Abstract

The special working conditions of juvenile workers

The topic of my Master´s degree thesis is the special working conditions of juvenile workers. Its purpose is to analyze legal specifics of employment of young workers under the Czech labour law, in particular under the Labour Code (Law No. 262/2006 of the Laws Collection). The reason of my research is to give a comprehensive interpretation of juvenile work conditions and special care the employers have to observe.

This thesis is composed of seven chapters, each of them dealing with different aspects of special working conditions of juvenile workers. Chapter one is subdivided into four parts. Each of them deals with history of legal regulations of working conditions of the young workers in our country.

Chapter two examines the development of protection of the juveniles in international law. Chapter two is subdivided into five parts. Each of them describes one international organization such as International Labour Organization, United Nations, etc. and it´s the most important documents relating to this topic.

Chapter three deals with protection of the work conditions of juveniles in the EU law. This chapter is subdivided into two parts, which are focused especially on The Chart of the Basic Social Rights of the Community Workers and Council Directive 94/33/EC on the protection of young people at work.

Chapter four is the main part of this thesis. It is subdivided into eleven parts. Part one explains the term of juvenile workers. Part two investigates the constitutional ground of these special working conditions. Part three describes substantive law of this topic and remaining parts concern to the obligations and probibition that emlpoyers have to adhere regarding juvenile workers.

Chapter five concentrates on comparing the new Labour Code with the previous one. Its main aim is to compare as well as evaluate the changes introduced by the new law.

Chapter six is subdivided into nine parts. Each of them focuses on employment of the children according to the Employment Act (Law No. 435/2004 of the Laws

Collection). Based on the Employment Act, children are able to exercise artistic, cultural, sportive or promotional activities pursuant to specific permition of the appropriate labour office. It is actually the only exception from children work prohibition in the Czech labour law.

Chapter seven concentrates on statistics concerning decision making procedure of the labour offices in respect with children activities according to the Employment Act.

The thesis is concluded with general summary in which findings are summed up, the effective legislation is evaluated and criticised and some ideas *de lege ferenda* are presented. Following two chapters include attachments and references.

Klíčová slova: mladistvý
práce
juvenile
work