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International Labour Office
Geneva, Switzerland

Legislative Series
1925 - Russ. 1

RUSSIA

1. Orders: Women and Young Persons

А) Правила об ученичестве в мелкой, ремесленной и кустарной промышленности и промысловой кооперации. Утвержденные Народным Комиссариатом Труда СССР от 19 января 1925 г. за № 13/307. (Известия НКТ, 1925 г., № 6, стр. 3.)

Regulations no. 13/307 approved by the People's Labour Commissariat of the Union of Socialist Soviet Republics, concerning apprenticeship in small-scale industries, handicrafts and home industries, and in industrial co-operative societies. Issued under section 127 of the Labour Code.¹ Dated 19th January, 1925.

1. Individuals, organisations and institutions holding a licence for the carrying on of an industrial undertaking, and also persons engaged in home industries and handicrafts who hold an individual industrial permit to engage in any industry or who are by law exempt from the obligation to hold an individual industrial permit, shall have the right to take apprentices for training.

Note. Persons employed for remuneration, including homeworkers, shall not engage apprentices.

2. Young persons may enter into apprenticeship on attaining the age of sixteen years, and in exceptional cases on attaining the age of fourteen years, within the limits of Order no. 275/779 issued by the People's Labour Commissariat and the All-Russian Central Council of Trade Unions on 19th June, 1923 (Собр. Узак. 1923 г., № 57, ст. 560)², and in accordance therewith.

3. Apprentices shall be engaged through the placing officials of the P. L. C. or by amicable agreement between the employer and the young person or his parents or guardians, provided that in the latter case subsequent registration with the placing officials of the P. L. C. shall be compulsory. In localities where there is no placing official of the P. L. C., the engagement of apprentices shall be registered at the office of the labour inspector or with the district executive committee (Волисполком) at the time when the indentures are registered (section 5).

4. The number of apprentices shall not exceed two for every worker.

5. Not more than a fortnight after the engagement of the apprentice, the employer shall enter into indentures with the apprentice (model indentures are appended). The indentures shall be registered at the office of the labour inspector or with the district executive committee. On entering into indentures, the employer shall issue to the apprentice a wages book in accordance with the prescribed model.

Note 1. Persons engaged in home industries, handicraft workers and industrial undertakings established not more than 10 versts from

¹ Legislative Series, 1922 (Russ. 1); amendments, 1924 (Russ. 5), 1925 (Russ. 8).

² Legislative Series, 1923 (Russ. 1, B iii).

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the office of the labour inspector shall be bound to register indentures at the said office.

Note 2. Trade organisations shall have the right to enter into indentures with employers on behalf of apprentices, subject to observance of the provisions of section 5 concerning the registration of indentures.

6. The wages of apprentices shall not be less than the minimum wage rates fixed by the State, provided that in cases where the wages are paid partly in kind the apprentice shall receive at least 25 per cent. of the total amount of his earnings in money. The wages of apprentices shall be regularly increased from the beginning to the end of the apprenticeship in proportion to the increase in skill. The rules and intervals for increments of wages shall be laid down in the indentures.

7. The employer shall be bound to teach the apprentice the trade specified in the indentures, and not to divert him therefrom to work not directly connected with the industry.

8. The working day of apprentices who are minors shall not exceed six hours.

9. Persons who have not attained the age of eighteen years shall not become apprentices in industries and occupations in which the employment of minors is prohibited by the Orders of the P. L. C.

10. The indentures may be cancelled prematurely by the apprentice in the following cases:—

- (a) on the transference of the undertaking to another owner;
- (b) if the conditions of employment are specially dangerous (this being certified by a medical examination) and prejudicial to the health of the apprentice;
- (c) if the apprentice wishes to change his trade (specialty), provided that the apprentice shall be bound to give the employer notice to terminate the indentures at least a day in advance if his wages are paid by the week, and at least a week in advance if his wages are paid fortnightly or monthly;
- (d) in case of a breach by the employer of his obligations under the indentures;
- (e) if the employer ill-treats the apprentice;
- (f) if the employer is manifestly unfit to give training;
- (g) if the employer is guilty of crimes or offences or conduct incompatible with the granting to him of the right to take apprentices.

11. The right to cancel the indentures prematurely (section 10) shall also be possessed by trade organisations, officials responsible for supervision of the observance of the workers' protection laws, and the parents or guardians of young persons. The said organisations and persons shall also have the right to raise questions respecting the amendment of particular clauses of the indentures.

12. The indentures may be cancelled prematurely by the employer with the consent of the labour inspector or district executive committee in the following cases:—

- (a) on the closing of the undertaking;
- (b) in case of persistent refusal of the apprentice to work;
- (c) if the apprentice is manifestly unfit to learn the trade in question;

- (d) if the apprentice loses his working capacity for more than two months; or
- (e) if the apprentice is guilty of a crime or offence covered by the Penal Code which is directly connected with his work and is established by judicial proceedings.

13. Disputes arising out of the carrying out of the indentures and the provisions of these Regulations shall be settled in the manner prescribed in chapter XVI of the Labour Code¹ and the Orders issued in pursuance thereof.

14. When a young person is dismissed for any reason (completion of the period of apprenticeship, dissolution of the indentures by agreement between the parties, premature cancellation of the indentures), the employer shall be bound to issue to the apprentice a certificate of his training in the occupation and the duration of the training.

15. These Regulations concerning apprenticeship shall apply to the work of apprentices in industrial undertakings with not more than twenty workers which do not use mechanical power and those with not more than ten workers where mechanical power is used, and also to industrial co-operative societies, artels, handicraft workers and individuals engaged in home industry.

16. The labour legislation in force, and especially the provisions relating to the protection of minors in employment, shall apply to all apprentices in small-scale industry, handicrafts, home industries and industrial co-operative societies.

The trade unions shall have the right to exercise the functions in relation to apprentices which are authorised by the Labour Code, whether the apprentices are members of the union or not.

17. The labour inspectorate shall be responsible for supervision of the carrying out of these Regulations.

18. On the promulgation of these Regulations the following Orders shall be repealed:—

- (a) Order no. 242/765 of the P. L. C., dated 31st May, 1923³, issuing regulations concerning apprenticeship in small-scale industries, industrial arts and handicrafts, and also in industrial co-operative societies (Известия НКТ, 1923 г., № 21);
- (b) Order no. 25/311 of the P. L. C. of the U. S. S. R., dated 12th January, 1924, issuing model articles of apprenticeship for small-scale and home industries and for co-operative production (Известия НКТ СССР, 1924 г., № 2—3);
- (c) Order no. 251/403 of the P. L. C. of the U. S. S. R., dated 2nd June, 1924, to amend the Regulations concerning apprenticeship and the model articles of apprenticeship (Известия НКТ СССР, 1924 г., № 23).

SCHEDULE — Model articles of apprenticeship.

В) Постановление Народного Комиссариата Труда СССР от 24 февраля 1925 г., № 53/325. Список профессий и работ,

³ Legislative Series, 1923 (Russ. I, B i).

к которым не допускаются лица моложе восемнадцати лет. (Известия НКТ, 1925 г., № 11—12, стр. 16.)

Order no. 53/325 of the People's Labour Commissariat of the Union of Socialist Soviet Republics, to issue a list of occupations and processes in which persons under the age of eighteen years must not be employed. Dated 24th February, 1925.

The following Order is issued under section 129 of the Labour Code⁴, to supersede the list approved by the P. L. C. on 5th September, 1922 (Известия НКТ, 1922 г., № 11—20) and the list approved by the P. L. C. of the U. S. S. R. on 12th February, 1924, under no. 76/336 (Известия НКТ СССР, 1924 г., № 9).

I. MINING.

1. All underground work in mines, pits and quarries, except for apprentices from schools for mining apprentices.
Note to no. 1. The labour inspectorate shall have the right to authorise the employment underground of young persons not less than seventeen years of age who have completed a course at a school for mining apprentices.
2. The smelting of ores containing sulphur and arsenic.
3. Work directly connected with stone-dressing.
4. Work at windlasses and the winding apparatus of mines.
5. Work in lamp-rooms involving the handling of petrol.
6. Workers directly employed at coke ovens.
7. Pitch grinding in briquette factories.
8. Work with cyanogen compounds and chlorine in the first treatment of the precious metals.
9. In the peat industry, persons engaged at the briquette machine and in the hydraulic extraction of peat (ямщики карьерщики).
10. Work directly connected with the extraction of mercury from ore.

II. METALLURGICAL AND METALWORKING INDUSTRIES.

11. In gas production: the cleaning of gas mains and scrubbers.
12. Work in smithies (employment in minor tasks permitted).
13. In the boiler department: employment in boiler departments using liquid fuel, but not in others without the consent of the local labour inspectorate.
14. Work at reheating and calcining furnaces (employment in light and minor tasks permitted, subject to the consent of the labour inspectorate).
15. Hot sawmen.
16. Welding.
17. Blast furnaces.
18. Bessemer furnaces.
19. Siemens-Martin furnaces.
20. Puddling furnaces.

⁴ Legislative Series, 1922 (Russ. 1); amendments, 1924 (Russ. 5), 1925 (Russ. 8).

21. The manufacture of steel and pig iron from ore.
22. The manufacture of copper, lead, silver and other non-ferrous metals from ore.
23. Foundries.
Note to no. 23. Employment shall be permitted in core-making and the moulding of small articles, provided that this is completely separated from the foundry.
24. The metal melting industry.
25. The working up of lead and mercury, and lead-burning.
26. Hot rolling, the rolling of large articles and cold rolling.
Note to no. 26. Employment shall be permitted in light subsidiary work — the carrying away of small iron articles and stamping.
27. Metal drawing.
28. In the wire-drawing industry: drawing and hot work, work at large drawbenches.
29. In the boilermaking industry, boiler riveting.
Note to no. 29. Employment shall be permitted in departments where work is done with pneumatic riveting machines of the non-percussion type operating on the lines of a hydraulic riveting press.
30. Grinding and polishing:—
(a) Work at emery sharpening, grinding and polishing apparatus.
Note to no. 30 (a). Employment shall be permitted where exhausts are fitted and sharpening and grinding are carried out by the wet process.
(b) Cleaning after etching, tinning and other work.
(c) Sandblasting without exhausts.
31. The chemical treatment of metals, viz., etching, oxidising, electroplating, tinning, nickelling, galvanising.
32. File cutting.
33. In the accumulator industry: the casting and shaping of lead plates, the welding of lead accumulators, the charging of accumulators.
34. In cable manufacture: the vulcanising, lead sheathing and armouring of cables.
35. Enamelling in which lead is used.
36. In repairing work: the cleaning of flues and gas mains, the repairing and cleaning of pipes for acids.
Note to division II (metallurgical and metalworking industries). Persons who have attained the age of sixteen years may be employed in work in hot departments (occupations nos. 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 23, 24, 26, 27, 28, 29 and 31) if they are undergoing systematic training (e. g. group or individual apprenticeship, schools for apprentices in factories and workshops).

III. CHEMICAL INDUSTRY.

China and earthenware industry.

37. Glazers working with lead glaze.

Glass industry.

- 38. Dry grinding of glass.
- 39. Glass etching.

Mirror industry.

- 40. Etching.

Manufacture of organic colours.

- 41. Prohibited, except in laboratories.

Manufacture of mineral colours.

- 42. Manufacture and grinding of colours containing lead and arsenic and of verdigris.

Explosive and powder factories.

- 43. Young persons under the age of eighteen years shall not be employed in the manufacture of smokeless powder, percussion caps and explosive substances, nor in ammunition works.

Manufacture of chemico-pharmaceutical preparations.

- 44. Manufacture of lead, mercury and arsenic preparations, cresol compounds, sulphur compounds, chloroform, inorganic salts (by the synthetic method); work involving the use of bromine, chlorine, sulphuretted hydrogen and sulphur dioxide.

Rubber industry.

- 45. Mixing department.
- 46. Rolling.
- 47. Cold vulcanising department.
- 48. Department for the manufacture of solutions (cement).
- 49. Rubberised fabric department.
- 50. Artificial rubber for ink erasers (радол) and rubber substitute (фактис) departments.
- 51. Work at the calender rolls and in hot vulcanising.
- 52. Work in asbestos works.
- 53. Work in the spreading department.
- 54. Rubber recovery.
- 55. Sorting of old goloshes.
- 56. Manufacture of rubber goods without sewing (by cementing on tables).
- 57. Drying chambers in the manufacture of oilcloth.
- 58. Grinding and polishing in the comb department.

Note to nos. 45—58. If the undertaking has suitable hygienic and technical equipment, young persons may be employed, subject to the consent of the labour inspectorate, on all work in the rubber industry other than the occupations specified under nos. 45, 47 and 50.

Basic chemical industries.

- 59. Manufacture of acids, alkalies and salts, chlorine and bleaching powder.
- Note to no. 59.* Employment in laboratories shall be permitted.

Match industry.

- 60. Laboratories.
- 61. Dipping department.

Note to no. 61. Employment shall be permitted, subject to the consent of the labour inspectorate.

Utilisation of industrial waste.

- 62. All workers directly employed in the industry, except the workers employed in sorting and packing glue.

Bone industry.

- 63. Bone-grinding.

IV. TEXTILE INDUSTRY.

Cotton spinning.

- 64. The cleaning and grinding of the cards, work in the dusty willeying department.

Cotton printing, dyeing and finishing factories.

- 65. Preparation of the chloride of lime solution.
- 66. Preparation of diazo colours, mordants and aniline black in the dyehouse.
- 67. Work with aniline black and sulphur colours in the dyehouse.
- 68. Stoving and drying in the printing department.

Combed wool spinning and woollen cloth dyeing factories.

- 69. Sorting of unscoured wool.
- 70. Work at the breaker.
- 71. Work in the dusty willeying department, if there are no ventilating appliances.
- 72. Cleaning and grinding of the cards.
- 73. Dissolving and preparation of chloride of lime.
- 74. Work in connection with dyeing with aniline black.

Flax spinning factories.

- 75. Sorting and hackling departments.

Linen bleaching and finishing factories.

- 76. Dissolving and preparation of chlorine.

Jute and hemp factories.

- 77. Breaking and hackling departments.

Silk dyeing factories.

- 78. Work at the breaker.
- 79. Treatment of waste.
- 80. Dissolving and preparation of chloride of lime.
- 81. Stoving.
- 82. Beck dyeing.
- 83. Work connected with the use of aniline black and sulphur dyes.

Felt milling and felt goods industry.

- 84. Sorting and combing of wool.

V. PRINTING.

- 85. Direct employment in the stereotyping and typefounding departments.
- 86. Gilding in the lithographic department.
- 87. Music engravers.
- 88. Grinding of dry colours, bronzing and the manufacture of flock paper in the wallpaper industry.

VI. RAILWAY TRANSPORT.

- 89. Spraggers, brakemen.
- 90. Engine drivers and firemen on locomotives.
- 91. Pointsmen, shunters.
- 92. Coupling tighteners (carriage attendants).
- 93. Tube cleaners.

VII. WATER TRANSPORT.

- 94. Divers.
- 95. Engineers and their helpers and firemen on steamboats.
Note to no. 95. Employment shall be permitted in river transport on naphtha-fired vessels, subject to the consent of the labour inspectorate.

VIII. LOCAL TRANSPORT.

- 96. Loaders.
- 97. Independent drivers of motor vehicles.

IX. COMMUNAL SERVICES.

- 98. Work in the cleaning and repairing of channels and mains of sewerage systems.
- 99. Sewage raking.
- 100. All workers directly employed in nightsoil work (except work at nightsoil cart depots).
- 101. Drivers on urban tramways.
- 102. Direct work in the extinction of fires.
- 103. At gas works: all workers directly employed in the production of illuminating gas and water gas.
- 104. The repairing of gas meters and gas mains.
- 105. Work on electrical conductors with a tension exceeding 500 volts on overhead lines, control gear and cable systems.

X. FOOD INDUSTRIES.

- 106. Work at the fermenting vats in the vinegar industry.
- 107. Slaughtermen in slaughterhouses.
Spirit, yeast and beer manufacture.
- 108. All direct manufacturing work.
Light tobacco and cigar industry.
- 109. Tobacco leaf warehouse, sorting, cutting, drying, leaf opening, spinning and cigarette making (hand and machine) departments.

Note to no. 109. Young persons may be employed as machine minders in the cutting and cigarette making departments.

Machorka tobacco and snuff industry.

- 110. All direct manufacturing work.
- 111. *Work in the screening departments of corn mills.*
- 112. *The animal charcoal making department in glucose works.*

XI. CLOTHING INDUSTRY.

- 113. Hand beating in the fur-dressing industry.

XII. WOODWORKING INDUSTRY.

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

XIII. SUGAR INDUSTRY.

- Beet sugar works.*
- 115. Work at the sulphur stoves and gas stoves and in the liming department.
Sugar refineries.
- 116. Work at the centrifuges in the clarifying and animal charcoal departments.

XIV. NATIONAL COMMUNICATIONS.

- 117. Telephonists at large and medium exchanges.
Note to no. 117. Employment shall be permitted at small exchanges and switchboards, subject to the consent of the labour inspectorate.
Wireless stations.
- 118. Work at detectors, work at wireless apparatus (receiving and sending).
- 119. Work in the accumulator and generator departments.

XV. LEATHER INDUSTRY.

- Treatment of large hides.*
- 120. Soaking, liming, fleshing, tanning and drying departments.
Note 1 to no. 120. Young persons who have attained the age of seventeen years may be employed in the above departments, subject to the consent of the labour inspectorate.
Note 2 to no. 120. Young persons may be employed as apprentices in the chrome tanning department.
Bristle industry.
- 121. First treatment of horsehair and bristles.
Note to no. 121. Employment shall be permitted subject to the consent of the labour inspectorate, which shall depend on the equipment of the undertaking.

XVI. PAPER INDUSTRY.

Paper manufacture.

122. Rag department and chlorine workers.

Cellulose works (sulphite).

123. Acid department.
 124. Digesting of rags and cellulose.
 125. Work at the strainers.
 126. Cutting wood into chips.
 127. Pyrites department.

XVII. CONSTRUCTIONAL WORK AND BUILDING MATERIALS INDUSTRY.

Constructional work.

128. Excavation in wet soil.
 129. Dressing and polishing building stones.
Note to no. 129. Young persons who have attained the age of sixteen years and been regularly trained may be employed, subject to the consent of the labour inspectorate.
 130. All work on exterior walls of buildings and on movable ladders and cradles, work on roofs.
 131. Asphalt boilers.
 132. Caisson workers.

Cement, lime and alabaster industry.

133. Crushing, the charging and drawing of kilns, burning and packing by hand.
Note to no. 133. Employment shall be permitted, subject to the consent of the labour inspectorate, in undertakings where sufficient use is made of machinery and the sanitary conditions are satisfactory.

Firebrick, red brick and clinker block industry.

134. Stoking, charging and drawing of kilns.
 135. Labourers (treading the clay).
Note to no. 135. Employment shall be permitted subject to the consent of the labour inspectorate.

Tarred paper and asphalt industry.

136. Tar and asphalt boilers.

XVIII. MEDICAL AND PUBLIC HEALTH SERVICES.

137. The immediate care of the sick in hospitals for acute infectious diseases and for the insane.
 138. Direct participation in work in X-ray and radiological chambers.
Veterinary institutions.
 139. Attendants, orderlies (including persons acting as such) in isolation stables, slaughterhouses and other institutions for the combating of hydrophobia, glanders and anthrax.

С) Постановление Народного Комиссариата Труда СССР от 4 сентября 1925 г., № 232/388 о рабочем времени и отпусках для стенографов, занятых на постоянной работе в учреждениях и предприятиях. (Известия НКТ, 1925 г., № 37—38, стр. 8.)

Order no. 232/388 of the People's Labour Commissariat of the Union of Socialist Soviet Republics, respecting the hours of work and annual leave of stenographers permanently employed in undertakings and institutions. Dated 4th September, 1925.

[EXTRACT.]

III. The following no. 16 shall be added to the list of occupations which equally with manual work give a right to leave for eight weeks before and eight weeks after confinement, approved by the Order issued by the P. L. C. on 16th November, 1920⁵ (Известия ВЦИК, № 257 от 16 ноября 1920 г.): —

“ Stenographers permanently employed in undertakings and institutions and regularly reporting at meetings and lectures and doing other similar protracted work, or taking minutes of meetings (stenographers who keep minutes).”

Д) Постановление Народного Комиссариата Труда СССР от 30 октября 1925 г., № 277/403 о запрещении женского труда на особо-вредных и тяжелых работах. (Известия НКТ, 1925 г., № 45, стр. 8.)

Order no. 277/403 of the People's Labour Commissariat of the Union of Socialist Soviet Republics, to prohibit the employment of women in specially dangerous and heavy work. Dated 30th October, 1925.

The P. L. C. of the U. S. S. R. hereby issues the following Order to supersede all Orders previously issued to prohibit the employment of women in various industries and occupations (including the relevant sections of the Binding Orders respecting safety and industrial hygiene).

1. Women shall not be employed in the occupations enumerated in the appended “ list of specially dangerous occupations in which women must not be employed ”.

Note. In exceptional cases where the employment of women in the occupations enumerated in the “ list of specially dangerous occupations in which women must not be employed ” is possible owing to the local conditions of the industry, the People's Labour Commissariats of the United Republics may authorise the necessary exceptions to the provisions of section 1.

2. The employment of women in work necessitating strenuous physical effort may be prohibited by a special agreement between the economic authorities and the trade union concerned, subject to the approval of the labour inspector.

⁵ Legislative Series, 1924 (Russ. 3, appx.).

*Schedule to Order no. 277/403 issued by the P. L. C. of the U. S. S. R.
on 30th October, 1925.*

LIST OF SPECIALLY DANGEROUS OCCUPATIONS IN WHICH WOMEN MUST
NOT BE EMPLOYED.

I. CHEMICAL INDUSTRY.

1. Rubber industry: grinding of acetate of lead, cold vulcanising, manufacture of rubber for ink erasers (радол) and rubber substitute (фактис).
2. Manufacture, packing and pouring into receptacles of arsenical, lead and aniline colours.
3. Manufacture of benzol.
4. Manufacture of trinitrotoluol.
5. Charging of ammunition with trinitrotoluol and cleaning of ammunition.

2. 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 to the cutting of the rolled metal, inclusive.
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, e. g., copper, lead, mercury, zinc, silver, etc.
5. Work with pneumatic hand tools (riveting, stamping, punching, chipping, shearing).
6. Hot processes and riveting in the boiler-making industry (exclusive of rivet heating).
7. Work in pickling and in the drying of pickled wire, in the absence of suitable ventilation.
8. Furnacemen and stokers, boiler cleaners.
9. The melting, casting, rolling, drawing and stamping of lead and lead articles, tinning with lead, tempering in lead baths, file-cutting on lead beds, the manufacture and welding of lead accumulators, the lead sheathing of cables, enamelling involving the use of lead, and the cold working of lead (machine or hand).

3. MINING.

1. All 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.

4. PRINTING.

1. Work in type foundries (exclusive of the packing department if this is isolated from the foundry).
2. Work in stereotyping.

5. TEXTILE INDUSTRY.

1. Preparation by hand of aniline salt and aniline black.
2. Work at padding machines continuously in use for dyeing with aniline black.
3. Preparation of the chloride of lime solution in dyeing by hand.

6. COMMUNAL SERVICES.

1. Work connected with the direct extinction of fires.
2. Work in the hand charging and drawing of retorts at gas works.

7. PAPER INDUSTRY.

1. Work in connection with the chlorine solution.

8. RAILWAY TRANSPORT.

1. Locomotive and depot firemen.
2. Ash fillers cleaners of fire-boxes and ashpits.

9. WOODWORKING INDUSTRY. LUMBERING.

1. Work in the water in the assembling of logs, the making and breaking up of booms.
2. Work in the water in snubbing (braking) and in breaking up rafts.

