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3. Orders: Employment of Women

А) Постановление Народного Комиссариата Труда СССР от 2/IV 1924 г., № 147/363. О ночной работе женщин на железнодорожном транспорте. (Известия НКТ СССР, 1924 г., № 15, стр. 12.)

Order no. 147/363 of the People's Labour Commissariat of the Union of Socialist Soviet Republics, respecting the employment of women at night in railway transport work. Dated 2nd April, 1924.

The following items shall be added to Order no. 159 of the P. L. C. of the U. S. S. R., dated 27th November, 1923¹, temporarily authorising the employment at night of adult women transport workers in certain classes of work:—

- Work as station attendants.
- Work as level crossing keepers.

В) Инструкция об условиях труда кормилиц, работающих по найму в учреждениях охраны материнства и младенчества. Утвержденная Народным Комиссариатом Труда РСФСР 17 апреля 1924 г. (Известия НКТ СССР, 1924 г., № 24, стр. 9.)

Instructions approved by the People's Labour Commissariat of the Russian Socialist Federative Soviet Republic, concerning the conditions of employment of wet-nurses employed for remuneration in maternity and infant welfare institutions. Dated 17th April, 1924.

Regulations for admission to employment.

1. A woman may be employed as a wet-nurse not less than two months after the date of her confinement, for a period not exceeding one year from the date of the birth of the child, provided that in the course of a fortnight's observation the quantity of milk drawn off is not less than 500 in 24 hours, in addition to the milk given to her own infant.

2. A wet-nurse who is to be engaged in a maternity and infant welfare institution, and her infant, shall undergo a blood test for syphilis. In addition, the wet-nurse shall undergo a general and gynaecological examination. The examination of the wet-nurse shall be repeated monthly.

3. The children of wet-nurses who are engaged shall be placed in the children's department under the same rules as the other children, and shall not in any case remain in the dormitories for wet-nurses.

¹ Legislative Series, 1923 (Russ. I, p. 1).

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Conditions of employment.

4. Wet-nurses shall feed the children at fixed hours.

The number of children to be fed by each wet-nurse and the number of feeds a day shall be fixed by the doctor. As a rule one infant shall be assigned to each wet-nurse in addition to her own, and six to eight feeds on an average shall be given in the course of 24 hours, provided that the interval between feeds at night shall not be less than six hours.

Note. The number of children and of feeds shall be varied according to the children received and the milk secretion of the wet-nurse, provided that a wet-nurse shall not be assigned more than two infants in addition to her own.

5. In addition to feeding infants, a wet-nurse shall perform the work assigned to her for the institution; the feeding of infants and work for the institution shall not as a rule exceed six hours a day, and the duties of wet-nurses shall be as follows:—

- (a) the cleaning of their department;
- (b) taking supplementary food for the children into their department;
- (c) going for walks with the children;
- (d) taking turns to help the cook in the kitchen where the cooking for the wet-nurses is done;
- (e) doing other minor and light work in the institution to help the sisters and the nurses.

Note 1. The duties of regular sisters and nurses shall not be assigned to wet-nurses, nor may they take the places of these persons on duty.

Note 2. A wet-nurse feeding two infants in addition to her own on six occasions on an average in the 24 hours shall be totally or partially exempt, on the recommendation of the doctor, from all duties in the institution other than suckling.

Note 3. The duties of wet-nurses within the sphere defined above shall be divided among the wet-nurses equally and in rotation.

Note 4. The carrying of loads in connection with the performance of duties in the institution shall not be permitted without the consent of the doctor, nor beyond the limits prescribed in the Regulations of the People's Labour Commissariat² concerning the carrying of loads by women workers.

6. The rules of employment for each institution shall apply to the wet-nurses as well as to the other employees therein.

7. A wet-nurse shall not absent herself from the institution, except for a short period outside the hours for suckling, subject to the consent of the doctor of the department, and such absences shall not be such as to disturb the arrangements for feeding or the general arrangements in departments and homes for wet-nurses. During absence from the institution the wet-nurse shall wear her own dress, which has been kept in the wardrobe of the institution.

² Binding Order of the P. L. C. dated 4th March, 1921, concerning the maximum loads to be lifted and carried by young persons and women. (Сборник обязательных постановлений и правил по технике безопасности и промышленной санитарии, выпуск III, стр. 4.)

8. Wet-nurses shall not attend general meetings of the employees of the institution, or classes for illiterates, lectures or talks arranged for the employees of the institution, except outside the hours for feeding the children and performing work for the institution.

9. The wet-nurses shall be assigned a room in the home connected with the institution, which shall be provided with lighting, heating and other communal facilities free of charge, and the said room shall contain sufficient air space and shall be dry and light.

10. Bedding, body-linen, dresses, and also warm outer garments and warm footgear for walks with the children, shall be issued to the wet-nurses and to their children in sufficient quantity, and shall be changed when necessary in accordance with the rules of each institution. The wet-nurses shall also be allowed a pair of indoor slippers every six months.

11. Every wet-nurses shall receive from the institution food amounting at least to 4,000 calories a day, free of charge. If the wet-nurse gives more than 700 of milk a day, she shall be given a supplementary food allowance of 300 to 400 calories a day.

12. Wet-nurses shall receive wages at the rate fixed for them in the scales issued by the All-Russian Trade Union of Medical and Public Health Workers.

13. The management of every maternity and infant welfare institution shall observe, in respect of wet-nurses, all the authoritative standards laid down in the relevant labour laws, and also in the collective contract in force for the institution in question.

14. The duration of the stay of a wet-nurse in an institution shall be fixed in each individual case by the doctor of the institution. When the wet-nurse is dismissed, she shall receive her full pay (wages, leaving grant, and compensation for any annual leave not yet taken).

15. In every maternity and infant welfare institution the management in agreement with the local committee shall draw up rules of employment for wet-nurses on the basis of these Instructions; and when they have been approved in the prescribed manner, these rules shall be binding both on the management and on the wet-nurses of the institution (section 54 of the Labour Code³).

С) Постановление Народного Комиссариата Труда СССР от 15 июля 1924 г., № 316/429. Об удлинении отпусков по беременности и материнству для некоторых категорий женщин, работающих в лечебном деле. (Известия НКТ СССР, 1924 г., № 29, стр. 6.)

Order no. 316/429 of the People's Labour Commissariat of the Union of Socialist Soviet Republics, respecting the prolongation of pregnancy and maternity leave for certain classes of women engaged in medical work. Dated 15th July, 1924.

The following Order is issued by the P. L. C. of the U. S. S. R. under the note to section 132 of the Labour Code,³ to supplement the Order

³ Legislative Series, 1922 (Russ. 1).

issued by the P. L. C. on 16th November, 1920 (Известия ВЦИК, 1920 г., № 257):—

The following classes of women engaged in medical work shall be added to the list of occupations which, equally with manual work, give a right to pregnancy and maternity leave at the rate of eight weeks before and eight weeks after confinement:—

- (1) women doctors, women surgical assistants, sisters of mercy and laboratory assistants who work in X-ray chambers, and throughout every full working day perform work in direct connection with all kinds of diagnostic and therapeutic X-ray processes;
- (2) women doctors, women surgical assistants and sisters of mercy who are engaged in combating specially dangerous epidemics, e.g., plague, cholera, smallpox and exanthematous typhus, and who in the course of this work come into direct contact with the sick.

APPENDIX.

Постановление Наркомтруда от 16 ноября 1920 г. Список профессий, кои наравне с физическим трудом дают право на отпуск в течение 8-ми недель до и 8-ми недель после родов. (Известия ВЦИК, 1920 г., № 257.)

Order of the People's Labour Commissariat issuing a list of occupations which equally with manual work give a right to leave for eight weeks before and eight weeks after confinement. Dated 16th November, 1920⁴.

- (1) telephonists at telephone exchanges;
- (2) telegraphists;
- (3) midwives;
- (4) sisters of mercy;
- (5) masseuses;
- (6) doctors, surgical assistants and attendants in mental hospitals and wards;
- (7) doctors and surgical assistants at rural centres for home treatment, in flying squads, and in hospitals and wards for surgical and infectious cases and lying-in hospitals;
- (8) dental surgeons at soviet surgeries;
- (9) matrons and nurses in children's homes, centres and colonies, homes for defective children and reformatories; teachers in rural schools; matrons in first and second class boarding schools; teachers of physical culture; persons engaged in educational work in prisons and similar institutions;
- (10) artistes in drama, opera, the ballet and circuses, who actually appear on the stage;

⁴ This Order is translated from the text in L. M. Rotenberg's „Трудовое Законодательство“ (Moscow, 1924), vol. I, p. 300, which incorporates with the original Order of 16th November, 1920, the additions made by the Orders issued by the P. L. C. on 4th January and 10th March, 1921 (Бюллетин Тр. Фр. nos 10 and 11 of 1921), and by the All-Russian Central Council of Trade Unions on 9th September, 1921 (Бюллетин ВЦСПС, no. 24 of 1921).

- (11) all persons regularly employed on night work;
- (12) persons engaged in instruction or inspection which entails constant travelling;
- (13) women pharmaceutical employees of the following classes: assistants, weighers and packers, laboratory workers, prescription clerks and head bottle fillers;
- (14) sorters in the postal and telegraph services, and also saleswomen at soviet distributing offices;
- (15) typists.

