



20<sup>th</sup> International Scientific Conference  
Globalization and Its Socio-Economic  
Consequences

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**Current problems of juvenile labour  
protection in the conditions of  
globalization**

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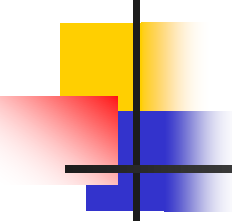
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# **Main goal of the paper**

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The article is focused on the analysis of current possibilities and specific conditions of employment of juveniles, identification of problems in the field of employment protection of juveniles in their employment as well as in the performance of work in dual education and proposal of systemic measures for practice.



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The ever-increasing demands on businesses in a globalized world require a more skilled workforce that is able to contribute to and adapt to technological change with new models of work organization. In connection with this, it is necessary to pay attention to the employment of juveniles, their specific conditions at work and in training for future occupations and elimination of risks.



## Globalization and social responsibility in business

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- The problem of corporate social responsibility as a concept is relative new in Slovakia.
- This concept became one of the state policy goals and also a part of company management in praxis.
- This problem is discussed last years by academics, researchers, politicians, policy makers, work place organizations, public and private sector, trade union officials.



# Globalization

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- With the concept of globalization is currently being encountered in almost all areas of our life (economics, politics, culture, communication, environment, etc.); it is a worldwide phenomenon observed especially in recent decades and most comprehensive external factors that affect the quality of life of individuals and entire company. Globalization leaves traces and the world of work.
- The rise of the social responsibility problem discourse reflects changes in the nature of work and workplaces that are related to global competition and trends.



## Changes of the nature of work

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Globalization, new technologies and business restructuring are challenging long established patterns of paid work while imposing new burdens on families, individuals and households.

These changes in the world of work bring new organizational structures, changing flexible work organization and work intensification and also new challenges in the field of the work – life balance.

Globalization has logical importance for the personnel management of enterprises; on the development of the human potential and increasing investment in social questions. We would like to accent that the human resources management should be focused on:

- Improving the quality of working life
- Increasing labour productivity
- Increasing employee satisfaction



## **Social responsibility in business**

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Understanding the "Start" of Corporate social responsibility (CSR) requires an understanding the forces that are driving it: globalization, integration the global economy, democratize capital markets, cultural changes, changes in business and manufacturing, increasing demands consumers, changes in quality of life. Globalization is one of the most important reasons for the increase in the importance of social responsibility in business.



## Specifics of employment of juveniles

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A juvenile employee is an employee under the age of 18. The ban on work applies not only to children, i. j. natural persons who have not yet reached the age of 15, but also persons who have reached the age of 15 but have not yet completed compulsory schooling.

Pursuant to the Education Act, compulsory school attendance is ten years and lasts until the end of the school year in which the pupil reaches the age of 16, unless this Act provides otherwise. Adolescents have the right to vocational training and working conditions to develop their physical and mental abilities. One of the options offered by many secondary vocational schools is to return to dual education.





## Dual education of juveniles

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Dual education is an effective preparation of students for their future profession. Dual education is based on a learning agreement between the employer and the student and a dual education agreement between the employer and the secondary vocational school. In the case of a minor student, the apprenticeship contract is signed by the legal representative. Combining practical teaching at the employer with theoretical education in secondary vocational school. It serves as an important tool for reducing youth unemployment, the main cause of which is the mismatch between the skills of school leavers and the needs of employers.



# Dual education rules

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Dual education also has its rules, which are set out in Act no. 61/2015 Coll. on Vocational Education and Training and on Amendments to Certain Acts. Based on these rules, the student acquires work habits, such as length of working hours, breaks and others. There is a great interest in dual education, mainly from employers, but also from students, as they will gain the necessary experience and practice in the field.

In Slovakia, secondary vocational schools offer three-year apprenticeships with the receipt of an apprenticeship certificate and other disciplines ending with a school-leaving examination. Teaching in the dual education system takes place at weekly intervals, the theoretical part in one week at school, the practical part in the second week in the company, or in school workshops



## Work conditions

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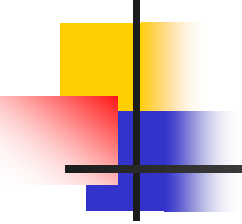
The employer may employ a natural person who has reached the age of 15 and has completed compulsory schooling. Every employer is obliged to know the requirements for the employment of juvenile employees, so as not to endanger health and ensure the development of mental and physical abilities. The employment relationship is concluded on the basis of a written employment contract between the employer and the juvenile employee. Before concluding an employment contract, the employer must request the opinion of the juvenile employee's legal representative. Failure to deliver this statement will violate the provisions of the Labour Code.



## **Selected legal aspects of labour protection**

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We call labour law a set of legal norms that regulate relations between persons in the performance of human work. The basic legal regulation for the rules of work is Act no. 311/2001 Coll. Labour Code as amended. The provisions of the valid legislation in relation to the employment of juveniles are as follows: • Government Regulation no. 286/2004 Coll. on the list of works and workplaces prohibited by juvenile employees; Act no. 245/2008 Coll. on upbringing and education; Act no. 124/2006 Coll. on safety and health protection at work; Act No. 126/2006 Coll. on Public Health and on Amendments to Certain Acts, and others.



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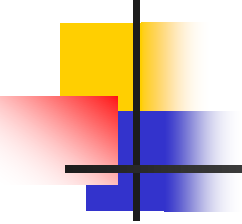
The area where there is a conflict between the subjects of labour law, employees and employers is called the labour market. The demand for work is represented by a group of employers and the opposite of the demand, i.e. the offers for work are represented by employees.



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Every juvenile employee must undergo a medical examination before concluding an employment contract. This also applies in the case of transfer to another job. The employer must acquaint the juvenile employee with the work regulations, the collective agreement, the internal regulations and the possible risks involved in performing the work when starting work.

A juvenile employee under the age of 16 has a maximum of 30 hours a week, even if he or she works for several employers. A juvenile employee over the age of 16 has a maximum working time of 37 to ½ hours per week, even if he or she works for several employers. The working time of a juvenile employee may not exceed 8 hours in a 24-hour period.

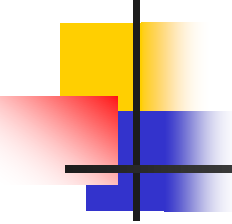


## Research results

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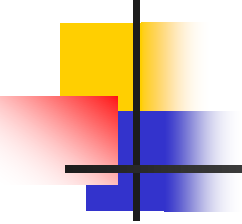
The performed analysis of current problems of employment of juveniles confirmed the initial presumption of non-compliance with the conditions stipulated by law and the low information level of juveniles. The main problems are that adolescents often do not undergo a medical examination; they are not always familiar with the rights and obligations arising from the employment relationship. Employers also violate the obligation to request a statement from a legal representative before starting work, there is night work and non-compliance with breaks at work.

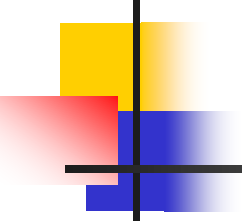




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These findings only confirmed that employers do not always comply with the legal conditions in relation to juvenile employees. This may be partly due to ignorance of some employment legislation. The reason employers illegally employ minors is often to save on labour costs. Juvenile employees are a cheaper alternative than employees working on a permanent basis. It can be assumed that not all competent persons in companies will master the legal legislation in the field of employment within all its limits. This can also be another reason why the law is broken.

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- Based on a survey conducted through inquiries, we found that the information level of juvenile employees in the field of employment is low. They do not know what rights and obligations they have with the establishment of an employment relationship between them and the employer. It can be assumed that even their parents or. Legal guardians do not have sufficient knowledge about the employment of juveniles and thus cannot help them. Proposals for measures to eliminate shortcomings in the employment of juvenile workers are summarized in a few points.

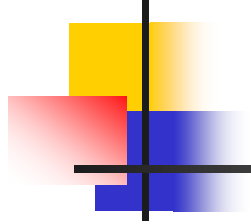
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- We propose that an issue that speaks about the legal status of a juvenile employee in the Slovak Republic be included in the subject curriculum. We propose systematic education of pupils and students in the field of safety and health at work. We also recommend the retraining of interested employees from companies participating in dual education to work with young people. It would be useful tightening up inspections by labour inspection. More frequent inspections by state administration bodies with a focus on the work of juvenile employees will respect the law by employers. Any violation of the provisions of the Labour Code is considered a violation of labour law regulations, which may be sanctioned by the Labour Inspectorate.



# Conclusion

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- Occupational safety and health at work is very important. A special group of employees, which also includes juveniles, requires specific attention to safety and health at work. Requirements in the field of safety and health at work are clearly formulated in the applicable legislation, but it depends only on each employee of the company how the regulations of legal regulations implemented in everyday work. We found that juveniles have low awareness of the position of the juvenile employee in the labour market and that employers are violating their legal obligations in relation to juveniles. With the proposals, we want to eliminate the current problems of youth employment. We plan to focus further research in this area on the working conditions of juveniles under the influence of the COVID 19 pandemic, as we assume that the identified shortcomings may be exacerbated in a crisis situation.



**THANK YOU FOR YOUR ATTENTION**