

International Labour Office
Geneva, SwitzerlandLegislative Series
1928 — Russ. 7

RUSSIA 7

Orders: Employment of Women

Union of Socialist Soviet Republics

А) Утвержденное НКТ СССР 7 июля 1928 г. за № 435 Положение о главном инспекторе по женскому труду при НКТ СССР. (Известия НКТ СССР, 1928 г., № 34—35, стр. 515.)

Regulations no. 435 approved by the People's Labour Commissariat of the U. S. S. R., respecting the Chief Inspector of Women's Employment under the P. L. C. of the U. S. S. R. Dated 7th July, 1928.

I. General provisions.

1. The Chief Inspector of Women's Employment under the P.L.C. of the U.S.S.R. shall devise and carry out measures for the establishment and reinforcement of the employment of women in industry, and for the investigation and improvement of the employment of women from the point of view of their protection and the possibility of extending the sphere of their employment, and shall also direct the work of the senior inspectors of women's employment under the People's Labour Commissariats of the United Republics.

II. Rights and duties of the Chief Inspector of Women's Employment under the P.L.C. of the U.S.S.R.

2. The Chief Inspector of Women's Employment shall be subordinate to the head of the Labour Protection Section of the P.L.C. of the U.S.S.R., and all the measures specified in section 1 of these Regulations shall be carried out through the competent sections of the P.L.C. of the U.S.S.R.

3. Conferences of the authorities and organisations concerned on the questions mentioned in section 1 shall be convened by the competent section of the P.L.C. of the U.S.S.R. in co-operation with the Chief Inspector of Women's Employment.

4. For the purpose of the actual carrying out of measures connected with the employment of women, the Chief Inspector of Women's Employment in agreement with the head of the Labour Protection Section shall have the right to claim the co-operation of all the various labour inspection offices, and himself to take part in the investigations and inquiries carried out by the Labour Inspectorate.

5. The Chief Inspector of Women's Employment shall have the right to take part in drawing up the reports on investigations in so far as they relate to the employment of women, and to submit questions respecting the employment of women to the scientific institutions of the P.L.C. of the U.S.S.R. for scientific examination by them.

В) Утвержденное НКТ СССР 7 июля 1928 г. за № 436 Примерное Положение о старших инспекторах по женскому труду

Price 2d. (4 cents)

Pamphlet

349-
470
414
026
36
RUS

при НКТ союзных республик и об инспекторах по женскому труду при местных органах НКТ союзных республик. (Известия НКТ СССР, 1928 г., № 34—35, стр. 515.)

Model Regulations no. 436 approved by the P. L. C. of the U. S. S. R., respecting the senior inspectors of women's employment under the People's Labour Commissariats of the United Republics, and respecting the inspectors of women's employment under the local administrative bodies of the People's Labour Commissariats of the United Republics. Dated 7th July, 1928.

I. General provisions.

1. The senior inspectors of women's employment under the People's Labour Commissariats of the United Republics and the inspectors under the local administrative bodies of the People's Labour Commissariats of the United Republics shall devise and carry out measures for the establishment and reinforcement of the employment of women in industry, and for the investigation and improvement of the employment of women from the point of view of their protection and the possibility of extending the sphere of their employment.

The senior inspectors under the People's Labour Commissariats of the United Republics shall also direct the work of the inspectors of women's employment under the local administrative bodies of the People's Labour Commissariats of the United Republics.

II. Rights and duties of the senior inspectors of women's employment under the People's Labour Commissariats of the United Republics.

2. The senior inspectors of women's employment under the People's Labour Commissariats of the United Republics and the inspectors of women's employment under the local administrative bodies of the People's Labour Commissariats of the United Republics shall be subordinate to the head of the Labour Protection Section, and shall have all the rights of inspectors except the right to impose administrative penalties and issue directions and instructions.

3. The senior inspectors of women's employment under the People's Labour Commissariats of the United Republics and the inspectors of women's employment under the local administrative bodies of the People's Labour Commissariats shall carry out all the measures specified in section 1 of these Regulations through the competent sections of the People's Labour Commissariats of the United Republics and of the local administrative bodies.

4. Conferences of the authorities and organisations concerned on the questions mentioned in section 1 of this Order shall be convened by the competent sections of the People's Labour Commissariats of the United Republics and the local administrative bodies of the People's Labour Commissariats of the United Republics in co-operation with the senior inspectors and inspectors of women's employment.

5. For the purpose of the actual carrying out of the measures connected with the employment of women, the senior inspectors of women's employment under the People's Labour Commissariats of the United

Republics and the inspectors of women's employment under the local administrative bodies of the People's Labour Commissariats of the United Republics, in agreement with the head of the Labour Protection Section, shall have the right to claim the co-operation of all the various labour inspection offices, and themselves to take part in the investigations and inquiries carried out by the labour inspectorate.

6. The senior inspectors of women's employment under the People's Labour Commissariats of the United Republics and the inspectors of women's employment under the local administrative bodies of the People's Labour Commissariats of the United Republics shall also have the right to take part in the preparation of reports on inquiries in so far as they relate to the employment of women, and to submit questions respecting the employment of women, to the scientific institutions of the People's Labour Commissariats of the United Republics or the local administrative bodies for scientific examination by them.

7. The reports on the work of the senior inspectors and inspectors of women's employment shall be included in the general reports on the work of the People's Labour Commissariats of the United Republics and their administrative bodies.

С) Постановление НКТ СССР от 22 декабря 1928 г. № 735 об утверждении Списка профессий, дающих, наравне с профессиями физического труда, право на отпуск в течение восьми недель до родов и восьми недель после родов. (Известия НКТ СССР, 1929 г., № 1—2, стр. 13.)

Order no. 735 of the People's Labour Commissariat of the U. S. S. R., to approve the list of occupations which equally with manual work give a right to leave for eight weeks before and eight weeks after confinement. Dated 22nd December, 1928.

The following Order is issued by the P.L.C. of the U.S.S.R. for the purpose of consolidating the Orders in force respecting the occupations which equally with manual work give a right to leave for eight weeks before and eight weeks after confinement.

1. The appended list of occupations which equally with manual work give a right to leave for eight weeks before and eight weeks after confinement is hereby approved.

2. On the coming into operation of the appended list, the following Orders shall be repealed:—

- (a) the Order of the P.L.C. of the R.S.F.S.R. dated 16th November, 1920, issuing a list of occupations which equally with manual work give a right to leave for eight weeks before and eight weeks after confinement¹ (Известия ВЦИК № 257 of 16th November, 1920);
- (b) the Order of the P.L.C. of the R.S.F.S.R. dated 4th January, 1921, respecting pregnancy leave for women pharmacists² (Бюллетень Трудового Фронта, 1921 г., № 1);
- (c) the Order of the P.L.C. of the R.S.F.S.R. dated 10th March, 1921, respecting pregnancy leave for women letter sorters in

¹ Legislative Series, 1924 (Russ. 3, appendix).

² Incorporated in Legislative Series, 1924 (Russ. 3, appendix).

3800157644

post and telegraph offices² (Бюллетень Трудового Фронта, 1921 г., № 11);

- (d) the Order of the All-Russian Central Council of Trade Unions dated 9th September, 1921, respecting pregnancy leave for typists² (Бюллетень ВЦСПС, 1921 г., № 24);
- (e) Order no. 316/429 of the P.C.C. of the U.S.S.R., dated 15th July, 1924, respecting the prolongation of pregnancy and maternity leave for certain classes of women engaged in medical work³ (Известия НКТ СССР, 1924 г., № 29);
- (f) Decision no. 489/492 of the P.L.C. of the U.S.S.R., dated 20th December, 1924, respecting maternity leave for telephonists (Известия НКТ СССР, 1925 г., № 1);
- (g) part III of Order no. 232/388 of the P.L.C. of the U.S.S.R., dated 4th September, 1925, respecting the hours of work and annual leave for stenographers permanently employed in institutions and undertakings⁴ (Известия НКТ СССР, 1925 г., № 37—38);
- (h) section 1 of chapter B of Order no. 233/389 of the P.L.C. of the U.S.S.R., dated 9th September, 1925, respecting the protection of persons employed in X-ray chambers⁵ (Известия НКТ СССР, 1925 г., № 37—38);
- (i) Order no. 373 of the P.L.C. of the U.S.S.R., dated 17th November, 1927, to supplement and amend the list of occupations which equally with manual work give a right to leave for eight weeks before and eight weeks after confinement⁶ (Известия НКТ СССР, 1927 г., № 52).

3. A new section 6 shall be added to part I of Order no. 232/388 issued by the P.L.C. of the U.S.S.R. on 4th September, 1925, respecting the hours of work and annual leave for stenographers permanently employed in institutions and undertakings (Известия НКТ СССР, 1925 г., № 37—38), to read as follows:—

“6. Women stenographers permanently employed in undertakings and institutions shall be granted pregnancy and maternity leave amounting to eight weeks before and eight weeks after confinement.”

4. Section 17 of Order no. 233/389 issued by the P.L.C. of the U.S.S.R. on 9th September, 1925, respecting the protection of persons employed in X-ray chambers (Известия НКТ СССР, 1925 г., № 37—38), shall be amended to read as follows:—

“17. Women doctors, surgical assistants and laboratory assistants who are employed in X-ray chambers in connection with X-ray processes for more than half their hours of work shall be granted pregnancy and maternity leave on the same basis as women manual workers for eight weeks before and eight weeks after confinement.

“Further, the above-mentioned leave shall be granted to all trained nurses working in X-ray chambers, provided that their work as trained

³ Legislative Series, 1924 (Russ. 3, C).

⁴ Legislative Series, 1925 (Russ. 3, D).

⁵ Legislative Series, 1925 (Russ. 13, I).

⁶ Legislative Series, 1927 (Russ. 7).

nurses (in X-ray chambers or elsewhere) occupies more than half their hours of work.”

SCHEDULE TO ORDER NO. 735 ISSUED BY THE P.L.C. OF THE U.S.S.R.
ON 22ND DECEMBER, 1928.

List of occupations which equally with manual work give a right to leave for eight weeks before and eight weeks after confinement.

I. Administrative services.

1. Employees of the Criminal Investigation Department.
2. Members of the militia.
3. Women warders in prisons.

II. Offices.

4. Women typists.
5. Women stenographers permanently employed in undertakings and institutions.

III. Engineers, technicians and agronomists.

6. Persons with an engineering, technical or agronomic qualification (engineers, technicians, agronomists, land improvement agents, land surveyors, land settlement agents, stock breeding specialists, valuers geodetic surveyors, topographers), with the exception of person, employed on the staffs of administrative authorities.

IV. Commerce.

7. Saleswomen and women packers in commercial undertakings and warehouses.
8. Women cashiers employed at automatic cash registers.

V. Transport and communications.

9. Women sorters in post and telegraph offices.
10. Women telegraphists.
11. Women telephonists at urban, suburban and interurban telephone exchanges.
12. Women telephonists in undertakings and institutions employed at switchboards with not less than one hundred subsidiary connections.

VI. Medicine.

13. Doctors and surgical assistants employed in combating special epidemics (plague, cholera, smallpox and exanthematous typhus) and coming into direct contact with the sick in the course of such work.
14. Doctors and surgical assistants in hospitals and wards for infectious cases.
15. Doctors and surgical assistants in hospitals and wards for surgical cases.
16. Doctors, surgical assistants and nurses in mental hospitals and wards.
17. Doctors and surgical assistants in lying-in hospitals.

18. Doctors, surgical assistants and laboratory workers employed in X-ray chambers in connection with the performance of X-ray processes.
19. Medical officers of health, with the exception of those employed on the staffs of the administrative authorities.
20. Dentists.
21. Veterinary surgeons and veterinary assistants.
22. Midwives.
23. Masseuses.
24. Trained nurses.
25. Women pharmaceutical employees of the following classes, viz., assistants, weighers and packers, laboratory assistants, prescription clerks, despatching clerks.

VII. Pedagogy.

26. Matrons and nurses in children's homes, kindergartens and children's colonies, institutions for backward and physically defective children, and industrial homes for minor delinquents (reformatories).
27. Women teachers in schools situated in rural areas.
28. House mistresses in first and second class boarding schools.
29. Teachers of physical culture.
30. Persons engaged in educational work in prisons.

VIII. Art.

31. Artistes in drama, opera, the ballet and circuses who actually appear on the stage or in the ring.

IX. Miscellaneous employments.

32. Women library workers who have to carry books by hand or to climb step-ladders or other similar apparatus.
33. All women whose employment involves journeys (e.g. district doctors and surgical assistants, doctors and surgical assistants in flying squads, travelling agents and teachers, etc.).

Note. Women employed for remuneration in the occupations enumerated in this list for less than the full daily hours of work shall not have a right to leave for eight weeks before and eight weeks after confinement unless their employment in the occupation in question covers more than half the hours of work fixed for the said occupation.

Published in the United Kingdom by
P. S. KING & SON, LTD., 14 Great Smith Street, Westminster.

Distributed in the United States by
THE WORLD PEACE FOUNDATION, 40, Mount Vernon Street, BOSTON, Mass.

E. Birkhäuser & Co., Printers, Basle.