

LABOUR LAW

1. Labour relations. Problems of labour relations have been evolved in the law on employees of people's councils of 15th July 1968 (Journal of Laws No. 25, item 164). This law, regarded as "a little codification" of labour relations in people's councils, has brought a complete regulation of individual institutions of the labour law with regard to that category of office workers. An Order of the Council of Ministers of 3rd December 1968 on the official and disciplinary responsibility of the workers of the people's councils (Journal of Laws No. 44, item 319) has been issued to supplement the said Act.

2. Holidays. Some steel-workers have been given additional 14 working days of holidays in a calendar year. They are embraced by the Order of the Council of Ministers of 25 th July 1967 on the additional holidays for some workers employed at the Metallurgical Repair Enterprise in Katowice (Journal of Laws No. 31, item 155).

3. Employment, wages, education. In virtue of the Order of the Council of Ministers of 5th May 1967 on the planned employment of invalids (Journal of Laws No. 20, item 88), there have been established voivodship consulting offices for the vocational rehabilitation of invalids. The duties of enterprises and offices in the field of the planned employment of invalids and the rights of invalids during their employment have been determined.

The Chairman of the Labour and Wages Committee has published a uniform and modified text of the Order of the Council of Ministers of 4th May 1964 on bonuses to office workers of the state industrial enterprises (Monitor Polski — Official Gazette No. 21/1967, item 99).

Changes in the system of material assistance to students of schools of higher learning and of higher schools of vocational education have been made by the Order of the Chairman of the Labour and Wages Committee of 17th July 1967 on the change of the founder and exemption from the duties arising from contracts of funded scholarship (Official Gazette No. 43, item 210). There has also been published the order of the Council of Ministers No. 280 of 27th August 1968, changing the order on the probation employment of graduates of schools of higher education (Official Gazette No. 37, item 259).

Changes in the legal situation of persons attending post-graduate studies to obtain doctor's degree have been made by the Order of the Minister of Education and Higher Learning of 15th February 1968 on the principles of attending post-graduate studies (Journal of Laws No. 6, item 38) and by the Order of the Minister of Education and Higher Learning of 15th February 1968 on the principles of granting scientific scholarships as well as rights and duties of persons writing theses for doctor's degree or for making examinations to become a docent (Journal of Laws No. 6, item 39).

There has also been published an Order of the Council of Ministers of 20th August 1968 on the duty of vocational schooling of youth between 15 and 18 years of age in some regions of the country (Journal of Laws No. 34, item 231).

4. Labour discipline. Intensification of control of the utilization of sick-leave certificates to prevent a rise of absenteeism has been established by the order of 23rd January 1968 on the modification and supplementing the regulations on unjustified absenteeism (Journal of Laws No. 3, item 12). In execution of the said order, the Minister of Health and Social Welfare issued an Order of 29th February 1968 on the determination of a temporary incapacity for work (Journal of Laws No. 7, item 42) and the Chairman of the Labour and Wages Committee published on 24th February 1968 a uniform text of the law of 1958 on combating abuses in the field of utilization of certificates of temporary incapacity for work. The same problem was also dealt with by the order of the Council of Ministers No. 20 of 24th January 1968 on the intensification and safeguarding the discipline of labour and remuneration in socialized enterprises (Official Gazette No. 3, item 17).

5. Safety and hygiene of work. On the basis of the law of 30th March 1965 on the safety and hygiene of work, there have been issued the following implementing regulations:

— Order of the Minister of Health and Social Welfare of 16th April 1968 on notifications of occupational diseases and their ascertainment (Journal of Laws No. 14, item 86);
— Order of the Minister of Health and Social Welfare of 16th April 1968 on certifying the necessity of transferring workers to different work in connection with their occupational diseases of particular danger (Journal of Laws No. 14, item 87);

— Order of the Minister of Health and Social Welfare of 22nd April 1968 on prophylactic medical examinations of workers (Journal of Laws No. 14, item 88);

— Order of the Council of Ministers of 18th August 1967 on the application of the act on the safety and hygiene of work with regard to persons carrying out permanent job on other basis than a labour contract (Journal of Laws No. 35, item 177);

— Order of the Minister of Justice of 1st December 1967 on the scope of application of the act on the safety and hygiene of work with regard to persons at penal colonies or at establishments for juvenile delinquents, working at those establishments or outside of them (Journal of Laws No. 45, item 225);

— Order of the Council of Ministers of 18th June 1968 on the safety and hygiene of work at the utilization of ionizing radiation (Journal of Laws No. 20, item 122);

— Order of the Council of Ministers No. 277 of 27th August 1968 on the evaluation of machines and other technical equipment in the scope of safety and hygiene of work (Official Gazette No. 36, item 255).

It must be added that in execution of the law on the safety and hygiene of work of 1965, in 1967-1968 branch regulations of the safety and hygiene of work were issued for the following industrial branches and ministries: 1) for meat processing industry (Journal of Laws No. 4/67, item 15), 2) for enterprises of fruit and vegetable industry (Journal of Laws No. 20/67, item 91), 3) for enterprises of brewery industry (Journal of Laws No. 31/67, item 156), 4) for enterprises of potato industry (Journal of Laws No. 33/67, item 177), 5) for enterprises of communal transportation (Journal of Laws No. 38/67, item 199), 6) for sea and inland waterways ports (Journal of Laws No. 39/67, item 200), 7) for enterprises of sugar industry (Journal of Laws No. 48/67, item 235), 8) for waste products of animal origin processing enterprises and for fodder industry enterprises (Journal of Laws No. 1/68, item 2), 9) for paper products industry (Journal of Laws No. 26/68, item 179), 10) for gas industry enterprises (Journal of Laws No. 38/68, item 272).

6. Social security. A general reform of the system of social security took place at the beginning of 1968. It has been carried out by the following acts:

— Law of 23rd January 1968 on the universal pension scheme for workers and their families (Journal of Laws No. 3, item 6);

— Law of 23rd January 1968 on the old-age pension fund (Journal of Laws] No. 3, item 7);

— Law of 23rd January 1968 on the modification of the act on pension scheme for miners and their families (Journal of Laws No. 3, item 9);

— Law of 23rd January 1968 on the pension scheme for railway workers and their families (Journal of Laws No. 3, item 10);

— Law of 23rd January 1968 on the pension scheme for war invalids, the military and their families (Journal of Laws No. 3, item 11).

The law on the universal pension scheme of 1968 modified the pension scheme of 1954 both as regards the legal solutions and legal structure of the old-age pension scheme. The most important, however, was the fundamental increase of old-age pensions and disability pensions for all the working people. Due to high economic cost of the increase, the reform will become effective in three stages. It will become fully operative as from 1st January 1970.

The reform of the pension scheme was supplemented in 1968 by the following regulations:

— Order of the Council of Ministers of 20th February 1968 concerning the basis of assessment and fees for the pension scheme (Journal of Laws No. 5, item 29);

— Order of the Council of Ministers of 12th August 1968 on the structure and scope of activity of medical commissions for the affairs of disability and employment, the mode of appeal and supervision of the activity of these commissions (Journal of Laws No. 31, item 20);

— Order of the Council of Ministers of 27th August 1968 on additional allowances to old-age and disability pensions for scientists (Journal of Laws No. 34, item 232);

— Order of the Chairman of the Labour and Wages Committee of 27th September 1968 on the types of employment whose periodical performance has no effect on the right to old-age or disability pension (Official Gazette No. 42, item 294);

— Order of the Chairman of the Labour and Wages Committee of 17th October 1968 on the principles and mode of accounting certain periods of time into the periods of employment (Journal of Laws No. 40, item 286).

Simultaneously with the reform of the pension scheme, new regulations concerning compensations for accidents at work entered into force. They are included in the law of 23rd January 1968 on the financial compensations for accidents at work (Journal of Laws No. 3, item 8). In comparison with the previous regulations in this domain the said act increased the amount of compensations for accidents at work and simplified the procedure of claims for such compensations. The undermentioned implementing regulations have been issued on the basis of the said law:

— Order of the Council of Ministers of 18th June 1968 on the principles and procedure of determining the circumstances and reasons of accidents at work as well as on the procedure of appeal in such cases (Journal of Laws No. 22, item 143);

— Order of the Council of Ministers of 18th June 1968 on single compensations and on other benefits arising from an accident at work (Journal of Laws N. 22, item 144);

— Order of the Council of Ministers of 18th June 1968 on the extension of the stipulations of the act on financial benefits for accidents at work on the occupational diseases (Journal of Laws No. 22, item 145);

— Order of the Council of Ministers of 18th June 1968 concerning the index of occupational diseases qualifying for various benefits in case of acquiring disability or death of the worker (Journal of Laws No. 22, item 148).

Noteworthy is also the law of 24th January 1968 on pensions and other benefits for farm workers transferring real estate in favour of the State (Journal of Laws No. 3, item 15). On the basis of this law, peasants transferring voluntarily their farm land in favour of the State on account of old age or other reasons preventing them from land cultivation will receive a special pension for life. A number of implementing regulations to that law were issued in 1968.

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