

ESTHONIA

1. Act: Children, Young Persons and Women

Riigikogu poolt 20. mail 1924 a. vastu võetud seadus laste, alaealiste ja naiste töö kohta tööstusettevõtetes. Nr. 30. (Riigi Teataja, 27. mail 1924 a., Nr. 68, p. 458.)

Act relating to the employment of children, young persons and women in industrial undertakings. Passed by the National Assembly on 20th May, 1924.

I.

1. For the purpose of this Act, the term "industrial undertaking" shall mean:—

- (a) mines, quarries, peat digging undertakings, and other works for the extraction of minerals from the earth;
- (b) industries in which articles are manufactured, altered, cleaned, repaired, ornamented, finished, adapted for sale, broken up or demolished, or in which materials are transformed, or establishments or plant broken up; including shipbuilding and the generation, transformation, and transmission of electricity and motive power of any kind;
- (c) construction, reconstruction, maintenance, repair, alteration, or demolition of any building, railway, tramway, harbour, dock, pier, canal, inland waterway, road, tunnel, bridge, viaduct, sewer, drain, well, telegraphic or telephonic installation, electrical undertaking, gas work, water work, or other work of construction, as well as the preparation for or laying the foundations of any such work or structure;
- (d) transport of passengers or goods by road, rail, sea or inland waterway, including the handling of goods at docks, quays, wharves, and warehouses.

2. Children under the age of fourteen years shall not be employed or work in any public or private industrial undertaking, or in any branch thereof.

Children under the age of fourteen years shall not remain in the workplaces mentioned in section 1.

Children liable to compulsory school attendance who have attained the age of fourteen years shall not be employed in the above-mentioned undertakings, except during the hours when they are not required to attend school and with the approval of the rural or urban education authority.

3. Section 2 shall not apply to the work of children in trade schools. The rules and conditions of employment in these schools shall be formulated by the Minister of Education in agreement with the Minister of Labour and Social Welfare.

4. Young persons under the age of fifteen years shall not be employed in the following undertakings or in particular operations connected therewith:—

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- (1) undertakings for heckling flax and breaking hemp; spinning mills, at machines for breaking and roughing and heckling (carding and combing) flax, hemp, cotton, wool, jute and tow;
- (2) undertakings where shoddy and rags are manufactured into textiles;
- (3) weaving mills: in the brushing and cutting of plush;
- (4) undertakings for the manufacture of felt;
- (5) undertakings in which bristles, horsehair, other hair, feathers, down, wrack and bast are worked up;
- (6) undertakings for the manufacture of oilcloth and waterproof hemp piece goods;
- (7) undertakings where linen and flax are bleached: in ochreing, boiling in lye, and bleaching;
- (8) undertakings where cotton piece goods and cotton yarn are bleached: in gassing and bleaching;
- (9) woollen cloth works: at the fulling, teasing (raising) and shearing machines, and at the bleaching apparatus.

Young persons may be employed in carrying rollers and frames;

- (10) workplaces for the printing and dyeing of chintz: in the preparation of dyes and mordants, printing, steaming, the brightening of colours, the dyeing and scouring of piece goods;
- (11) paper mills: in the cleaning and sorting, tearing, cutting, boiling, breaking in the hollander and bleaching of rags; wallpaper works: in the grinding and mixing of dry colours;
- (12) undertakings for the production of leather and parchment.

Young persons may be employed in the removal of wool from washed sheepskins, the freeing of the skins from dirt, and their preparation for sale, with the exception of the scraping of parchment coated with white lead;

- (13) undertakings for the production of patent leather, with the exception of the preparation of the goods for sale;
- (14) undertakings for the production of lacquers and varnishes, with the exception of the filling of small vessels, the labelling of the goods, and the packing thereof in boxes;
- (15) undertakings where bones are calcined and ground;
- (16) undertakings where naphtha is used in manufacture, or where hydrocarbons of any kind or turpentine are produced;
- (17) undertakings for the production of mirrors and glass: in the preparation of batches, except the drying of the sand; in the preparation of glass (blowing of glassware), except gathering with the blowpipe and the rolling of the glass; in etching and dry polishing, in the annealing of wares, and in the preparation and application of the amalgam;
- (18) undertakings for the production of earthenware, faience and china: in the preparation of the clay, throwing, polishing, glazing and firing.

Young persons may be employed in turning in faience and china factories;

- (19) undertakings for the production of lime and alabaster: in burning and grinding;

- (20) undertakings where minerals are worked up: in the sawing, grinding, dry crushing, sifting, and dry polishing of alabaster, plaster, cement, lime, etc., and in the shaping and dressing of millstones;
- (21) lead smelting works: in the smelting of lead and alloys thereof, and the manufacture of acetate of lead and red lead by the oxidation process;
- (22) undertakings for the production of indiarubber: in the grinding, melting and vulcanising of rubber, and the varnishing and drying of rubber goods;
- (23) the manufacture of white lead and zinc white;
- (24) metal-working undertakings: in the melting of metals and the cutting thereof by means of power machines, in steam-hammer forging, rolling, stamping, and grinding on grindstones;
- (25) spirit and brandy factories: in the distillation of spirit and the cleaning of the charcoal;
- (26) chemical undertakings where acids, salts, vitriols, colours and other chemical preparations are manufactured;
- (27) sugar works: in the cleansing of the beets and the filter-cloths; in dealing with the residues from the filter-press; in running off the sugar;
- (28) match factories.

Young persons over fourteen years of age may be employed in sorting and packing non-injurious Swedish matches, provided that such employment shall take place in rooms completely secured against the intrusion of noxious fumes;

- (29) workplaces where gold and silver are refined by means of acids, where gilding and silvering are done by means of heat or by the electrolytic method, and where waste containing precious metals is worked up;
- (30) undertakings for the production of brass: in the preparation and melting of brass;
- (31) woodworking undertakings: at circular and band saws and in the sawing of planks and beams.

Young persons may be employed at fretsaws;

- (32) corn-mills, bakeries and confectioners' establishments.

Young persons may be employed in placing bread on the shelves and delivering it;

- (33) tobacco factories;
- (34) printing, lithographing and zincographing works.

5. Young persons under sixteen years of age shall not be employed in slaughterhouses, knackers' yards or gut works, nor remain therein.

6. Young persons under seventeen years of age and women shall not be employed in work in connection with shafting, etc., such as the greasing or cleaning thereof, or the repairing, sewing, or putting on of belts, ropes and chains.

7. Young persons under sixteen years of age shall not be employed about power machines. They shall not be allowed to remain in any rooms where a power machine is situated, even if not employed about the machine, unless an adult is present

8. Young persons under eighteen years of age shall not be employed in the department of a gunpowder factory in which gunpowder is made, nor in any workplace where explosives or caps for cartridges for sporting guns are manufactured.

9. Young persons under eighteen years of age and women shall not be employed in mining work underground.

10. Pregnant women and young persons under sixteen years of age shall not be employed in lifting heavy objects.

11. The Minister of Labour and Social Welfare shall have power to supplement sections 4, 5, 6, 7, 8, 9 and 10 of this Act by drawing up, in agreement with the other Ministers concerned, a list of unhealthy and heavy occupations in which women and young persons under eighteen years of age must not be employed, and by fixing the minimum age for admission to such occupations.

12. Young persons under sixteen years of age shall not be employed for more than six hours a day in textile undertakings, nor for more than six and a half hours a day in other branches of industry.

13. Young persons under seventeen years of age shall not be employed overtime.

14. Young persons under sixteen years of age shall not be employed on Sundays and public holidays.

15. Young persons under eighteen years of age shall not be employed for more than four consecutive hours without a break.

16. Young persons under eighteen years of age shall not be employed during the night in any public or private industrial undertaking.

The prohibition of night work shall not apply to young persons over seventeen years of age who are employed in the following industrial undertakings on work which, by reason of the nature of the process, is required to be carried on continuously day and night:

(a) manufacture of iron and steel; processes in which reverberatory or regenerative furnaces are used, and galvanizing of sheet metal or wire (except the pickling process);

(b) glass works;

(c) manufacture of paper.

17. Women shall not be employed at night in any of the public or private industrial undertakings enumerated in section 1 under (a), (b) and (c).

18. For the purpose of this Act, the term "night" shall signify a period of at least eleven consecutive hours, including the interval between 9 p.m. and 5 a.m. in undertakings working with a single shift; or the interval between 10 p.m. and 5 a.m. in undertakings working with two or more shifts.

19. The provisions of sections 16 and 17 shall not apply to:—

(a) the night work of women and young persons between the ages of sixteen and eighteen years in cases of accident or *force majeure* which are not of a periodical character and which interfere with the normal working of the undertaking;

(b) the night work of women in cases where the work has to do with raw materials or materials in course of treatment which

are subject to rapid deterioration, when such night work is necessary to preserve the said materials.

20. In industrial undertakings which are influenced by the seasons, and in all cases where exceptional circumstances demand it, the night period specified in section 18 may be reduced to ten hours a day on sixty days of the year.

21. The head of every industrial undertaking shall keep a register of all persons under eighteen years of age employed by him. This register shall show the date of birth.

22. The labour inspectorate shall be responsible for supervision of the observance of the Act, the drawing up of reports in the event of contraventions thereof, the submission of these reports to the competent law courts, and the undertaking of the prosecution in the law courts of persons guilty of contraventions of the law.

23. The head of every industrial undertaking, and his agent, shall be bound to grant the labour inspectorate facilities for inspection of the undertaking at any time, and to comply with their lawful requirements.

24. Administrative regulations and other orders in pursuance of this Act shall be issued by the Minister of Labour and Social Welfare in agreement with the other Ministers concerned.

II.

Sections 64—70 and 72—86 of the Industrial Code¹ (Уставъ о Промышленномъ Трудѣ — Collection of Laws, 1913 edition, vol. XI, part 2) are hereby repealed.

¹ *i. e.* the pre-war Russian Industrial Code.