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RUSSIA 4

Orders: Employment of Women

Union of Socialist Soviet Republics (U.S.S.R.)

А) Постановление НКТ СССР от 9 мая 1931 г. № 110 об условиях труда женщин-трактористок и шоферов на грузовых автомашинах. (Известия НКТ СССР, 1931 г., № 14—15, стр. 277.)

Order no. 110 of the People's Labour Commissariat of the U. S. S. R., respecting the conditions of employment of women tractor and motor lorry drivers. Dated 9th May, 1931.

In consequence of the extensive use of tractors and motor vehicles in the Socialist sector of agriculture, in transport and in other branches of national economic activity, the opportunities for the bringing of large numbers of women into employment as tractor and motor vehicle drivers are increasing.

In special consideration of the exceptional importance of bringing women into such employment, and with due regard to the peculiarities of the female organism, which necessitate the establishment of special conditions of employment for women, the P.L.C. of the U.S.S.R. issues the following Order.

1. On registering for classes for tractor or motor vehicle drivers, women shall undergo a medical examination. Women who have any of the physical defects or diseases enumerated in the special list issued by the P.L.C. of the U.S.S.R. (this list will be published as a supplement) shall not be admitted to the classes.

The procedure for the medical examination shall be laid down in the rules of employment.

2. If tractors of different types are available, all women tractor drivers who have the requisite qualifications shall be employed by preference on caterpillar tractors.

Nevertheless, women tractor drivers may also be employed on wheel tractors where there are no caterpillar tractors or not enough of them.

Women tractor drivers shall be employed by preference on tractors with starters and other devices facilitating their starting.

3. Women tractor drivers employed on wheel tractors which have not soft spring seats shall be transferred to lighter work for three days during menstruation on submission of a certificate from a medical practitioner or surgical assistant; during this period they shall continue to receive their average earnings, and in the event of total exemption from work they shall receive benefit for temporary incapacity for work from the insurance fund.

4. Women tractor and motor lorry drivers shall undergo a medical examination once a month. According to the results of the examination, they may be either transferred to other work or dismissed in accordance with the law, on the request of the officials of the People's Public Health Commissariat or the P.L.C.

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The procedure for the medical examination shall be laid down in the rules of employment.

5. This Order shall apply to all women employed for remuneration as tractor or motor lorry drivers either in rural localities (on soviet farms, etc.) or in towns.

6. Prosecutions for contraventions of this Order shall be instituted as follows:—

- (a) for contraventions displaying the characteristics of offences entailing judicial proceedings, criminal prosecutions shall be instituted in accordance with the legislation of the United Republics;
- (b) for other contraventions, prosecutions shall be instituted by administrative procedure, and fines not exceeding 100 roubles shall be imposed, in accordance with the rules laid down by the Order issued by the Central Executive Committee and Council of People's Commissaries of the U.S.S.R. on 2nd January, 1929, respecting measures to prevent contraventions of the labour laws (Собр. Зак. СССР, 1929 г., № 4, ст. 31; Известия НКТ СССР, 1929 г., № 7—8).

В) Постановление НКТ СССР от 19 мая 1931 г. № 114 об утверждении списка профессий и должностей, на которых применение женского труда должно быть значительно расширено. (Известия НКТ СССР, 1931 г., № 14—15, стр. 268.)

Order no. 114 of the People's Labour Commissariat of the U. S. S. R., to approve the schedule of occupations and posts in which the use of female labour should be considerably extended. Dated 19th May, 1931.

The following Order is issued by the P.L.C. of the U.S.S.R. for the purpose of bringing women in larger numbers into national economic activities.

1. The appended schedule of occupations and posts in which the use of female labour should be considerably extended is hereby approved in agreement with the Supreme Economic Council of the U.S.S.R., the People's Transport Commissariat, the People's Commissariat of Supplies of the U.S.S.R. and the Union Central Council of Trade Unions.

2. The People's Labour Commissariats of the United Republics are hereby empowered to amend and supplement this schedule, subject to the communication of such action to the P.L.C. of the U.S.S.R.

3. The People's Labour Commissariats of the United Republics are hereby directed to take extensive action to bring women into national economic activities, and to establish permanent supervision to ensure that female labour secures a footing therein, making use for this purpose of the employed community and its services.

Schedule to section I of Order no. 114 issued by the P.L.C. of the U.S.S.R. on 19th May, 1931.

LIST OF OCCUPATIONS AND POSTS IN WHICH THE USE OF FEMALE LABOUR SHOULD BE CONSIDERABLY EXTENDED.

- I. Mining industry (surface work only) [26 occupations].
- II. Metallurgical and metalworking industries.
 1. Metalworking [50 occupations].
 2. Metallurgy:—
 - (a) blast furnaces [3 occupations];
 - (b) Siemens-Martin furnaces [1 occupation];
 - (c) steel-making with electric furnaces [1 occupation];
 - (d) rolling mills [6 occupations].
- III. Chemical industry.
 1. Rubber industry [13 occupations].
 2. Glass and pottery industry [15 occupations].
 3. Match industry [20 occupations].
 4. Varnish and colour industry and manufacture of mineral colours [7 occupations].
- IV. Leather industry.
 1. Boot and shoe industry [4 occupations].
- V. Paper industry [10 occupations].
- VI. Printing industry [28 occupations].
- VII. Food, drink and tobacco industries.
 1. Public catering [19 occupations].
 2. Milling industry [11 occupations].
 3. Food preserving industry:—
 - (a) tomato preserving [5 occupations];
 - (b) fruit preserving and jam industry [5 occupations];
 - (c) fish preserving industry [8 occupations];
 - (d) meat preserving industry [5 occupations].
 4. Sugar industry [5 occupations].
 5. Slaughtering industry [5 occupations].
 6. Tobacco industry [2 occupations].
 7. Low-grade tobacco (махорка) industry [8 occupations].
 8. Oil-mills [7 occupations].
- VIII. Transport.
 1. Railway transport [21 occupations].
 2. River and sea transport [5 occupations].
- IX. National communication services [13 occupations].
- X. Constructional work [12 occupations].
- XI. Public offices [30 occupations].
- XII. Commercial undertakings [5 occupations].

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