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RUSSIA 3

Orders: Employment of Women

1. Union of Socialist Soviet Republics

А) Постановление НКТ СССР от 17 мая 1930 г. № 177 о запрещении женского труда на особо-тяжелых и вредных работах и профессиях. (Известия НКТ СССР, 1930 г., № 16, стр. 361.)

Order no. 177 of the People's Labour Commissariat of the Union of Socialist Soviet Republics, to prohibit the employment of women in specially heavy and dangerous processes and occupations. Dated 17th May, 1930.

The following Order is issued by the P.L.C. of the U.S.S.R. in agreement with the Union Central Council of Trade Unions.

1. Women shall not be employed in the specially heavy and dangerous processes and occupations enumerated in the appended list.

2. If any process or occupation is specified in the list under a particular branch of national economic activity, the employment of women in the said process or occupation shall likewise be prohibited in all other branches of national economic activity.

Example. Stokers are specified in Part II (metallurgical and metal-working industries) under no. 9. Consequently women must not be employed as stokers in this or any other branch of industry, in transport, etc.

3. In pursuance of an agreement between the economic authorities and the trade union, approved by the labour inspector, the employment of women may also be prohibited in other processes (in addition to those enumerated in the appended list) if the said processes necessitate strenuous physical effort.

4. In exceptional cases, in view of local conditions in the industry concerned, the People's Labour Commissariats of the United Republics may authorise the employment of women in particular processes or occupations enumerated in the appended list.

5. The only employments to which women engineers, technicians and public officials in training must not be admitted shall be the following, viz., (a) the manufacture of benzene and nitro and amino derivatives of benzene (including works laboratories in this industry, but not other laboratories where work is done with these poisons); (b) the manufacture of lead pigments (white lead, red lead and litharge) and lead smelting; (c) the manufacture of mercury, phosphorus and arsenic.

The impossibility of employing women in the above work shall be taken into account both in the admission of women to educational institutions, in their allocation to special branches during their attendance at educational courses and in their assignment to practical training and to permanent employment.

Women shall not be employed to perform the duties of enginemen or enginemen's helpers, except in the summer as part of their industrial

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training during attendance at educational courses. When so employed, they shall be ensured adequate breaks for rest, shall be furnished with all the necessary working clothes and shall be exempt from employment as stokers.

Women engineers, technicians and public officials in training shall be admitted to all other employments enumerated in the appended list on the same footing as men.

6. In cases where women are at present engaged anywhere in processes or occupations enumerated in the appended list, they shall not be dismissed in pursuance of the issue of the said list.

7. The following measures are hereby repealed:—

(a) Order no. 277/403 issued by the P.L.C. of the U.S.S.R. on 30th October, 1925¹, to prohibit the employment of women in specially dangerous and heavy work (Известия НКТ СССР, 1925 г., № 45);

(b) section IV of Order no. 281 issued by the P.L.C. of the U.S.S.R. on 29th August, 1929², to approve the regulations for the protection of workers in the aniline and paranitroaniline industry (Известия НКТ СССР, 1929 г., № 38—39).

Schedule to Order no. 177 issued by the P.L.C. of the U.S.S.R. on 17th May, 1930.

LIST OF SPECIALLY HEAVY AND DANGEROUS PROCESSES AND OCCUPATIONS IN WHICH WOMEN MUST NOT BE EMPLOYED.

I. Mining industry.

1. All work underground.
2. Work directly connected with the hand crushing, calcining and smelting of ores containing sulphur and arsenic.
3. Work with cyanogen compounds and chlorine in the first treatment of the precious metals.
4. Work in the charging of coke ovens.

II. Metallurgical and metalworking industries.

1. Work directly connected with metal melting and the tapping of liquid metal.
2. Work in the rolling of hot metal, from the charging of the furnace onwards.

Note. Women may be employed in the cutting of small pieces of metal which has not been rolled.

3. Work in the cleaning of gas mains and scrubbers.
4. Work directly connected with the smelting of ores of the non-ferrous metals (e. g. copper, lead, mercury, zinc, silver, etc.), and likewise with the manufacture of phosphorus and arsenic and compounds thereof.
5. Work with pneumatic hand tools (riveting, stamping, punching, chipping, shearing).

¹ Legislative Series, 1925 (Russ. 1, D).

² Legislative Series, 1929 (Russ. 8, L).

6. Hot processes and riveting in the boilermaking industry (exclusive of rivet heating).
7. Work in metal pickling and in the drying of pickled wire, in the absence of systematic ventilation.
8. The melting, casting, rolling, drawing and stamping of lead and lead articles, tinning with lead, tempering in lead baths, the manufacture and welding of lead accumulators, the lead sheathing of cables, enamelling involving the use of lead, and the cold working of lead (by machine or by hand).
9. Firemen or stokers and boiler cleaners.

III. Chemical industry.

1. Rubber industry: cold vulcanising and the manufacture of rubber for ink erasers and of rubber substitute.
2. Manufacture, packing and grinding of lead pigments (white lead, red lead and litharge).
3. Manufacture of aniline and paranitroaniline and the manufacture, packing and grinding of aniline and arsenical pigments.
4. Manufacture of benzene and nitro and amino derivatives of benzene.
5. Manufacture of trinitrotoluol.
6. Charging of ammunition with trinitrotoluol and cleaning of ammunition.
7. Manufacture of sulphuric and hydrochloric acid in furnaces operated by hand.
8. Manufacture of nitric acid (except by the Valentiner process), hydrofluoric acid and sodium sulphite.
9. The work of decanting, corking and transporting acids.

IV. Textile industry.

1. Preparation by hand of poisonous aniline oil and aniline black pads.
2. Work at padding machines continuously in use for dyeing with aniline black.
3. Preparation of the chloride of lime solution in dyeing by hand.

V. Paper industry.

1. Work with the chlorine solution.

VI. Printing industry.

1. Work in type foundries (exclusive of the packing department if this is isolated from the foundry).

VII. Constructional industry.

1. Caisson work.

VIII. Communal services.

1. Work connected with the direct extinction of fires.
2. Work in the hand charging and drawing of retorts at gas works.

IX. Transport.

1. Railway transport.
 1. Wheel examiners.
 2. Stop block men and brakemen.

3. Persons engaged in cleaning the heating apparatus and filling its boilers.
4. Persons engaged in filling the cisterns of passenger coaches by means of buckets.
5. Engine drivers and their helpers.
6. Goods guards.
7. Carriage examiners.
8. Sleeper picklers.
9. Stove fixers at the sheds.
10. Tube and smoke box cleaners.
11. Boiler and engine washers.
12. Permanent way maintenance workers employed in work involving the lifting, carrying and hauling of loads exceeding the standards fixed for women.
13. Spring examiners.
14. Telegraph linesmen employed in work involving the lifting, carrying and hauling of loads exceeding the standards fixed for women and the climbing of telegraph poles by means of climbing irons.
15. Persons employed in filling locomotive tenders with coal by means of cranes and in removing coal from trucks.
16. Persons employed in laying sleepers.
17. Carriage greasers.
18. Train examiners.
19. Fitters engaged in running repairs to locomotives.
20. Fitters employed on interlocking and block signalling systems.
21. Bridgemen.
22. Shunters.
23. Marshalmen.
24. Pointsmen on interlocking systems.

2. River transport.

1. Boat hands of all ratings other than boat hands employed on landing stages and in small vessels not propelled by steam.
2. Helmsmen.
3. Boatswains.
4. Pumpmen and their helpers.
5. Caulkers.
6. Hoistmen, smiths and carpenters on board dredgers.
7. Ice-breakers.
8. Greasers.
9. Lightermen.
10. Helmsmen steering by a tiller.
11. Boat hands who take soundings.
12. Persons engaged in blasting in connection with the raising of stone.
13. Engineers and their helpers.
14. Pilots.

3. Maritime transport.

1. Motor drivers, engineers and their helpers, greasers and firemen.
2. Helmsmen.
3. Seamen of all ratings.

4. Ship scalers.
5. Trawlers and their helpers.
6. Masters and mates.
7. Carpenters.
8. Pilots.
9. Divers.

X. Lumbering and lumber floating.

1. Fastening logs together, making and operating booms.
 2. Work on the water in the snubbing (braking) and breaking up of rafts.
- Note.* Further, pregnant women and nursing mothers shall not be employed in the felling, cutting, sawing and transportation of heavy timber or in driving loose logs.

2. Russian Socialist Federative Soviet Republic.

В) Постановление СНК РСФСР от 8 декабря 1930 г. об использовании женского труда на производство и в государственном и кооперативном аппарате. (Известия НКТ СССР, 1931 г., № 5—6, стр. 108.)

Order of the Council of People's Commissaries of the Russian Socialist Federative Soviet Republic respecting the utilisation of female labour in industry and in State and co-operative establishments. Dated 8th December, 1930.

In order to satisfy the demand for labour in our rapidly developing industry and in other branches of national economic activity, and also in order to bring women more extensively into active Socialist construction, the employment of female labour must be extended in all branches of national economic activity. The extensive bringing of women into industry will in addition render possible the maximum utilisation of local labour resources and contribute to the formation of stable and permanent labour cadres.

The experience already gained in the employment of women in the industrial life of the country fully demonstrates the possibility and suitability of the extensive employment of women, even in branches of national activity where hitherto women have not been employed at all or have been employed to a trifling extent. Meanwhile the directors of State and co-operative institutions and organisations are not displaying the requisite initiative and perseverance in extending the employment of women.

The following Order is therefore issued by the C.P.C. of the R.S.F.S.R. in order to establish more decisively the place of women in industry.

1. A general approval is hereby accorded to the drawing up by the People's Labour Commissariat of the R.S.F.S.R. of lists of occupations in the metallurgical and metalworking, electrotechnical, chemical, mining, paper, leather, clothing and textile industries, and likewise lists of posts in State and co-operative establishments, in which women must be exclusively or predominantly employed.

2. The P.L.C. of the R.S.F.S.R. shall publish the lists mentioned in section 1 of this Order in agreement with the P.L.C. and Supreme Eco-

conomic Council of the Union of Socialist Soviet Republics and the Union Central Council of Trade Unions.

3. The Supreme Economic Council, People's Commissariat of the Interior and People's Commissariat of Supplies of the R.S.F.S.R., Centrosoyuz and the authorised representative appointed by the People's Transport Commissariat to the C.P.C. of the R.S.F.S.R., acting in concert with the P.L.C. of the R.S.F.S.R., shall within a month work out concrete measures for carrying out the plan devised by the P.L.C. of the R.S.F.S.R. for bringing women into industry and communal undertakings and on to the staffs of distributive co-operative societies. These measures shall also provide for the procedure for the replacement by female labour of male labour employed in undertakings and institutions on work not requiring the exclusive employment of male labour, and the procedure for the distribution of the male labour thus released among the various branches of industry.

4. In view of the fact that the principal obstacle to the bringing of women in large numbers into industry is the inadequacy of the system of educational and welfare institutions necessary for the purpose (especially crèches and kindergartens), the State Planning Commission of the R.S.F.S.R., acting in concert with the authorities concerned, shall within a month draw up a practical scheme for the establishment in 1931 of a system of kindergartens and crèches to care for the children of the women newly brought into industry, and likewise for the extension of the provision made for the children of women already employed in industry.

In working out the above-mentioned practical scheme, the State Planning Commission of the R.S.F.S.R. shall take into account not only the necessity of establishing a permanent system of kindergartens and crèches, but also that of working out concrete measures with the help of the workers in general for the institution and development of kindergartens and crèches of a simplified type which can be organised on the premises of co-operative housing societies, trusts, etc.

Simultaneously with this, the State Planning Commission of the R.S.F.S.R. shall work out measures to provide for kindergartens and crèches with the necessary accommodation by allotting the requisite space for them in houses belonging to communes and those hereafter constructed, by search for such space in the undertakings themselves, and also by utilising space in houses vacated by institutions or space set free by economy in the housing of institutions.

5. The Councils of People's Commissaries of the Autonomous Republics and the provincial (regional) executive committees shall be bound to make provision for carrying out the measures arising out of this Order in local industrial undertakings and in the institutions of the Republics, provinces (regions) and districts.

6. Six months hence the P.L.C. of the R.S.F.S.R. shall submit to the Economic Council of the R.S.F.S.R. a report on the progress made in the administration of this Order.

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