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RUSSIA 5

Orders: Employment of Women and Young Persons

Union of Socialist Soviet Republics

A) Постановление НКТ СССР 10 апреля 1932 г. № 118 об утверждении нового списка особо тяжелых и вредных работ и профессий, к которым не допускаются женщины. (Известия НКТ СССР, 1932 г., № 22—23, стр. 296).

Order no. 118 of the People's Labour Commissariat of the Union of Soviet Socialist Republics, to approve the new list of specially heavy and dangerous processes and occupations in which women must not be employed. Dated 10th April, 1932.

The opening of new establishments constructed with due regard to the requirements of labour protection, the mechanisation and rationalisation of industrial processes and the improvement of the conditions of employment in undertakings already in existence render possible an increase in the employment of women in all branches of national economic activity in accordance with the general policy of the Party and the Government.

Pending the detailed investigation of the conditions of employment of women under these changed industrial conditions, it is needful to draw up a provisional list of specially heavy and dangerous kinds of work to which women must not be admitted, and to repeal the list at present in force, which is not in accordance with the new industrial conditions.

The following Order is therefore issued by the P.L.C. of the U.S.S.R.

I. The new edition (adopted in agreement with the Union Central Council of Trade Unions) of the list of specially heavy and dangerous processes and occupations to which women must not be admitted is hereby approved, and the list appended to Order no. 177 of the P.L.C. of the U.S.S.R., dated 17th May, 1930¹, to prohibit the employment of women in specially heavy and dangerous processes and occupations (ИHKТ 1930 г., № 16), is hereby repealed.

Note. Order no. 177 of the P.L.C. of the U.S.S.R., dated 17th May, 1930, shall remain in force, with the exception of section 6a thereof (ИHKТ 1931 г., № 30)².

II. The following measures are hereby repealed:—

- (1) chapter III of Order no. 224 of the P.L.C. of the U.S.S.R., dated 10th August, 1931, to approve the regulations for safety in employment in the dry chemical treatment of seed corn (ИHKТ 1931 г., № 23—24);
- (2) section V of Order no. 253 of the P.L.C. of the U.S.S.R., dated 20th September, 1931³, to approve the regulations for the conditions

¹ Legislative Series, 1930 (Russ. 3, A); amendment, 1931 (Russ. 8, A, § V).

² Legislative Series, 1931 (Russ. 9, A, § V).

³ Legislative Series, 1931 (Russ. 9, A).

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of employment of persons engaged in the loading and unloading of goods (ИHKТ 1931 г., № 30).

III. In section 4 of Binding Order no. 225 of the P.L.C. of the U.S.S.R. dated 10th August, 1931 (safety regulations for employment in the dry chemical treatment of seed corn (ИHKТ 1931 г., № 23—24), the words "women and" shall be deleted⁴.

IV. In section 2 of Regulations no. 254 approved by the P.L.C. of the U.S.S.R. on 20th September, 1931⁵, respecting the conditions of employment of persons engaged in the loading and unloading of goods (ИHKТ 1931 г., № 30), the words "and women" shall be deleted⁴.

List of specially heavy and dangerous processes and occupations in which women must not be employed, approved by Order no. 119 issued by the P.L.C. of the U.S.S.R. on 10th April, 1932.

I. Mining industry.

1. 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 (copper, lead, mercury, zinc, silver, etc.), and likewise with the production of phosphorus and arsenic and compounds thereof.
 5. 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 and the cold working of lead (by machine or by hand).
 6. Firemen or stokers and boiler cleaners.

Note. Where the mechanical charging of furnaces or liquid fuel is in use, women may be employed as stokers.

III. Chemical industry.

1. Rubber industry: cold vulcanising and the manufacture of rubber for ink erasers and of rubber substitute.

⁴ This amendment cancels the prohibition of the employment of women in the work in question.

⁵ Legislative Series, 1931 (Russ. 9, B).

2. Manufacture and packing of lead pigments (white lead, red lead and litharge).
3. Manufacture of aniline and paranitroaniline and manufacture and packing of aniline 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) and sodium sulphite.
9. Manufacture and packing of arsenical and arsenious salts.
10. Work involving the generation of hydrofluoric acid fumes (superphosphate industry, glass industry, etc.).
11. Manufacture of carbon bisulphide.
12. Manufacture of chlorine: (a) the electrolysis department, where mercury is used; (b) the liquid chlorine department.
13. Manufacture of calcium carbide: (a) work in the immediate vicinity of open furnaces; (b) the hand crushing of carbide.
14. Manufacture of compounds of mercury (sublimite, calomel).
15. Non-mechanised glass-blowing.

IV. Leather industry.

All occupations in the soaking and liming departments of tanneries which involve the transportation, unloading and loading of hides and skins.

V. Textile industry.

1. Preparation by hand of aniline salts and aniline mordants.
2. Preparation by hand of hypochlorites.

VI. Paper industry.

1. Work with the chlorine solution.

VII. Printing industry.

1. Work in type foundries (exclusive of the packing department if this is isolated from the foundry).
2. Casting operations and the preparation of stereotype plates in the stereotyping department.

Note. Women may be employed on other work in the stereotyping department, provided that it is isolated from the casting operations and the preparation of stereotype plates.

3. The work of intaglio printing in the printing department.

VIII. Meat preserving industry.

Slaughterers in slaughterhouses.

IX. Transport.

1. Railway transport.

1. Wheel examiners.
2. Stop block men and brakemen.
3. Steam locomotive drivers and their helpers; locomotive firemen, irrespective of the nature of the fuel.

4. Persons employed in sleeper pickling.
5. Tube and smoke box cleaners.
6. Persons employed in filling locomotive tenders with coal by means of cranes and removing coal from trucks (except mechanical discharging).
7. Train examiners.
8. Fitters engaged in running repairs to locomotives, other than light work and armature work.
9. Bridgemen.
10. Shunters.
11. Greasers.

Women employed as linesmen on electrical lines shall not be permitted to work on overhead lines during pregnancy.

2. River transport.

1. Engineers and their helpers, boat firemen irrespective of the nature of the fuel.
2. Boat hands of all ratings other than boat hands employed on landing stages and in small vessels not propelled by steam.
3. Helmsmen, if the steering gear is not mechanised.
4. Ice-breakers and ice thawers.
5. Lightermen.

3. Maritime transport.

1. Motor drivers, engineers and their helpers, and firemen, irrespective of the nature of the fuel.
2. Helmsmen.
3. Seamen of all ratings.
4. Ship scalers.
5. Trawlers and their helpers.
6. Divers.

4. Local transport.

1. Drivers of motor lorries with a tonnage exceeding 2½ tons.
2. Drivers of motor omnibuses with places for more than 14 persons.

X. Constructional industry.

1. Caisson work.
2. Asphalt-boiling.
3. Well-sinking.
4. Stonebreaking.
5. Extraction of stumps of trees.
6. Work in flagstone quarries.
7. The laying of concrete, earthenware and wooden pipes by non-mechanical methods.

XI. Communal services.

1. Work connected with the actual extinction of fires.
2. Work in the hand charging and drawing of retorts at gasworks.
3. Work in the cleaning of sewers.

XII. Lumbering and lumber floating.

1. Fastening logs together, making and breaking up booms.

2. The snubbing (braking) and breaking up of rafts on the water.
3. Work in the procuring, cutting up and piling of lumber.
4. Loading and unloading by hand in lumber floating.

Further, pregnant women and nursing mothers shall not be employed in the felling, cutting, sawing and transportation of timber of large diameter or in driving loose logs.

В) Постановление НКТ СССР 14 августа 1932 г. № 145 о предельных нормах переноски и передвижения тяжестей взрослыми женщинами. (Известия НКТ СССР, 1932 г., № 25, стр. 322.)

Order no. 145 of the People's Labour Commissariat of the Union of Soviet Socialist Republics, respecting the maxima for loads carried or otherwise conveyed by adult women. Dated 14th August, 1932.

In view of the fact that in recent years the fundamental mechanisation of heavy work involving constant lifting, carrying and other conveyance of loads has been introduced into the national economic organisation of the U.S.S.R., the following Order is issued by the P.L.C. of the U.S.S.R. after examination of the maxima fixed in 1921 for loads carried by women.

I. The maxima for loads carried or otherwise conveyed by women above the age of eighteen years (exclusive of the weight of the appliances for carriage or conveyance) shall be as follows:—

| No. | Method of carriage or conveyance | Maximum for one person in kilograms | Remarks |
|-----|---|-------------------------------------|---|
| 1 | Carriage by hand on a level surface | 20 | |
| 2 | On a barrow with one wheel | 50 | Barrows with one wheel shall not be used elsewhere than on plank runways for the conveyance of loads; the maximum gradient (i.e. the relation between the maximum height of the rise and the length of the runway) shall not exceed 0,02. |
| 3 | On a hand truck with 3 or 4 wheels | 100 | Trucks with 3 or 4 wheels shall not be used on an uneven surface where the maximum gradient exceeds 0,01. |
| 4 | On a hand truck with 2 wheels:— (a) on a smooth floor with a maximum gradient not exceeding 0,02; (b) on an uneven surface (earth or pavement) with a maximum gradient not exceeding 0,01 | 115 | |
| 5 | In a truck running on rails | 600 | When the trucks are running on an inclined plane, the maximum gradient shall not exceed 0,01. |

II. In all work where women carry loads by hand, hand-barrows shall be used wherever the nature of the work admits thereof. The hand-barrows shall be provided with legs.

The weight of the load together with the hand-barrow shall not exceed 50 kilograms for two persons.

III. The provisions relating to women above the age of eighteen years in the Binding Order of the P.L.C. of the Russian Socialist Federative Soviet Republic dated 4th March, 1921, respecting the maxima for loads carried or otherwise conveyed by young persons and women (Бюллетень трудового фронта, 1921 г., № 5), extended to the whole territory of the U.S.S.R. by Order no. P.L.C. 154 of the P.L.C. and Supreme Economic Council of the U.S.S.R., dated 14th November, 1923 (ИHKТ 1923 г., № 11/35), are hereby repealed.

С) Постановление НКТ СССР 13 октября 1932 г., № 186 о применении труда подростков. (Известия НКТ СССР, 1932 г., № 28—29, стр. 362.)

Order no. 186 of the People's Labour Commissariat of the Union of Soviet Socialist Republics, respecting the employment of young persons. Dated 13th October, 1932.

The Socialist reconstruction of national economic activities has brought into existence a whole range of new branches of industry and introduced fundamental alterations into the conditions of production as regards the use of new and improved instruments of production and new methods to ensure safety in work and industrial sanitation and hygiene.

Considering that under Soviet conditions the employment of young persons serves the purpose of training a supply of skilled workers, and that the schools for factory and workshop apprentices constitute the fundamental forms of such training, linking theoretical training and practice, the P.L.C. of the U.S.S.R. issues the following Order.

1. Young persons under the age of eighteen years shall not be employed in the processes enumerated in the schedule to this Order.

2. By way of exception to section 1, young persons not less than seventeen years of age who have received a systematic training (in schools for factory and workshop apprentices, mining apprentices, building apprentices, etc.) may be employed (subject to the consent of the labour inspectorate and the medical board) in the following processes selected from among those mentioned in the schedule to this Order:—

- (1) Work in smithies.
- (2) Welding.
- (3) Manufacture of sulphuric acid.
- (4) Manufacture of hydrochloric acid (with mechanical furnaces).
- (5) The ammonia department.
- (6) Manufacture of nitrate of ammonia.
- (7) Manufacture of superphosphates.
- (8) Typesetting by hand.
- (9) Work in the distilling, yeast-making and brewing industries.

(10) Work as a telephone operator (male or female) at a large or medium telephone exchange.

(11) Constructional work on façades or from portable ladders or scaffolds hung on pulleys.

3. The administrative bodies of the economic authorities shall be held responsible by judicial or administrative procedure for contraventions of this Order.

4. The following measures are hereby repealed:—

- (a) Order no. 53/325 of the P.L.C. of the U.S.S.R., dated 24th February, 1925⁶, to issue a list of occupations in which persons under the age eighteen years must not be employed (ИHKТ 1925 г., № 11—12);
- (b) Order no. 76 of the P.L.C. of the U.S.S.R., dated 3rd May, 1932, to prohibit the taking of apprentices, either as individuals or in squads, in hot trades and in dangerous and unhealthy occupations (ИHKТ 1932 г., № 19).

Schedule to Order no. 186 of the P.L.C. of the U.S.S.R., dated 13th October, 1932.

LIST OF PROCESSES IN WHICH PERSONS WHO HAVE NOT ATTAINED THE AGE OF EIGHTEEN YEARS MUST NOT BE EMPLOYED.

I. Mining industry.

1. All underground work.
2. The smelting of ores containing sulphur and arsenic.
3. The quarrying and dressing of stone.
4. Work in lamp-rooms involving the handling of petrol.
5. Work at coke ovens.
6. Pitch grinding in briquette factories.
7. Work with cyanogen compounds and chlorine in the first treatment of the precious metals.
8. In the peat industry, persons engaged at the briquette machine and in the hydraulic extraction of peat.
9. The extraction of mercury from ore.
10. The quarrying and preparation of asbestos.

II. Metallurgical and metalworking industries.

11. Work in smithies, except in minor tasks.
12. Work as sawyers in hot cutting.
13. Work at blast furnaces, Bessemer furnaces, Thomas furnaces, Siemens-Martin furnaces and puddling furnaces.
14. The smelting of copper, lead, silver and other non-ferrous metals from the ores.
15. The working up of lead and mercury, and lead-burning.
16. Hot rolling and the cold rolling of large articles.
17. Work in casting and metal drawing workshops.

⁶ Legislative Series, 1925 (Russ. 1, B); amendments — 1929 (Russ. 8, L, § III, and 8, U, § 2); Chronological Indexes, 1930, p. 104 (June 9 and 16), and 1931, p. 107 (Aug. 10); 1931 (Russ. 9, A, § IV).

18. In the wire-drawing industry: drawing and hot work, work at large drawbenches.
19. In the boilermaking industry, boiler riveting.
20. Grinding and polishing on emery wheels, cleaning after etching, tinning and other similar work, work at sandblasting apparatus.
21. The chemical treatment of metals, viz., etching, oxidising, electroplating, tinning, nickelling, galvanising.
22. In the accumulator industry: the casting and forming of lead plates, the welding of lead accumulators, the charging of accumulators.
23. The vulcanising, lead sheathing and armoring of cables.
24. Enamelling in which lead is used.

III. Chemical industry.

25. Work in the glazing of china and earthenware with lead glaze.
26. The dry grinding of glass and glass etching in the glass and mirror industry.
27. Manufacture of organic colours.
28. Manufacture and grinding of colours containing lead and arsenic and of verdigris.
29. Manufacture of explosive substances and percussion caps and work in ammunition works.
30. Manufacture of compounds of lead, mercury and arsenic, creosol compounds, sulphur compounds, chloroform, inorganic salts (by the synthetic method); work involving the use of bromine, chlorine, sulphuretted hydrogen, sulphur dioxide or alkaloids.
31. Work in the following departments, occupations and workshops in the rubber industry;—
 - (1) mixing department,
 - (2) rolling,
 - (3) cold vulcanising department,
 - (4) department for the manufacture of solutions (cement),
 - (5) rubberised fabric department,
 - (6) artificial rubber for ink erasers (радол) and rubber substitute (фактис) departments,
 - (7) work at the calender rolls and in hot vulcanising,
 - (8) asbestos works,
 - (9) spreading department,
 - (10) rubber recovery,
 - (11) manufacture of rubber goods without sewing (by cementing on tables),
 - (12) drying chambers in the manufacture of oilcloth,
 - (13) grinding and polishing in the comb department,
 - (14) tubing workshop,
 - (15) ebonite goods workshop,
 - (16) pneumatic goods department,
 - (17) automobile inner chamber and bicycle cover department,
 - (18) vehicle, lorry and aircraft tyre department.
32. Work in the following branches of the basic chemical industries:—
 - (1) manufacture of sulphuric acid,

- (2) manufacture of liquid sulphurous anhydride,
 - (3) manufacture of accumulator acid,
 - (4) manufacture of hydrochloric acid with mechanical furnaces,
 - (5) manufacture of nitric acid from saltpetre,
 - (6) manufacture of synthetic nitric acid,
 - (7) manufacture of hydrofluoric acid,
 - (8) manufacture of sodium sulphite,
 - (9) manufacture of sodium phosphate,
 - (10) manufacture of tin salts,
 - (11) manufacture of rongalit,
 - (12) manufacture of potassium sulphite,
 - (13) manufacture of thiosulphite,
 - (14) manufacture of soda,
 - (15) manufacture of chlorobenzene,
 - (16) manufacture of chlorine and chloride of lime,
 - (17) manufacture of potassium bichromate,
 - (18) ammonia department,
 - (19) Heiland process,
 - (20) Dupont process without concentration of the nitric acid,
 - (23) manufacture of sal ammoniac,
 - (22) manufacture of nitrate of ammonia,
 - (23) manufacture of formic acid,
 - (24) manufacture of chromium acetate,
 - (25) manufacture of superphosphates,
 - (26) manufacture of calcium carbide,
 - (27) manufacture of Anthra preparations,
 - (28) manufacture of carbon bisulphide,
 - (29) manufacture of red phosphorus,
 - (30) manufacture of yellow phosphorus,
 - (31) manufacture of paints and varnishes,
 - (32) manufacture of artificial textile fibres,
 - (33) manufacture of Kooptax,
 - (34) work with pitch.
33. Work in the chemico-pharmaceutical industry, except the manufacture of salicylate preparations, and work with precipitates in the autoclave department. Work as a carbolic acid man, work with sublimate, manufacture of guaiacol, thiocol and duotal, manufacture of aspirin, manufacture of salicylate of soda, manufacture of pure salol.
 34. Work in the dipping department in the match industry.
 35. Work in knackers' establishments.
 35. Bone-grinding and extraction work in the bone industry.

IV. Textile industry.

37. The cleaning and grinding of the cards, work at the willeying machine in the cotton spinning industry.
38. The following work in cotton printing, dyeing and finishing factories:—
 - (1) preparation of the chloride of lime solution,

- (2) preparation of diazo colours, sulphur colours and aniline black in the dye boiling department,
 - (3) work with aniline black and sulphur colours in the dyehouse,
 - (4) stoving and drying in the printing department,
 - (5) dyeing of raw cotton and yarn with sulphur colours,
 - (6) the first working up of cotton,
 - (7) work at gassing machines and sulphur stoving.
39. The following work in combed wool spinning and woollen cloth dyeing factories:—
- (1) sorting of unscoured wool,
 - (2) work at the willeying machine,
 - (3) work at the scutching machine,
 - (4) cleaning and grinding of the cards.
40. Work in the preparatory and carding departments of flax spinning factories and work in factories for the first treatment of flax.
41. The dissolving and preparation of chlorine in linen bleaching and finishing factories.
42. Work in the scutching and carding departments of jute and hemp factories.
43. Stoving and work connected with the use of aniline black and sulphur dyes in silk dyeing factories.
44. The pairing and separation of the moths in silkworm egg establishments.
45. The sorting and combing of wool in the felt milling and milled felt goods industries.

V. Printing industry.

46. Work in the stereotyping and typefounding industries.
47. Gilding in the lithographic department.
48. Music engraving.
49. Grinding of dry colours, bronzing and the manufacture of flock paper in the wallpaper industry.
50. Work in the intaglio printing department.
51. The engraving of music on lead.
52. Typesetting by hand in the printing trade.

VI. Railway transport.

53. Work as spraggers or brakemen.
54. Work as pointsmen, shunters and train examiners.
55. Work as railway engine drivers and their assistants (on steam, oil and electric locomotives) and firemen.
56. Work as tube cleaners.

VII. Water transport.

57. Diving.
58. Work as engineers and their helpers (on steamboats and oil-fired boats) and firemen.

VIII. Communal services.

59. Work in the cleaning and repairing of channels and mains of sewerage systems.

60. Sewage raking.
61. Nightsoil work (except work at nightsoil cart depots).
62. Work as drivers on urban tramways.
63. Work in fire brigades.
64. Work at gas works. Work in the production of illuminating gas and water gas.
65. The repairing of gas meters and gas mains.
66. Work with electrical currents with a tension exceeding 500 volts on overhead lines, control gear and cable systems.
67. The repairing of batteries of accumulators.

IX. Food industries.

68. Work at the fermenting vats in the vinegar industry.
69. The work of slaughtermen in slaughterhouses.
70. Work in the distilling, yeast-making and brewing industries.
71. The following work in the light tobacco and cigar industry:—
- (1) in the sorting, cutting, drying, leaf opening, spinning and cigarette making (hand and machine) departments of tobacco leaf warehouses;
 - (2) in the fermentation of tobacco.
72. Work in the low-grade tobacco and snuff industries.
73. Work in the nicotine department and in the twist department.

X. Woodworking industry.

74. Work at large circular saws if they are not fitted with suitable guards.

XI. Sugar industry.

75. Work at the sulphur stoves and gas stoves and in the liming department of beet sugar works.
76. Work at the centrifuges in the clarifying and animal charcoal departments of sugar refineries.

XII. National communications.

77. Work as telephonists at large and medium exchanges.
78. Work at detectors, at wireless apparatus (receiving and sending) and at accumulator and aggregating secondary line wireless stations.

XIII. Leather industry.

79. Work in the liming, soaking, tanning and drying departments and the stores of raw hides in the treatment of large hides.
80. First treatment of horsehair and bristles.
81. Work in the making of tanning extracts, as an unloader of chips or a bark grinder at a bark mill or at the evaporating apparatus.
82. The sorting of rags and paper in the artificial leather industry.
83. Work as a spreader or roller in the Granitol industry.
84. Work on imitation leather involving the generation of formalin fumes.
85. The following work in the manufacture of composition soles:—
- (1) the disinfection of the raw materials for use,

- (2) the hand cutting of rags,
- (3) rolling,
- (4) vulcanising.

86. Work as a hand beater in the fur-dressing industry.

XIV. Paper industry.

87. Work in the rag department and as chlorine workers in paper manufacture.
88. The following work in cellulose works (sulphite):—
- (1) work in the acid department,
 - (2) the digesting of rags and cellulose,
 - (3) work at the strainers,
 - (4) bark and wood grinding,
 - (5) work in the pyrites department.

XV. Constructional work and building materials industry.

89. Excavation in wet soil.
90. Dressing and polishing building stones.
91. Work on façades or from portable ladders or scaffolds hung from pulleys.
92. Asphalt boiling.
93. Caisson work.
94. The following work in the cement, lime and alabaster industries: crushing, the charging and drawing of kilns, burning and packing by hand.
95. The following work in the firebrick, red brick and clinker block industry: stoking, charging and drawing of kilns, and work as labourers (treading the clay).
96. Boiling the mixture for tarred paper and asphalt.

XVI. Medical and public health services.

97. The care of sick persons suffering from acute infectious diseases and sick persons in mental hospitals.
98. Work in X-ray and radiological chambers.
99. Work at first-aid stations underground.
100. Work as orderlies in other institutions, in stables, for the combating of hydrophobia, glanders and anthrax.

XVII. Miscellaneous branches of national economic activity.

101. The minding of hoisting appliances.
102. The cleaning of flues, the repairing and cleaning of acid mains, the cleaning of gas mains and scrubbers at gasworks.
103. Work as boiler firemen where solid fuel is used.
104. Welding.
105. Loading and unloading.
106. Work as motor vehicle drivers.

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