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2. Act and Orders: Employment of Women and Young Persons

A) *Rozporządzenie Ministra Pracy i Opieki Społecznej z dnia 29 lipca 1925 r. w porozumieniu z Ministrami: Przemysłu i Handlu, Spraw Wewnętrznych, Spraw Wojskowych, Robót Publicznych, Kolei i Skarbu o spisie robót, wzbronionych młodocianym i kobietom. (Dziennik Ustaw; 1925, No. 81, poz. 558, str. 1185.)*

Order of the Minister of Labour and Social Welfare in agreement with the Ministers of Industry and Commerce, the Interior, Public Works, Railways and Finance, respecting the list of occupations prohibited for women and young persons. Dated 29th July, 1925.

The following Order is issued under sections 4, 20 and 22 of the Act of 2nd July, 1924¹, relating to the employment of women and young persons.

1. Women and young persons shall not be employed in the occupations specified in the appended lists as prohibited for women and young persons respectively.

2. In the case of the occupations mentioned under nos. 4 and 16 of schedule 1 and nos. 4 and 15 of schedule 2, the Minister of Labour and Social Welfare shall have the right to authorise exceptions, in agreement with the Minister of Industry and Commerce, in respect of the employment of women and young persons in establishments where adequate safety measures and the necessary precautions are taken for the protection of workers from the effects of noxious dust, gases, fumes and chemical compounds.

3. The Minister of Labour and Social Welfare, after procuring the opinion of the associations of employers and employees, may in agreement with the Minister of Industry and Commerce authorise the employment of young persons in special branches of production or establishments in particular occupations mentioned in schedule 1 for the purpose of learning the trade.

4. This Order shall come into operation on the date of its promulgation, and shall be operative as from 29th July, 1925.

SCHEDULE I.

LIST OF OCCUPATIONS PROHIBITED FOR YOUNG PERSONS.

1. In quarries and stonemasons' yards; the extraction of stones, hewing, the boring of holes, blasting. The dry working, sawing and polishing of stones, the loading up and transportation of stones. The working of stones shall include the breaking of stones for roadmaking.

2. Work with hot asphalt.

3. In brick and tile works, earthenware and fireclay goods factories and ceramic factories: the digging, loading and transportation of

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raw materials, the stoking of the kilns, the lighting of the kiln fires, and all work inside hot kilns.

4. In glass manufacture, glass grinding and glass etching: attending to the furnaces, the blowing and moulding of glass, work at other places where the temperature is high, in the crushing or mixing of raw materials and waste glass, in departments where hydrofluoric acid is used, at the sandblasting apparatus, in dry grinding or in grinding works without mechanical motive power.

5. Attending to lime and plaster kilns, the grinding and sifting of lime and plaster.

6. Attending to metallurgical furnaces, with the exception of light labouring and work in the hot rolling department.

7. Attending to transmission apparatus (the greasing and cleaning thereof and the repairing, hooking, sewing, putting on and taking off of belts, cables, etc.).

8. Attending to works lifts and hoists and goods lifts and hoists, except the greasing thereof.

9. Attending to steam boilers, except work in the cleaning of the boilers when cold.

10. Attending to motors, except greasing.

Young persons over 17 years of age may attend to motors not over 1 h.p.

11. Attending to electrical plant and electrical conductors over 240 volts (continuous or alternating current).

12. Work at circular saws and band saws and machines fed by hand.

13. At coke ovens and gas works, work at the furnaces and in the gas purifying department.

14. Work in connection with the production and utilisation of lead or any compounds thereof, especially the use of these compounds in printing works, except the setting and distributing of type.

15. Work in connection with the storage of explosives and poisonous gases.

The following work in connection with the manufacture of explosives: —

(a) in connection with the manufacture of nitro and amido compounds or their generation as bye-products injurious to health, viz.:—

- (1) benzol, toluol, xylol, etc., nitrated once or more, and their chlorine compounds;
- (2) naphthaline nitrated once or more;
- (3) phenol and naphthol nitrated twice or more;
- (4) aniline and its homologues: toluidine, xylidine, cumidine, and also anisidine, phenetidine and their chlorine, nitrogen, alhyl and aryl compounds, e.g. dimethylaniline, diethyl-aniline, diphenylamine, etc.;
- (5) phenylene diamine, tolylene diamine;
- (6) benzidine, toluidine, dianisidine;
- (7) naphthylamine;
- (8) phenylhydrazine and tolylhydrazine;

- (b) in the manufacture and packing of nitroglycerine explosives;
- (c) in the manufacture and further working up of trinitrotoluol;
- (d) in the manufacture of ammonium explosives, with the exception of mechanical departments outside the manufacturing process proper.

16. Work in the manufacture of arsenical, nitric, hydrofluoric, picric, salicylic, hydrochloric, sulphuric, sulphurous and oxalic acids; benzol, nitrobenzol, derivatives of benzol; chlorine, hypochlorites, chlorates; phosphorus, sulphur; chrome compounds, cyanogen compounds, arsenic compounds, mercury compounds; carbon bisulphide, superphosphates, celluloid, methyl alcohol, anaesthetics (chloroform, ether); the preparation of striking paste for matches.

Work involving the use of mercury and compounds thereof; arsenic compounds, compounds of calcium bichromate, cyanogen compounds, carbon bisulphide or methyl alcohol, with the exception of the measuring out and packing of pharmaceutical products.

17. The collecting, sorting and packing of non-disinfected rags.

18. In paper factories: the beating, sorting and cutting of rags, the boiling and bleaching of half-stuff.

19. In tanneries: the unhairing of hides, attending to chambers for the sweating of hides, the grinding of tanning materials, staking and the cleaning of the tanpits.

20. The handling of non-disinfected human and animal hair, bristles, bones and horns, and the working up of meat refuse and carrion.

21. In sugar factories; work in the washing department, in attending to the settling tanks, stirring apparatus and centrifuges, on heaps of raw sugar when the sugar is thus stored, in the bone and sulphur departments, in the moulding of refined sugar, and in any places where work is carried on at a high temperature.

22. The slaughtering of horned and bristle-bearing animals.

23. In tobacco factories: work in the departments where the tobacco is cut and sorted.

24. Work under water: in caissons and in ship-repairing, and descents under water as divers.

25. Work on railways which is directly connected with traffic, the driving of automobiles, work as pilots and mechanics in aviation, and as trimmers and stokers on steamers and ships.

26. The demolition of buildings and scaffolding, and work on roofs, unless suitable precautions are taken.

27. Work as attendants in hospitals, nursing homes, dispensaries and veterinary clinics.

28. The cleaning of sewers and wells.

29. The lifting and carrying of loads exceeding 30 kg. (for female young persons, 20 kg.).

30. In mining, young persons shall not be employed on any pretext whatever in the following work underground, which is particularly dangerous, viz. the sinking of shafts, the transportation and use of explosives, the extinction of fires in case of explosions of firedamp, the rescue of persons in danger of death, work as foreman borer, tram

driver in the workings, tub drawer in the workings, timberman, shot firer, and brakeman or signaller at an inclined plane.

Work about the mouths of deep shafts, at hand windlasses and inclined planes, and in transportation by means of trams or carts on tracks going up or down hill, shall likewise be prohibited for young persons.

SCHEDULE 2.

LIST OF OCCUPATIONS PROHIBITED FOR WOMEN.

1. Underground work, in mines, and work in the construction of tunnels, shafts, wells, sewers and drains.

2. In quarries and stonemasons' yards: the extraction of stone, hewing, the boring of holes and blasting, the dry working, sawing and polishing of stones; the loading of stones; plastering.

3. In brick and tile works, earthenware and fireclay goods factories and ceramic factories: the digging, loading and transportation of raw materials, throwing out (on to the cutter) and wheeling, where the bricks and tiles are made by hand; the stoking of the kilns, the lighting of the kiln fires, and all work inside the kilns.

4. In glass manufacture, glass grinding and glass etching: attending to the furnaces, the blowing and moulding of glass, work at other places where the temperature is high, in the crushing or mixing of raw materials and waste glass, in departments where hydrofluoric acid is used, at the sandblasting apparatus, in dry grinding or in grinding works without mechanical motive power.

5. Attending to lime and plaster kilns, the grinding and sifting of lime and plaster.

6. Work directly connected with production in metallurgical works, rolling mills, foundries and forges.

7. Attending to transmission apparatus in movement (the greasing and cleaning thereof, and the repairing, hooking, sewing, putting on and taking off of driving belts, cables, chains, etc.).

8. Attending to works lifts and hoists and goods lifts and hoists.

9. Attending to steam boilers.

10. Attending to motors above 1 h.p.

11. Work at circular saws and band saws and machines fed by hand.

12. At coke ovens and gas works, work at the furnaces and in the gas purifying department.

13. Work in connection with the production and utilisation of lead or any compounds thereof, especially in printing works, except the setting up and distributing of type.

14. The following work in connection with the manufacture of explosives:—

(a) in connection with the manufacture of nitro and amido compounds or their generation as bye-products injurious to health, viz.:—

(1) benzol, toluol, xylol, etc., nitrated once or more, and their chlorine compounds;

(2) naphthaline nitrated once or more;

(3) phenol and naphthol nitrated twice or more;

(4) aniline and its homologues: toluidine, xylydine, cumidine, and also anisidine, phenetidine, and their chlorine, nitrogen, aliphyl and aryl compounds, e.g. dimethylaniline, diethylaniline, diphenylamine, etc.;

(5) phenylene diamine, tolylene diamine;

(6) benzidine, toluidine, dianisidine;

(7) naphthylamine;

(8) phenylhydrazine and tolylhydrazine;

(b) together with men in the loading, packing, and paraffining of explosives.

(c) ²After the word "pharmaceutical" insert the words "the measuring out and packing of fulminating powder in percussion caps, the measuring out and packing of ammonium nitrate and chlorine compounds and dynamite; the picking and grinding of guncotton.

15. Work in the manufacture of arsenical, nitric, hydrofluoric, picric, salicylic, hydrochloric, sulphuric, sulphurous and oxalic acids; benzol, nitrobenzol, derivatives of benzol; chlorine, hypochlorites and chlorates; phosphorus, sulphur; chrome compounds, cyanogen compounds, arsenic compounds, mercury compounds; carbon bisulphide, superphosphates, methyl alcohol, anaesthetics (chloroform, ether).

Work involving the use of mercury and compounds thereof, arsenic compounds, compounds of calcium bichromate, cyanogen compounds, carbon bisulphide or methyl alcohol, with the exception of the measuring out and packing of pharmaceutical products.

16. In sugar factories: work in the washing and soaking of the beets, in attending to the settling tanks, stirring apparatus and centrifuges, on heaps of raw sugar when the sugar is thus stored, in the bone and sulphur departments, in the moulding of refined sugar, and in all places where work is carried on at a high temperature.

17. The slaughtering of horned and bristle-bearing animals.

18. The carrying of materials on scaffoldings and upper storeys in building work.

19. The lifting and carrying of loads weighing more than 30 kg.

20. Waiting on customers as waitresses where the alcoholic beverages sold in the house are consumed on the premises at night.

B) *Ustawa z dnia 30 lipca 1925 r. o zmianie pierwszego ustępu art. 22 ustawy z dnia 2 lipca 1924 r. w przedmiocie pracy młodocianych i kobiet (Dz. U. R. P. no. 65, poz. 636). Dziennik Ustaw 1925, no. 86, poz. 591, str. 1319.)*

Act to amend the first paragraph of section 22 of the Act of 2nd July, 1924¹, relating to the employment of women and young persons. Dated 30th July, 1925.

² See p. 6 below.

1. The following new paragraph shall be added to section 22 of the Act of 2nd July, 1924, relating to the employment of women and young persons (Dz. U.R.P. no. 65, poz. 636):—

“The date for the coming into operation of the second and third paragraphs of section 15 of this Act in the various fields of employment and classes of establishment shall be fixed by order of the Minister of Labour and Social Welfare, provided that it shall not be later than 29th July, 1926.”

2. The Minister of Labour and Social Welfare shall be responsible for the administration of this Act.

3. This Act shall come into operation on the date of its promulgation.

C) *Rozporządzenie Ministra Pracy i Opieki Społecznej z dnia 27 listopada 1925 r. w porozumieniu z Ministrami: Przemysłu i Handlu, Spraw Wewnętrznych, Spraw Wojskowych, Robót Publicznych, Kolei i Skarbu w sprawie sprostowania rozporządzenia Ministra Pracy i Opieki Społecznej z dnia 29 lipca 1925 r. w porozumieniu z Ministrami: Przemysłu i Handlu, Spraw Wewnętrznych, Spraw Wojskowych, Robót Publicznych, Kolei i Skarbu o spisie robót, wzbronionych młodocianym i kobietom. (Dziennik Ustaw, 1925, No. 133, poz. 950, str. 1861.)*

Order of the Minister of Labour and Social Welfare in agreement with the Ministers of Industry and Commerce, the Interior, War, Public Works, Railways and Finance, to correct the Order issued by the said Ministers on 29th July, 1925³, respecting the list of occupations prohibited for women and young persons. Dated 27th November, 1925.

The following Order is issued under sections 4, 20 and 22 of the Act of 2nd July, 1924¹, relating to the employment of women and young persons (Dz. U.R.P. no. 65, poz. 636).

1. Schedule 1 (list of occupations prohibited for young persons) to the Order issued by the Minister of Labour and Social Welfare on 29th July, 1925, in agreement with the Ministers of Commerce and Industry, the Interior, War, Public Works, Railways and Finance, shall be amended as follows:—

Under no. 1, a colon shall be substituted for the semicolon after the words “stonemasons’ yards” and a comma for the full stop after the word “blasting”; the next word, “the”, shall be written with a small “t”.

2. Schedule 2 (list of occupations prohibited for women) to the Order mentioned in section 1 of this Order shall be amended as follows:—

(1) Under no. 1 the comma after “Underground work” shall be deleted.

(2) Under no. 14, paragraph (c) shall be deleted.

(3) Under no. 15, the second paragraph shall be amended to read as follows:—

³ See p. 1 above.

“Work involving the use of mercury and compounds thereof, arsenic compounds, compounds of calcium bichromate, cyanogen compounds, and carbon bisulphide or methyl alcohol, with the exception of the measuring out and packing of pharmaceutical products, the measuring out and packing of fulminating powder in percussion caps, the measuring out and packing of ammonium nitrate and chlorine compounds and dynamite, and the picking and grinding of guncotton.”

3. This Order shall come into operation on the date of its promulgation.

