be raised one grade. They used a lot of criteria, good work, surpassing quotas, winners of competitions, active in study, getting along with others, family economic situations, and number of years since the last raise. The big problem with this is that the criteria were vague. There were no set standards. It just depended on whether or not people had a good impression of you. It depended upon your relations with others. Of course, it led to a lot of arguments. It was so severe that people almost came to blows. This was because there were no clear rules.

In the recent readjustment, things are better because at least now they are testing people's skill levels, in addition to other criteria. But she did not participate in this second readjustment, because in mid-1979 she entered a university after a successful admissions test.

Bonuses

When she first came there, basically there were no bonuses, right up until 1977. They did have assessments for advanced workers once a year, gave certificates, towels, or Mao's selected works.

They did have individual quotas, set at the average worker's speed,

but they were not connected with pay. When they finished, which was easy to do early, they could leave early. Some workers still overfulfilled anyway. But most just fulfilled the quota. If you couldn't finish, they would talk to you or someone would help you finish. If you had good relations with the group leader or shop director, they would give you easier quotas to do. If they didn't like you, they would give you harder ones.

After the Gang of Four fell, they gradually increased the prizes for advanced workers, and eventually had a full bonus system. They had group assessments every month, and the bonuses were tied to beating the time quotas, and they also had piece rate bonuses.

#### Small Group Management

The group leader handled management. They had several 'yuan' who were appointed, but they had no real use, no real jobs. The group leader had the power, he was the one who could sign materials and tools out at the warehouse, and who gave permission for short leaves of absence. They didn't really have a firm quality inspection system.

#### Accounting Work

They had a head accountant, assistant accountant, two cashiers, one time rate setter, one cost manager, and the department head (guzhang). When she first came she was a cashier-accountant, did both jobs. They handled all the expenditures for the factory, managed accounts and costs. Her work involved simply notifying banks, giving out forms. They also filled out general accounting reports and sent to the above levels--to the bureau, not to the director. They sum up all the statistical reports on expenditures in all the shops.

(A good informant, but unfortunately our time is cut short and she can't come back because her father is opposed, says Hong Kong is very complex and she just arrived from China. She snuck out of the house to come this time, accompanied by a mutual friend who introduced her. )