

YOUNG PERSONS

Prohibition and restrictions of employment

Prohibited work and work processes



YOUNG PERSONS

- are persons who have completed their 15th year of age and are no longer subject to compulsory education
- until they reach the age of 18 years

PROHIBITED COMPANIES

- It is prohibited to employ young persons
 - in sex shops, adult movie theatres, striptease clubs and the like
 - for manufacturing, selling and presenting pornographic products
 - at betting shops, gambling halls, etc.

WORKING WITH HAZARDOUS AGENTS AND MATERIALS

- Working with hazardous agents is prohibited or subject to certain restrictions for young persons undergoing training; such agents include
 - substances which are carcinogenic, mutagenic or toxic for reproduction
 - sensitising substances
 - highly toxic and toxic substances
 - caustic or irritating substances
 - substances causing chronic damage
 - lead, lead alloys or compounds
 - asbestos
 - gaseous substances which displace air

This prohibition does not apply

- if the quantities of hazardous agents which may potentially impact young persons are so low that they are not expected to cause any health hazard, or
- if the agents cannot escape into the working environment
- in the course of normal work processes.

It is prohibited for all young persons to work with biological agents of risk groups 3 and 4 (such as viruses). Working with explosive and inflammable substances is subject to restrictions.

WORKING UNDER PHYSICAL AGENTS

- It is prohibited or subject to certain restrictions for young persons undergoing training to work with
 - harmful vibration
 - harmful non-ionising radiation is prohibited or subject to certain restrictions.
- It is prohibited for young persons to work in
 - areas exposed to ionising radiation (as defined by the Austrian) Radiation Protection Act (Strahlenschutzgesetz))

WORKING UNDER PSYCHOLOGICAL AND PHYSICAL RISKS

- Young persons are prohibited from performing work beyond their psychological or physical capacities. Work exceeding the physical capacities of young persons particularly includes
 - lifting and carrying loads
 - chiselling without using power-driven equipment
 - working in hot conditions (as defined by the Night Work Act (Nachtschwerarbeitsgesetz))
 - working in very cold rooms (restrictions apply to -10 to -25 °C, prohibited at lower temperatures)

WORKING WITH HAZARDOUS WORK EQUIPMENT

- For young persons undergoing training, working with work equipment with a high risk of injury is prohibited or subject to certain restrictions; this type of work equipment and restricted/prohibited activities include
 - sawing machines
 - planing machines with rotating knife shafts
 - milling machines
 - cutting machines
 - belt grinding/sanding machines
 - stamping and pressing machines
 - crushing and mixing machines
 - work equipment with entanglement risk caused by rotating parts with the exception of sheet-fed printing machines and lathes
 - veneer peeling, wood peeling and veneer slicing machines
 - lifting platforms and lift tables, with the exception of stationary models
 - powder-actuated fastening tools, stunbolt guns and stunning tongs
 - operating stage machinery
 - operating T-bar lifts
 - operating construction lifts
 - operating automotive work equipment and motor vehicles
 - testing weapons
 - maintaining and installing lifts
 - operating lifting gear, loading equipment and cranes
 - operating plasma, oxy-fuel and laser cutting equipment
 - welding work
 - hand-held machines (incl. angle grinders) with a rated power of more than 1200 W
- These prohibitions do not apply to work with exclusively human-powered work equipment or if existing risks of accident are eliminated by appropriate measures.

OTHER HAZARDOUS/STRESSFUL WORK AND WORK PROCESSES

- The following work and work processes are, amongst others, prohibited or subject to certain restrictions for young persons undergoing training:
 - working under the risk of falling at construction and assembly sites
 - work performed using roofing elevators
 - working on roofs with a pitch >60°
 - working on leaning ladders (at heights of more than 5 m)
 - working on step ladders (at heights of more than 3 m)
 - erecting, removing and maintaining scaffolds
 - working on scaffolds
 - demolition works
 - underground mining work
 - underground construction work
 - working at live parts of electrical equipment if their nominal voltage is more than 25 V~ or 60 V=
 - collecting and transporting liquid metals in metal casting
 - welding and cutting works under difficult working conditions
 - railway operation works
 - working on vessels and floating bodies in navigation
 - working for gas accident rescue services and company fire departments
 - working as co-drivers in motor vehicles (as defined by the Ordinance on tachographs (Fahrtenbuchverordnung))
 - door-to-door selling
 - selling and distributing print products in the street and public places
 - work at outdoor sales points outside shops
 - working as massage therapist
 - working with wild or poisonous animals in animal shows
 - industrial slaughtering of animals

RISK ASSESSMENT

- Employers are obliged to
 - assess all risks for the safety, health and morality of young persons before they start working and every time the working conditions change significantly (individual evaluation!)
 - take all required measures to protect the safety, health and morality of young persons,
 - obtain advice from prevention services when assessing the risks and adopting prevention measures.

LEGAL FRAMEWORK

Employment of Children and Young People Act 1987 (Kinder- und Jugendlichenbeschäftigungsgesetz, KJBG), Federal Law Gazette no. 599

Regulation on prohibitions and restrictions of employment for young people (Verordnung über Beschäftigungsverbote und –beschränkungen für Jugendliche, KJBG-VO)

[arbeitsinspektion.gv.at](https://www.arbeitsinspektion.gv.at)

The competent Labour Inspectorate will be happy to advise you

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