



Jamila Jagours, "Jamila at Work"
(Oil on Canvas, 2019)

The Texas Center for Working-Class Studies Conference

February 25, 2021
Virtual Conference



Welcome to the seventh annual Texas Center for Working-Class Studies Conference. While the conference was held virtually from February 25-March 11, 2021, we are pleased to provide an archive here of the conference recorded sessions and papers.

For any questions or comments please email Dr. Lisa A. Kirby, Director of The Texas Center of Working-Class Studies, at LKirby@collin.edu. Thank you for your support!

Welcome

- **Lisa Kirby**, Director of The Texas Center for Working-Class Studies, Collin College, [Welcome Video](#)

Sessions

- **Charles Baclawski**, Collin College, ["Building a Working Class among African Americans in the Early 20th Century"](#)
- **Daniel Betti**, Collin College, ["Jack London's Vision of Socialism and Revolution"](#)
- **Theresa Case**, University of Houston—Downtown, ["Unionism in Defeat: The 1922 Railroad Shopmen"](#)
- **Shubhajit Chowdhury**, Dibrugarh University (India), ["The Pedagogy of Social Class Becoming the Admin of an Individual's Existence, with Special Reference to Hardy's Tess of the D'Urbervilles and Jude the Obscure"](#)

- **Paul Guajardo**, University of Houston, **David W. Read**, Weber State University, and **Paul Andrew Guajardo**, Brigham Young University – Provo, “Man's Inhumanity to Man: Mexican-American Prison Memoirs and the Law

> [David Read](#) > [Paul Andrew Guajardo](#) > [Paul Guajardo](#)

- **Troy Hassinger**, University of North Carolina Wilmington, [“A Quest for Furniture: Labor and Social Institutions in August Wilson's *Fences*”](#)
- **J.D. Isip and James. M. Latham**, Collin College, [“The Divided Class Experiences of a Pandemic Economy”](#)
- **Linda Kapocsi and Rosalinda Valenzuela**, Collin College, [“Working Class African American and Latino Youth in the Texas Judicial System”](#)
- **Lisa A. Kirby, Nidhi Patel, Amanda Wehrmann, and Kayla Osborn** Collin College, “The Texas Center for Working-Class Studies Student Writing Contest Winners 2021”

> [Nidhi Patel](#) > [Amanda Wehrmann](#) > [Kayla Osborn](#)

- **Magnus Nilsson**, Malmö University (Sweden), and **John Lennon**, University of South Florida, [“An International Turn in Research and Teaching About Working-Class Literature?”](#)
- **Michael Phillips**, Collin College, **Staci Gray**, a labor organizer of BookPeople in Austin, Texas, **Stephanie Kopnang**, a member of Unite Here! **Pauline Mims**, a member of the United Auto Workers and co-founder of the Grand Prairie-Arlington Chapter for the Coalition of Labor Union Women, **Chad Pearson**, author and professor of history at Collin College, **Steve Ruiz**, member of the International Brotherhood of Electrical Workers Local 20, and the AFL-CIO Central Labor Council Legislative Committee, **Sarah Swallow**, legislative aide for the Texas State Employees Union, **Tevita 'Uhatafe**, member of the Tarrant County Labor Council Executive Board, the Transportation Workers Union of America, the AFL-CIO, and the Asian Pacific American Alliance, [“The Working Life in Texas VII”](#)
- **Gaurab Sengupta**, Dibrugarh University (India), [“Progression or Regression? Mapping the Dynamics of Working Class Culture in Elizabeth Gaskell's North and South”](#)
- **Samantha Smith**, Michigan State University, [“Invisible Labor & Working-Class/Mixed-Class Identity”](#)
- **Rachel Stroup**, Ohio University, [“The Devil's in the Dance Hall: Class Conflict and the Legacy of Gentrifying Measures in Progressive-Era Leisure Spaces”](#)

- **Jerrod Tynes**, University of North Texas at Dallas, ["A Review of Urban Agriculture Regulatory Policies and their Effects on Working-Class Citizens"](#)
- **Jillian Yarbrough**, West Texas A&M University, ["The Evolving Relationship Between Unions, Workers and Technology"](#)

Social Class and Identity Session

- **Moderator: Justin Jolly**, Texas Christian University
- **Sam Tullock**, Collin College, "Is Small Beautiful?': The Economics of E.F. Schumacher and Alexander Solzhenitsyn"
- **Lishan Desta**, Collin College, "The Social Contract and the American Working Class"
- **Owen Clayton**, University of Lincoln (United Kingdom) "'Laureate of the Logging Camp': The Representation of Labor and Labourers in the writing of T-Bone Slim"

Papers

- **Serge I. Titsky**, National Pedagogical Dragomanov University, "The Influence of the Russian Imperial Legislation on the Socio-economic Position of the Working Class in the Bureaucratic and Bourgeois Sectors of Industry in Ukraine:1890-1907, On the Example of Kiev and Kiev Province" (Please see paper below.)
- **Kyle Wilkinson**, Collin College, "The Ruth Allen Award Winners 2021" (Please see paper below).

The perspectives expressed here are those of the presenters and do not necessarily reflect the views of Collin College or The Texas Center for Working-Class Studies.

The Texas Center for Working-Class Studies
Ruth A. Allen Pioneer in Working Class Studies Award 2021

The Texas Center for Working-Class Studies's annual Ruth A. Allen Award honors significant contributions to the field.

Professor Allen, pioneer working-class studies scholar, shattered several glass ceilings on her way to a Ph.D. in economics at the University of Chicago in 1933. Allen taught economics at the University of Texas from 1923 until 1959. During that time, she also researched and published bold new studies of working women, farm workers, lumber workers, railroad workers, and other working class Texans.

The recipients of this award have taken Allen's courageous, if imperfect, start and they have taught us even more about the lives and cultures of ordinary Texan during different historical eras. We are very pleased to announce our 2021 co-winners, Dr. Gregg Andrews and Dr. Theresa Case.

Dr. Gregg Andrews is Professor Emeritus at Texas State University and the author of numerous publications on working class history. From Missouri to Mexico, his work has focused on immigration, transnational labor, gender, and race within the overarching theme of working class history. Dr. Andrews' work has earned support and recognition from the NEH, the Southwest Council of Latin American Studies and the Texas State Historical Association.

Dr. Theresa Case is a scholar of the working class experience at the University of Houston-Downtown. Her first book, *The Great Southwest Railroad Strike and Free Labor*, was an exhaustively researched re-evaluation of a foundational event in American working class history that garnered praise from national figures. Given the talented writing and fresh, insightful analysis, this is no surprise. She has continued to add regular contributions to our understanding of the working class experience with articles on the Texas Knights of Labor, an exploration of strikebreaking, and a cogent analysis of Martin Irons' union work in Texas.

The influence of the Russian imperial legislation on the socio-economic position of the working class in the bureaucratic and bourgeois sectors of industry in Ukraine (1890-1907. On the example of Kiev and Kiev province).

Serge I. Titsky

Head of the Department of History and Philosophy of the History (National Pedagogical Dragomanov University of Kyiv), Ph.D, Associate Professor

Formulation of the problem.

The bourgeois-bureaucratic reforms of Emperor Alexander II contributed not only to the establishment of a bourgeois social system in the Russian provinces of Ukraine and the development of the industrial revolution into an all-encompassing industrialization of Ukrainian society, but also led to the elimination of the dictatorship of the nobility in the Russian Empire and to the actual creation of the dictatorship of the monarchical state bureaucracy.

Relying on its dictatorship and the patronage of the emperors Alexander II, Alexander III and Nicholas II, the monarchical state bureaucracy purposefully created conditions for accelerating the industrialization of the country and the revival of the Russian Empire as one of the strongest powers in the world. Already in the 1890s, thanks to these efforts and huge British and French-Belgian investments in railways and industry, seven industrial regions appeared in the Empire, which became the generators of the transformation of Russia into an agrarian-industrial country. Two such industrial regions were located in the Russian Ukraine (Donetsk-Kryvyi Rih and Right-Bank regions).

Kiev and the Kiev province determined the nature of the industrial development of the entire Right Bank and North-Eastern Ukraine. Agriculture was dominated by bourgeois commodity farms. Bourgeois and bureaucratic enterprises competed in industry. In railway transport, there was a struggle between state and share capital. More than 1,300,000 agricultural and industrial workers worked in the enterprises of the bourgeois and bureaucratic sectors of the Ukrainian economy in 1900. The rate of industrialization of Russian and Ukrainian society depended on their relationship with employers and on effective management at enterprises and in the state.

The relationship between the state, entrepreneurs and the working class in the Ukrainian lands of the Russian Empire has always attracted the attention of East European historians (Богданов 2017; Быков 1909; Валетов 2007; Вовчик 1964; Глазунов 2009; Каплун 1921; Куракин 2016; Крузе 1976, 1980; Лаверычев 1972; Левицкий, Москалюк 2017; Литвинов-Фалинский 1904; Лунц 1909; Микулин 1906,; Озеров 1906; Пажитнов 1924, vol. 2 – 3; Таль 1918; Шелымагин 1947, 1952). But in Ukrainian and foreign historiography there is no tradition of comparative study of the impact of Russian imperial legislation on the socio-economic situation of workers in the bureaucratic and bourgeois sectors of Ukrainian industry in the late 19th - early 20th centuries.

The purpose of the report is to demonstrate, using the example of industrial workers in Kiev and the Kiev province, what effect the Russian imperial factory legislation had on the socio-economic position of workers in the bureaucratic and bourgeois sectors of the production of industrial goods.

The novelty of the research: a comparative characteristic of the transformation of working conditions and life of Ukrainian workers in the bourgeois and bureaucratic sectors of the industry of Right-Bank Ukraine on the example of the working class of Kiev and Kiev province is formulated in European historiography for the first time.

The theory of socio-economic determinism and the integral theory of cyclical ascending civilizational development are used as the **methodological foundations** of this study.

I. Introduction.

At the end of the nineteenth century, the processes of industrialization significantly accelerated in the territory of the Right-Bank Ukraine and in Kiev, which became the main industrial and cultural center of this region. The socio-economic processes that took place in Kiev at the end of the 19th - the beginning of the 20th centuries were typical and characteristic of all those cities of the Right-Bank Ukraine that were involved in industrialization.

The development of industry in Kiev has significantly changed the social structure of the city's population. So, in 1874, the census of townspeople showed that among 123,697 residents of the city there were 19693 noblemen and officials, 3505 Orthodox priests, 1406 honorary citizens, 4200 merchants, 40172 tradesmen, 28607 soldiers and members of their families, 21339 peasants, Cossacks and foreigners, 2527 commoners, 2361 foreign nationals (Ходос 1926, 22). These data indicated a significant decrease in the share of rural estates in the city's population compared to 1861 (to 17.25%).

In terms of their production and property status, these estates comprised the following social classes, proto-classes and the main independent social groups: the bourgeoisie, the petty urban bourgeoisie, hired workers, the bureaucracy, the hired and amateur intelligentsia, freeloaders, the lumpen-proletariat, students (taking into account the population of the suburbs - 182792 person). At the same time, 18,706 Kievites were classified as the bourgeoisie, petty bourgeoisie and the city's economic bureaucracy. Of these, 2,398 entrepreneurs hired workers and employees for their farms, and 10,995 petty bourgeois did not use hired labor. About half of large, medium and small business owners were employed in industry. (calculated by the author based on: Ходос 1926, 83, 85, 87).

The working class numbered 33315 Kiev residents, of which 10403 people worked in industrial enterprises (calculated by the author on the basis of: Ходос 1926, 83, 85 - 87).

The All-Russian population census of 1897 showed that the population of Kiev increased to 247,723 people. According to the estate principle, they were distributed among 18704 hereditary nobles, 12605 personal nobles and officials, 3772 Christian priests, 5067 honorary citizens, 5064 merchants, 97648 burghers, 96,985 peasants, 786 military Cossacks, 1708 commoners. 929 people of other classes, 4302 foreign citizens. (Тройницкий 1904, 50 - 51).

Of these, 36,518 people worked in industry. They constituted 24, 81% of all amateur citizens. The bourgeoisie of the city numbered 7683 self-employed people, of whom 1729 industrial business owners hired workers. 5,271 petty bourgeois worked in industry, but did not employ hired labor. 13409 townspeople were petty bourgeois. Of these, 5671 people worked in industry. 56,929 independent townspeople were classified as hired workers. about 20 percent of hired workers worked in industrial enterprises of bureaucratic and bourgeois forms of ownership (calculated by the author on the basis of: Ходос 1926, 83, 85 - 91, 93, 95, 96, 99, 101; Тройницкий 1904, 6 - 9, 94 - 96)

In the summer of 1917, a city census was carried out in Kiev. She showed that the number of citizens increased to 467,703 people.

At the same time, industrialization and the world war significantly changed the class structure of urban society. 55735 townspeople worked in industry. 33,499 people worked in communications and transport enterprises. 31,122 people received their livelihood from work in trade and catering enterprises. 2721 people worked in insurance and credit institutions.

In the institutions of state administration, local public self-government and in public organizations, 51910 residents of Kiev worked (Ходос 1926, 102, 105 - 107).

The socially class structure of the Kiev population looked like this:

19,650 bourgeois and petty bourgeois, of whom 1,073 were employed in industry;

71,819 hired workers, of whom 40,050 worked in industrial enterprises;

31,960 employees, of whom 4,480 worked in factories and plants;

the state and public bureaucracy, the hired and independent intelligentsia numbered 41,910;

7291 soldiers (Ходос 1926, 102, 103, 105 - 108)

In 1899, the non-state industrial sector of the economic space of the city of Kiev consisted of 147 industrial enterprises of bureaucratic, bourgeois and petty bourgeois forms of ownership, in which more than 10,000 hired workers worked. Of these enterprises, 14 factories and plants were in group and joint-stock forms of bureaucratic ownership.

The bourgeois and corporate-bureaucratic segment of the Kiev industry included 33 private firms and 2 state enterprises. According to official statistics, in October 1899, the petty-bourgeois segment of urban industry included 4595 craft workshops and small manufactories with 4595 master-owners and 4041 hired workers (in fact, there were about 500 more workshops than officially registered ones) (Тицький 2013, 129 - 133).

The world and all-Russian economic crises at the beginning of the twentieth century, the revolution of 1905 - 1907 significantly influenced the quantitative and qualitative composition of the Kiev industry.

Table 1. Dynamics of the number of factory enterprises and hired workers in the city of Kiev in 1900 - 1908 (excluding state-owned industrial enterprises, at the beginning of the year)

Year	1900	1902	1903	1904	1905	1906	1907	1908
Number of establishments	152	152	151	134	124	127	130	131
Including: did not work for a full year	9	9	13	13
Количество наемных рабочих								
Total workers	13414	13077	12860	12901	12800	13563	13164	13183
Including: women	...	2726	2720	2742	...	2646	2885	...
(Тицький 2013, 134; 2014, 173)								

During 1902 - 1903, 24 industrial factories and factories were closed in the city. Of these, only one enterprise belonged to the bureaucratic segment of the industrial space in Kiev.

By the beginning of 1905, the basis of the bureaucratic segment of the industrial space of Kiev was made up of 2 state-owned factories of more than 18 joint-stock and group-owned enterprises. The administration of 18 bureaucratic factories and the factory employed from 120 to 2,500 workers. The backbone of the bourgeois segment of industrial production was 15 large factories and factories, each of which the administration employed more than 100 workers. More than 1,477 craft workshops continued to operate in the city, the owners of which hired workers (Тицький 2014, 169 - 170).

It was in such a social-class and national economic space that the economic bureaucracy, the industrial bourgeoisie and the industrial working class of Kiev coexisted at the end of the 19th and the beginning of the 20th centuries.

The socio-economic situation of hired workers at industrial enterprises in Kiev and Kiev province at the end of the 19th century was characterized by a variety of

forms and conditions, which were determined by the level of professional training, the productivity of equipment at enterprises, and the level of efficiency of production management.

For example, in 1895, at refiner-sugar factories in the Kiev province, each work shift has $\frac{1}{2}$ hour for breakfast and afternoon tea, i.e. workers on one shift worked $11 \frac{1}{2}$ hours of net time. In general, the season for the production of refined sugar lasted up to 10 months. Repair and maintenance work was carried out: in the summer from 5 am to 7 pm with a break for breakfast at $\frac{1}{2}$ hour and for lunch at $1 \frac{1}{2}$ hour (duration of clean work 12 hours). During the winter months, work lasted from 6 am to 6 pm, with a lunch break of one hour (net work duration - 11 hours).

In distilleries, work began at 5 am and ended at 7 pm with breaks for $\frac{1}{2}$ hour breakfast and $1 \frac{1}{2}$ hour lunch (net work duration 12 hours). In the winter months they worked from 6 am to 6 pm with a 1 hour lunch break (11 hours of pure work). During the distillation we worked without days off and holidays. The types of work were distributed so that one worker per day had no more than 12 hours of clean work. In some factories, meals relied on a break from work, while others relied on food during their free time.

At the flour mills, work was carried out around the clock (in shifts or daytime). In shift work, 2 shifts of 12 hours were used. The first shift lasted from 6 am to 6 pm, the second shift from 6 pm to 6 am. The shift workers had lunch and breakfast during work, in their free time. In some mills, workers changed at 2 pm and 12 am. In most mills, workers worked the first shift for a week and the second for the next week.

In summer, daytime work took place from 5 am to 7 pm with breaks for breakfast $\frac{1}{2}$ hour and lunch breaks for $1 \frac{1}{2}$ hour, clean work - 12 hours. in the winter months - from 6 am to 6 pm with a 1 hour lunch break. Duration - 11 hours.

The brick factories work from sunrise to sunset with a break for breakfast ($\frac{1}{2}$ hour), for lunch - $1 \frac{1}{2}$ hour, and afternoon tea ($\frac{1}{2}$ hour). The duration of clean work in June reaches 15 hours. Fingers at the ovens work in shifts day and night on all Sundays and holidays in turn, taking turns either after 6 hours or after 12 hours. Duration of clean work is 12 hours.

At the sawmills they worked either only during the day, or on a daily basis - in 2 shifts. With daytime work, classes began at 5 am and worked until 8 pm with a lunch break that lasted one hour. Thus, the duration of the clean work was 14 hours. At Iona Zaitsev's sawmill in the Chigirinsky forestry, work was carried out from 5 am to $8 \frac{1}{2}$ pm with a lunch break of one hour (duration of clean work is $14 \frac{1}{2}$ hours). The same mode of operation at the sawmills of Yankel and Iosif Kalnitsky in Cherkassy, Shmul Finkelstein in the dacha Zhidovskoye tract of the

Cherkassy forestry (14 ½ hours of clean time each). All other sawmills had shorter clean work times. With shift work, the net working time was 11 - 12 hours.

In mechanical factories, work was carried out from 5 ½ in the morning and ended at 7 in the evening with two breaks (½ hour for breakfast and one hour for lunch). Most factories had a clean run time of 11½ hours. In the winter months (October, November, December, January, February) in some factories, work began at 7 am and ended at 5 pm, with a lunch break of one hour. The duration of the clean work was equal to nine hours, but a day was paid as ¾ of a day. If necessary, the work was carried out over the specified time. Then the first three hours of work over this time were counted as ¼ of the working day, and every hour of work over these three hours was counted as 1 ½ hour.

Work at the tobacco factories was carried out annually from October to May. The working day lasted from 8 am to 8 am. evenings, and from May to October they worked from 7 am to 7 pm, with a lunch break of one hour (net working hours - 11 hours). At the Zaritsky tobacco factory in Cherkassy in the summer months, work was carried out from 7 am to 9 pm, and in the winter months - from 8 am to 10 pm. Lunch break at one hour, from 1 o'clock to 2 o'clock in the afternoon (duration of clean work 13 hours) (Фонд 574, опис 1, справа 8, 40 - 42 vol.).

According to some scientific studies, at the end of the 19th century, industrial workers in Russia worked an average of 284.6 hours a month, in England - 234.7 hours and in Massachusetts - 255.7 hours (Кирьянов 2001, 310).

At distilleries, workers receive from 9 to 16 rubles a month for 30 days worked, buying food for their own money.

In flour mills, machinists earned 20 - 30 rubles in 30 working days, stokers - 15 - 19 rubles, rollers - 12 - 18 rubles, groomers - 18 - 20 rubles, wool mills - 16 - 19 rubles, buratchiks - up to 18 rubles, pilemen - 12 - 20 rubles, loaders - 9 - 18 rubles.

In brick factories, molders produced on average up to 21,000 bricks and received 15-18 rubles and food from the owner of the plant, assistants to molders - 12-15 rubles, carriers - 10-12 rubles, finger-makers - 15 - 25 rubles.

The sawmills did not practice feeding from the owner. Cash wages ranged from 10 to 35 rubles a month, depending on the qualifications and amount of work performed.

At mechanical factories, food from the owner was also not practiced: a locksmith was paid 15 to 40 rubles for work without marriage, a turner - from 20 to 45 rubles, blacksmiths - 20 - 30 rubles, foundry workers - 15 - 40 rubles, modellers - 25 - 35 rubles.

In tobacco factories, workers' monthly earnings fluctuated over a wide range. sorters received from 9 to 30 rubles a month, workers at crumbling machines - 12 - 35 rubles, print workers - 6 - 13 rubles, parcel workers - 4 - 12 rubles, cigarette holders - 5 - 15 rubles, boxers - 8 - 25 rubles (Фонд 574, опис 1, справа 8, 43 - 44).

For comparison, in the 1880s, the average earnings of an industrial worker in England were 26 rubles 64 kopecks, and an American worker's 56 rubles 97 kopecks (in Massachusetts). In 1900, the annual wage of a Russian worker was estimated at 207 rubles, and a worker in the United States at 877 rubles (Кирьянов 2001, 310).

II. The main content of the report.

It was precisely on this dynamically functioning ramified social and economic environment that the activities of the provincial state administration and the factory inspection were aimed at implementing the new imperial factory legislation.

The law of June 1, 1882 "On minors working in factories, factories and manufactories" came into force on May 1, 1884. He banned the work of children under the age of 12. Children between the ages of 12 and 15 were allowed to work eight hours a day. But it was forbidden to work at night, on weekends and in industries that are harmful to health. The law promoted the systematic education of children in primary schools.

The law of June 3, 1885 "On the prohibition of night work by minors and women in factories, plants and manufactories" prohibited women and adolescents under the age of 17 from working at night in enterprises of three sectors of the textile industry.

On June 3, 1886, Emperor Alexander III approved the "Regulations on the supervision of the establishments of the factory industry and on the mutual relations of factory owners and workers." The rules regulated the procedure for hiring and firing workers, accounting for their work and contractual obligations. They prohibited 1) the unauthorized departure of hired workers from enterprises and 2) the use of various surrogates by entrepreneurs to pay workers. It was ordered to create a state factory inspection to monitor the implementation of the approved rules.

The law "On amendments to the regulations on the work of minors, adolescents and females in factories, plants and manufactories and on the extension of the rules on the work and training of minors in craft establishments" dated April 24, 1890 gave the right to engage these categories of workers to work 6 hours a day without interruption or for work within 9 hours a day in two shifts of 4 hours 30 minutes. In the glass industry, it was allowed to put minors on a 6-hour night shift. On

March 14, 1894, the law "On the transformation of the factory inspection and the posts of provincial mechanics and on the extension of the rules on the supervision of the establishments of the factory industry and on the mutual relations of factory owners and workers" was approved. This law supplemented the list of duties of factory inspectors to regulate labor relations with two points: 1) the powers of provincial mechanics to supervise the technical condition of industrial enterprises and 2) maintaining industrial statistics.

The Law "On the Duration and Distribution of Working Time in the Establishments of the Factory Industry" (June 2, 1897) introduced restrictions on the duration of the day work shift for adult male workers to eleven hours. Night shift, work on Saturdays and holidays were limited to ten hours. The law confirmed the right of workers to non-working days on Sundays and 12 holidays a year. But he allowed overtime and Sunday work in exchange for a day's rest.

The handicraft charter of February 12, 1896 established six working days a week for workers employed in handicraft workshops. Sundays and twenty holidays were required by mandatory non-working days. During the day, the length of the working day was determined from 6 am to 6 pm, including breaks for breakfast (30 minutes) and lunch (1 hour 30 minutes). Thus, the net duration of the artisan's work was limited to ten hours a day. At the same time, for factories and plants, the duration of the working day was regulated only for hired workers who were minors.

On June 2, 1903, the law "On remuneration of workers and employees, as well as members of their families", came into force. The factory inspectorate received the right and pledged to monitor the actions of entrepreneurs to provide material assistance in the form of assistance and pensions to workers who were physically injured at work through no fault of their own.

On December 2, 1905, Emperor Nicholas II signed the law "On temporary rules on the punishment of participation in strikes in enterprises of public or state significance, as well as in government institutions, and on ensuring the fate of those employees who, not taking part in strikes, suffered from the perpetrated against them violence. "

In May 1906, the "Provisional Rules on Professional Societies" were promulgated, which allowed and regulated the creation of workers' and business unions through behavioral registration and regulated their activities (social and political activities of unions were prohibited).

In 1912, two insurance laws came into force: "On insurance of workers against accidents" and "On provision of workers in case of illness". They concerned enterprises of all kinds with at least 20 employees (if there was an engine) and if there were 30 workers (if there was no engine). Salaried workers of trade and domestic workers were not subject to these acts.

The "Charter of Industrial Labor" of 1913 was composed of the "Charter of Factory and Craft Industry" and the "Charter of Mining". Among other things, he prohibited the arbitrary content of fines regulated by law, the payment of wages in goods and food coupons, the use of fines for the needs of entrepreneurs.

The maximum amount of fines per worker could exceed the size of his 6-day wages for each violation and could not cumulatively be more than 30 percent of the monthly wage.

The ban on unauthorized abandonment of work by workers, illegal participation in strikes, a working day for adults of 11.5 hours with a minimum restriction of overtime work remained.

The charter of 1913 mainly concerned only the factory, mining and mining industry. Agricultural industry, timber industry, transport and the like remained outside its borders.

Supervision and control functions in the field of factory and labor legislation in the empire were performed mainly by two state institutions: presences for factory and mining affairs and factory inspection.

The provincial presences on factory and mining problems had the right to consider the applications of entrepreneurs and the submissions of the provincial factory inspectors, to issue binding resolutions on measures to preserve the life and morality of workers, to monitor the actions of the factory inspection.

The main link of state control in industry remained the factory inspections created under the 1882 regulation.

In 1886, factory legislation applied only to a part of the textile industry, whose enterprises were located mainly outside the Ukrainian provinces.

The limited geographic space and the number of industrial establishments covered by the relevant laws did not require the existence of specialized state bodies to control the implementation of legal regulations.

The passage of the 1886 law forced the government to create such state institutions. In the 1890s, factory inspection bodies were active on the territory of Kiev and the Kiev province.

During 1894-1896, the factory inspection focused its efforts on the implementation of the law on the fine of workers.

To this end, the owners of all industrial enterprises subordinated to the inspection were warned about the need to provide inspectors with reliable information about the existence at these enterprises of the practice of imposing fines on workers, the amount of accumulated penalty capitals and the introduction of accounting for the

accumulation of such capitals regulated by law and departmental instructions, as well as the use of these capitals for specific needs of the workers.

In the process of communicating with entrepreneurs, the inspectors discovered the following.

As of January 1, 1895, there were no fines at 49 enterprises of individual and family private property (bourgeois private property). At the same time, the owners of 24 enterprises specifically emphasized that they did not practice fines for their workers at all until the relevant government decree was issued. The manager of one brick factory noted that he began to fine the workers only after the factory inspector approved the relevant internal regulations of the enterprise. The owner of one enterprise fined workers, but transferred the fines to the account of the local branch of the Red Cross. One owner did not impose fines because all of his workers worked day by day. The owners and management of six metalworking, food and printing enterprises especially emphasized that their workers were not fined by January 1, 1895 and would not be fined in the future (фонд 574, опис 1, справа 36, 7, 37, 45, 58, 54, 66, 71., 73, 74, 76, 81, 83, 100, 103, 110 - 113, 115, 118, 120, 121; фонд 574, опис 1, справа 37, 10, 16, 17, 27, 29, 30, 35, 36, 44, 49; фонд 574, опис 1, справа 36, 24, 26, 27, 28, 32, 58-60, 73). Only two enterprises of the bourgeois form of ownership received information about the practice of imposing fines on their workers and about the presence of fines in the amount of 29 rubles. 28 kopecks and almost 8 rubles. respectively (фонд 574, опис 1, справа 36, л. 6; фонд 574, опис 1, справа 37, 49). The owner of the sawmill Ya.S. Kagan introduced a system of fines at his enterprise only from January 1, 1895, as a fulfillment of a government order (фонд 574, опис 1, справа 36, 48).

In the meantime, the administrations of nine enterprises of bureaucratic form of ownership reported. Until 1895, six joint stock companies and partnerships did not fine workers. Three of them began to practice fines on January 1. At the same time, the Society of the Kiev Brewery for seven months in 1895 accumulated a penalty capital in the amount of 5 rubles 25 kopecks.

Until January 1, 1895, four enterprises of the bureaucratic form of ownership practiced fines for workers. Two factories of the Kiev Gas Society had 14 silver rubles in penalty capital at the end of 1894. The society of the Kiev Sugar Refinery on Demievka has accumulated 8 rubles 15 kopecks. The Society of the Kiev City Railway (city tram) has fined its employees since 1891 and accumulated 1,611 rubles 65 kopecks. At the end of September of that year, the company's penalty capital was reduced to 1,511 silver rubles 65 kopecks. The reason for the decrease in this capital was the cost of social assistance to workers [фонд 574, опис 1, справа 36, 27 101; фонд 574, опис 1, справа 39, 23об.].

During 1898 - 1904, the factory inspection focuses its main efforts on the introduction and improvement in factories, plants, printing houses and other industrial enterprises of the formalization of accounting for the hiring of workers,

the rules of the internal work schedule, the length of the working day and time for rest, and the termination of the practice of payment in kind for hired labor, settlement of industrial conflicts and disputes.

For the Kiev inspector's practice of the late 1890s - 1904, it can be considered typical 1) for enterprises of the bourgeois form of ownership - Internal Regulations in the *carriage workshop of Andrey Stepanovich Dogmatyrsky, carriage factory Gustav Petrovich Vengrin* and 2) the Internal Regulations for the corset factory of *Dutoa and Co* were typical for Kiev industrial establishments of bureaucratic form of ownership.

Until 1903, the owners of bourgeois enterprises and the managing directors of bureaucratic enterprises independently wrote the internal regulations for their production establishments, based on the requirements of the current legislation. After 1900, the owners and directors received from the factory inspectors standard printed forms of the exemplary internal regulations, in which they entered data corresponding to the conditions of operation of a particular industrial establishment. The factory inspector made the necessary corrections and approved the rules for application.

An example of such creativity of a bourgeois entrepreneur, as well as an illustration of the influence of legislation and the control and regulatory activities of the factory inspection on the conditions of employment and work of workers, can be the Internal Regulations of the coach workshop of Andrey Stepanovich Dogmatyrsky in Kiev.

On April 30, 1898, V. Gross, the senior factory inspector of the Kiev province, approved the Internal Regulations in the Dogmatyrsky boat workshop.

The rules contained the following provisions:

1. Prior to their employment, each worker must submit his residence permit to the office of the workshop.
2. Workers are hired for an indefinite period and wages are paid to them weekly on Saturdays.
3. Each worker is issued upon the expiration of seven days from the date of employment with a checkbook approved by the Kiev provincial factory affairs sample. Before receiving a paybook, i.e. before the expiration of 7 days, the worker can be dismissed without warning 2 weeks in advance and without the obligatory payment in such cases 2 weeks. The worker has the same right.
4. Works in the workshop are carried out from 6 am to 17 pm, with a break for breakfast from 8 to 8 ½ in the morning and for lunch from 13 to 14 noon.
5. Works in the workshop will not be performed on all Sundays and the following holidays: January 1 and 6, February 2, March 25, May 9, (sheet 1), June 29, August 6, 15 and 29, September 8 and 14, 1 and 22 October, 21 November and 6 December. In addition, 3 days of Nativity, Friday and Saturday of Holy Week, Monday and Tuesday of Easter week, Ascension of the Lord and Spirits Day. On Saturdays and on the eve of the aforementioned holidays, work will end 1 hour 30 minutes earlier, and on the eve of Christmas at 12 noon.

6. Workers are obliged to come to work at the time indicated on the schedule, not being late and in a sober state, not to make quarrels, noise, abuse and fights, to be obedient to the owner, manager or foreman if they legally demand it.
7. While at work, workers must everywhere observe cleanliness and tidiness, handle fire carefully and do not bring lighting and flammable substances, as well as alcoholic beverages, into the workrooms.
8. Drunk workers are not allowed to work at all.
9. No overtime or emergency work will be done in the workshop. If there is a need for them, the subject factory inspector is notified in advance. (l. 1 ooh)
10. For absenteeism, for improper work, non-observance of cleanliness and neatness for untimely attendance at work, for disobedience and for non-observance in general of these internal regulations, workers will be subject to penalties, according to the punishment table approved by the factory inspector.
11. Penalty money will be spent exclusively on the needs of the workers themselves, on benefits in cases of illness, fire, burial, etc. and will be recorded in the pay books of workers and in a special cord book.
12. The rules are posted in the workshop in all rooms and in the office, and none of the employees and workers can be excused from ignorance of them. (фонд 574, опис 1, справа 130, 2).

Five years later, on December 13, 1903, the senior factory inspector of the Kiev province approved the new "Internal regulations for workers in the carriage workshop of Andrey Stepanovich Dogmatarsky in the city of Kiev."

They differed significantly in form, volume and content from the previous rules for this workshop.

They were printed by typographic method (only the name of the enterprise and its location were entered by hand), corrections were made to the text by deleting some points and writing new text. (фонд 574, описание 1, справа 130, 8 – 9 об.)

New: a ban on the employment of persons under 15 years of age.

Residence permits presented by workers and birth certificates of adolescent apprentices aged 15 - 17 are kept in the office of the enterprise during their stay in the service in the enterprise. Upon admission to work, workers receive a checkbook only for 7 days (6 days are considered a probationary period). During these days, the worker receives 50 kopecks. per day if a contract is not concluded with him. The worker also has the right to leave for another place during these 6 days without two weeks of prior notice of leaving. the issuance of a pay book to a worker means the conclusion of an employment contract. The paycheck indicates the term of employment, the size of the wage, the grounds for its calculation, the terms of the payment of wages and everything that the worker uses except for the salary. Receiving the book means that the worker agrees to such terms of employment and payment. The worker keeps the book with him all the time and presents it to the office for notes. (фонд 574, описание 1, справа 130, 8)

For all workers: work starts at 6 am and ends at 7 pm with breaks for breakfast (8 - 8 ½ hours) and lunch (13 - 12 noon). All apprentices and apprentices eat in a special dining-kitchen.

On Saturday (Fridays for Jewish workers) and before the holidays listed below, daily work begins as usual, with the same breaks ending at 5½ pm. Total working hours - 10. On Christmas Eve, December 24, work ends at 12 noon (crossed out: January 5, Thursday of Holy Week). (фонд 574, описание 1, справа 130, 8 об.).

Workers are exempt from work on all Sundays and on such holidays: January 1 (circumcision of the Lord - New Year), January 6 Baptism of the Lord, February 2 Meeting of the Lord, March 25 Annunciation of the Virgin Mary (crossed out - Friday and Saturday of cheese week), Friday and Saturday of Holy Week in April, the first three days of Holy Easter (or the whole week), May 9 - Transfer of the relics of St. Nicholas, Ascension of the Lord, Trinity and Descent of the Holy Spirit, June 29 - Holy apostles Peter and Paul, August 6 Transfiguration of the Lord, August 15 - Dormition of the Most Holy Theotokos, August 29 - Beheading of the head of John the Baptist, September 8 - Nativity of the Most Holy Theotokos, September 14 - the erection of St. Krekst, October 1 - the Protection of the Virgin, October 22 - Kazan Icon of the Mother of God, 21 November - the introduction of the Most Holy Theotokos into the church, December 6 - St. Nicholas the Wonderworker, December 25, 26, 27 - Christmas Day, in addition, Catholic workers do not work for another 3 days of church holidays. I do not work on Saturdays and holidays: 2 days of the New Year, 2 days of Yom Kippur, 4 days of the Feast of Tabernacles, 4 days of Easter, 2 days of Pentecost (green holidays). No mandatory work is done on Sundays, holidays and overtime.

Workers are required to clean their cars daily and on the eve of holidays and places around their workplaces. Start 10 minutes before the end of work with a complete stop of the machines. It is forbidden to clean machines and machine tools until they have come to a complete stop.

It is forbidden to come to work drunk (such people are not allowed to work and they are not charged for that day).

None of the workers are absent from their work or transferred to other departments of the plant.

It is forbidden to introduce and admit unauthorized persons and especially minors into the workshop. (фонд 574, описание 1, справа 130, 8 об. - 9).

Workers should not indulge in harsh treatment of other workers and especially women and minors.

The duty of the worker to comply with 4 safety rules for handling equipment.

Workers who, according to the contract, are entitled to living quarters in a workshop (factory) use for this a separate place assigned to them for the night in common rooms (barracks), heating and lighting of which is relied on from the workshop (factory).

Workers must maintain cleanliness and order in both the bedrooms and the dining room.

It is forbidden to accumulate garbage and dirty laundry. Natural needs should be sent exclusively in latrines, and cleanliness and tidiness should be observed.

The printed ones have been crossed out: "The bathhouse is heated weekly ...".

In the event of illness or injury of any kind, workers must immediately notify the owner. If the doctor (factory crossed out) finds it necessary, then the patient goes

to the hospital. All treatment, as well as hospitalization, is carried out at the expense of workshops (crossed out - plant (factory)).

“Note: During illness, workers can use the cash allowance exclusively at the discretion of the office (crossed out: (or during illness, workers receive half of their usual salary, but not a share, as in the course of 6 weeks)) (фонд 574, описание 1, справа 130, 9 об.).

A typical example of the internal regulations for a factory, which practiced wages in kind, along with the monetary form of wages, can be the Internal regulations for the crew factory of Gustav Petrovich Vengrin in Kiev

On May 7, 1898, the senior factory inspector V. Gross approved the Internal Regulations of this industrial institution.

They prescribed the following:

1. The hiring of workers is carried out for an indefinite period.
2. Settlement with workers is made twice a month on the following Saturday after the 1st and 15th day.
3. Workers are obliged to always have their pay books with them and present them at the first request of the manager of the factory.
4. Workers receive a table and an apartment from the owner of the factory for free, and some workers stand in their grub and apartments.
5. Work begins at 6 ½ in the morning and ends at 7 ½ in the evening, with breaks from 9 to 9 ½ in the morning for breakfast and from 1 to 2 in the afternoon for lunch. On Saturdays and on the eve of holidays, work ends at 6 pm and before Christmas at 12 pm.

Minors under 15 years of age are not accepted for work.

6. Holidays which are not supposed to work: January 1st and 6th February 2nd. March 25th. May 9th. June 29th. August 6th, 15th 29th. September 8th and 14th. October 1st 22nd. November 21st. December 6th, 25th 26th 27th. Friday and Saturday during Holy Week. Easter Monday and Tuesday. The Lord's Sunday, the Descent of St. Spirit and all Sundays.

7. The workers themselves clean the workshops, sweep the machines and machine tools every day.

8. While at work, workers do not have the right to receive their acquaintances and talk to them.

9. For each day of absence from the worker, a fine is collected in the amount of up to 1 ruble in excess of the deduction of wages for that day.

10. Workers are obliged to show up for work at the appointed time in a sober state, and not at all late, not to make quarrels, noise and abuse. They are obliged to be obedient to the Master under his legal requirements.

While at work, they must everywhere (l. 5) observe cleanliness and tidiness and handle fire carefully.

Workers do not have the right to voluntarily leave work and are obliged to report to the owner and ask for his consent.

No overtime work will be done. Penalty money will be spent exclusively on the needs of the workers themselves, namely on benefits in case of illness, fire for burial, etc. (фонд 574, опис 1, справа 130, 5 об.)

In turn, an example of the influence of legislation and the control and regulatory activities of the factory inspection on the terms of employment and work of hired workers in the bureaucratic segment of Kiev industry can be found in the regulations in the corset factory “**Dutoa and Co**”, which was in a group form of bureaucratic ownership.

During 1898, the senior factory inspector of the Kiev province, Gross, approved the rules for accounting for overtime work, prices for trimming corsets with lace by craftswomen, a report card and internal regulations.

The approved Rules for accounting for overtime work at the Dutoa corset factory prescribed:

"1. Overtime work optional for craftswomen, i.e. works performed by craftswomen with their consent at a time when they, according to the internal regulations, should be free from work, will be performed in our factory by the following categories of craftswomen:

- a) corset sewing typists,
- b) embroiderers for embroidering corsets,
- c) headsets for finishing corsets,

2. In general, these works will be carried out only in case of special need for no more than two hours a day, and for each overtime hour, the employee will receive, in addition to the piecework wage she worked out during this time at the rate, ten kopecks of remuneration for each overtime hour;

3. The number of such optional overtime hours for craftswomen shall not exceed ninety (90) hours per year for each craftswoman;

4. All overtime hours will be entered in our general book of accounts of craftswomen in special columns for each category separately on a daily basis and, in addition, will be recorded in the settlement books of craftswomen twice a month” (фонд 574, опис 1, справа 129, 5).

The list of prices for trimming corsets with lace at the Dubtoa & Co factory included 15 types of headsets at 4-15 kopecks per unit (depending on the complexity of the work), all types of braderies and plush trimming of blankets at 5 kopecks each, ironing corsets - 16-40 kopecks each for one item (depending on the complexity of the work), stuffing of corset caps - 5 kopecks each (фонд 574, опис 1, справа 129, 2 - 3).

The report card from the women of the corsetry establishment established the amount of fines. So poor work was punished with a monetary penalty in the amount of 10 kopecks to 1 ruble. Other violations were punishable by a fine of 5-50 kopecks. (фонд 574, опис 1, справа 129, 4).

The internal regulations established that:

"1. Before starting work, each worker (craftswoman) must submit his residence permit to the factory office.

2) Workers (craftswomen) are hired for an indefinite period and wages are paid every two weeks, on Saturdays. - All craftswomen, after a month from the date of receipt, are required to have two white aprons, according to the factory uniform, and one of them is washed weekly at the expense of the craftswoman at a price of 8 kopecks. a piece.

3) Each worker is given a paybook. Before receiving a paybook, that is, before the expiration of 7 days from the date of employment, a worker can be dismissed from the factory without a 2-week warning and without the obligatory payment for 2 weeks in such cases. The same right is granted to the worker.

4) Work at the factory is carried out from 8 am to 7 pm, with a lunch break from 12 noon to 12 15 noon. On Christmas Eve, work ends at 12 noon.

Note. In case of emergency, work can be performed overtime, but only with the consent and agreement of the craftswomen.

5) Schedule of holidays in which work is not supposed, the following: 1st and 6th January; February 2nd; March, 25; May 9; June 29; July 15th; 6th, 15th and 29th August; 8th and 14th September; 1st and 22nd October; November 21st; December 6th; and besides 3 days of the birth of Christ; Saturday of Cheese Week; Friday and Saturday of Holy Week; 3 days of the Holy Week; Ascension of the Lord; Descent of the Holy Spirit - 2 days and all Sundays.

Note. In emergency cases, work is carried out both on Sundays and on holidays with the consent and agreement with the craftswomen.

6) Workers and craftswomen are obliged to appear at work at the appointed time ... without delay, not to quarrel, noise, abuse; are obliged to be obedient in relation to the managers or to senior masters and craftswomen under their legal requirements, while at work, they must everywhere observe cleanliness and tidiness, and handle fire with care. Workers have no right to leave their jobs without permission.

7) Wiping and cleaning of sewing machines and cleaning is done by the workers themselves weekly on Saturdays.

8) For non-compliance with all the internal regulations in general, for faulty work and for absenteeism, workers are fined according to the punishment table approved by the factory inspector.

9) All penalty money will be spent by the office of the factory, with the permission of the factory inspection, for the needs of the workers themselves, namely: for benefits for workers who have lost the ability to work, for benefits in case of fire, for burial." (фонд 574, опис 1, справа 129, 6 - 7).

The penalties imposed for faulty work, for absenteeism and for violation of order, in total, should not exceed one third of the wages actually owed to the worker by the due date of reckoning (Articles of Industry, Article 148). (фонд 574, опис 1, справа 129, 8об)

Article 149 of the Charter allowed the entrepreneur to prematurely terminate the contract concluded with the worker if the penalties from him, according to the number of violations made by him, exceed 1/3 of his earnings. (фонд 574, опис 1, справа 129, об.)

On November 1, 1902, the inspector approved a new Report of penalties, which established:

1) For faulty work, the result of which was a slanting corset or a dirty corset, poor stitching, improper sewing, making the corset unusable, a deduction from the salary in the amount of 10 kopecks - 1 ruble.

2) Penalties for absenteeism: from ½ to 1 day - from 10 to 50 kopecks, for 1 day - from 50 to 75 kopecks, for 2 days or more - no more than 1 ruble for each leisure day.

3) For violation of the order:

for careless handling of fire, for violating peace and quiet, for disobedience, for illegal gambling, for non-observance of cleanliness and tidiness, for negligent handling of factory property - from 10 kopecks to 1 ruble;

for late attendance at work or unauthorized absence from it: 10 minutes - ½ hour - 10 - 50 kopecks, from ½ hour to ½ working day - 50 kopecks. - 1 rub. (фонд 574, опис 1, справа 129, 14 – 14 об.)

The rules for accounting for overtime work have been greatly simplified by not specifying restrictions on the duration of such work per day and per year (фонд 574, опис 1, справа 129, 17).

In 1903, the government put into circulation a new standard form of the Internal Regulations for the workers of the enterprise. Specifically for this factory, the following differences were approved:

“For all workers and craftswomen at the factory, work starts at 8 am and ends at 6 pm with a lunch break from 12 pm. up to 1 ½ hour of the day for 1 ½ hour. Total working hours 8 ½. For a stoker with a steam boiler, work begins at 7 o'clock. in the morning and ends at 6 o'clock. evenings with a lunch break from 12 noon. up to 1 ½ hour for 1 ½ hour. Total - 9 ½ hours.

Excluded from non-working holidays: Friday of Damp Week.

on Christmas Eve, December 24, work ends at 12.00. (фонд 574, опис 1, справа 129, 18 об..).

III. The main conclusions.

1. The efforts of Ukrainian historians to study the problem of the influence of the imperial factory legislation on the socio-economic situation of the working class of Ukraine as a whole and its individual regions remain unsystematic until now do not allow a complete picture of this process to be drawn.

2. When creating industrial and "workers" laws and bylaws, the monarchical state bureaucracy represented by the tsarist government took into account the real needs of industrial commodity production, the interests of industrial entrepreneurs and hired workers. At the same time, the features of the functioning of factory and craft enterprises, their size, the availability of machines and complex mechanisms, the number of hired workers were taken into account. However, the creators of factory legislation completely ignored the existence in industry of a bureaucratic form of private ownership of the means of production, the specifics of the production activities of bureaucratic industrial enterprises and the relationship between their administration and hired workers.

3. Russian factory legislation of the 1890s - early 1900s had a positive effect on the state of affairs in the industry of Kiev and Right-Bank Ukraine, despite some resistance from the middle and petty bourgeoisie to the application of these laws and its insufficient loyalty to the implementation of legislative innovations.
4. "Worker`s" legislation of monarchical governments and its application by factory inspectors contributed to the formalization, regulation and ordering of industrial relations between the administration of industrial enterprises and the workers hired by it, taking into account the variety of technological features of production processes at specific plants and factories.
5. The implementation by government structures in the life of factory and "workers" laws and government by-laws contributed to the accelerated development and strengthening of the economic positions of industrial enterprises of bureaucratic and large bourgeois property.
6. The effectiveness of the application of the Russian factory legislation at enterprises of the bureaucratic form of ownership was significantly higher than similar activities at enterprises of the bourgeois form of ownership, which gave the bureaucratic sector additional advantages in the competitive struggle, and the workers of bureaucratic enterprises - to have higher wages, better working conditions and legal conditions for the legal protection of their rights.
7. In the pre-revolutionary period, factory inspectors, especially inspectors from the Kiev metro station) subjected small and medium-sized enterprises of the bourgeois form of ownership to much more careful control in all areas defined by imperial legislation than bureaucratic and large bourgeois enterprises.
8. In the post-revolutionary period, the control and mediation of the conciliatory activity of the district factory inspectors fades into the background. The main objects of the inspectors' attention are the technical condition of enterprises, the organization of workers' insurance and the use of fines by entrepreneurs.
9. Individual complaints from workers against the factory administration came almost exclusively from enterprises with a bourgeois form of ownership (individual and family). Collective complaints were submitted almost exclusively by workers in enterprises in the bureaucratic sector (joint-stock and share establishments), as well as in large factories and factories of bourgeois property.
10. In the pre-revolutionary and revolutionary periods, there was a tendency among employees of some Kiev bureaucratic (artisanal) and bourgeois enterprises, which are not under the control of factory inspection through various formal reasons, to get inspectors to review the status of these institutions and submit them to inspection control.

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