1. Has your country provided for a legislation or protective measures concerning children at work? In the affirmative, specify the purpose and main lines, particularly:

- minimum age for employment
- differences in rights based on age
- special working conditions for children

The provision governing child and youth labour are laid down in the Act on the Employment of Children and Young Persons 1987

The aim of this legislation is to safeguard a proper intellectual, physical and moral development of children and young persons.

Ban on Child labour:

Children refers to all minors, who have not yet reached age 15 or have not yet completed their compulsory education. Occasional easy household work for their parents or other work just for the purpose of instruction or education is not regarded as Child labour.

The general prohibition is not applied to children who are at least 12 years old. They are allowed to do light and sporadic household work or to work in family businesses, on sport fields and in playgrounds but not in industrial establishments. Furthermore it must be provided that this work does not pose a risk to their health or their development and does not prevent the child going to school. They are not allowed to work between 8 p.m. and 8 a.m. on Sundays or public holidays. A special permission can be given by provincial authority for film making, musical or theatrical performances.

Youth protection

Young persons are individuals who are under the age of 18 and are no longer children.

The protection for this group of employees concentrates on restrictions on the amount of working hours, rest periods and a ban of particular kinds of work. Some of this provision are also applicable for apprentices

The working hours for young person are not allowed to exceed 40 hours a week and 8 hours a day. But it is permissible to arrange the weekly hours of work in an other way in order to achieve more free time for the weekly period of rest or if it is allowed by collective agreement. But the weekly hours must not exceed 45 hours and the daily hours must not exceed 9 hours.

The young person must be given time off to attend compulsory vocational school. Hours of compulsory instructions for the young person in a vocational school count as hours of work.

The remuneration has to be paid during this time

If the working time exceeds 4, 5 hours a break of at least half hour must be permitted.
At the end of the daily working time a young person must at least have an uninterrupted rest period of 12 hours.

Generally young persons are not allowed to work between 8 p.m. and 6 a.m.

There are some particular regulations e.g. for hotels, work in hospitals musical performances.

Young persons must not perform kinds work that poses special risks in the aspects of physical conditions unless a qualified person instructs and supervises the young person.

Young persons under 16 years may not be paid by results. Also the physical strength of young persons and the moral standards must particularly be taken into account.

Furthermore there are a lot of provisions for apprentices laid down in the Vocational Training Act.

2. What are the sanctions (applied or applicable) in case of breach of children’s rights at work? Are there recent cases in your country on violation of children’s right at work?

Breaches of children’s rights at work carry sanction in the form of administrative fines or prison terms. If there are repeated breaches the employer may be prohibited from employing young persons.

There are no recent cases on violation of children’s rights at work pending.

3. Specify, if need be, the concrete measures to improve the working conditions for children in your country.

There cant be seen any particular need for new measures to improve the working conditions for children.