

In accordance with the Government Decision, which was made on the basis of a presentation by the Ministry of Social Affairs and Health, provisions are made in the Act on Young Workers of 19 November 1993 ([998/1993](#)) [Section 9](#) Section 2 and the Occupational Safety Act of 23 August 2002 ([738/2002](#)) [Section 14](#) Pursuant to subsection 2:

Section 1 Scope of application

This regulation lays down the conditions under which young workers may be entrusted with the tasks set out in the Act on Young Workers. ([998/1993](#)) [Section 9](#) Particularly harmful or dangerous work referred to in subsection 2.

Only Section 5 applies to work that a young employee does in vocational training under the guidance and supervision of a teacher, as well as to work for which he or she has completed a vocational qualification or the applicable part thereof. ([26.8.2021/798](#))

Section 2 ([26.8.2021/798](#)) Education-related work

In vocational training organised in connection with practical work tasks at the workplace, a young employee may perform the work referred to in Section 3, Subsection 1, paragraphs 3–5, under the continuous supervision of an experienced and skilled person. A report on the organisation of supervision and the necessary orientation shall be attached to the agreement between the employer of the apprenticeship training or the provider of the training contract workplace and the training provider.

From the seventh grade of basic education onwards, pupils, regardless of their age, may, under the guidance and direct supervision of a teacher, perform work referred to in Section 4, if it is necessary for the implementation of the teaching and can be done safely. Special attention must be paid to ensuring that the work tools and protective equipment are suitable and safe for the young worker to use.

Section 3 Particularly hazardous work

A young worker may only be used for the following work in the training referred to in Section 1, subsection 2 and Section 2, subsection 1, under the conditions referred to in the said subsections and with the permit provided for in Section 8:

1)

work that involves excessive strain in relation to the young worker's age and experience, significant responsibility for their own safety or that of others, significant financial responsibility or specific hazards that young people are unable to recognise or avoid;

2)

working alone when there is a clear risk of accident or violence;

3)

care and maintenance of psychiatric patients and those with mental or social disorders;

4)

handling and transportation of the dead;

5)

slaughter;

6)

diving;

7)

work involving harmful exposure to toxic substances or substances that cause cancer, hereditary genetic damage or foetal damage, or substances that may otherwise have a permanent effect on human health;

8)

handling flammable and explosive substances and highly flammable liquids in obviously dangerous conditions; and

9)

work that involves exposure to harmful radiation.

Section 4 Dangerous work

A young worker who has reached the age of 16 may perform hazardous work specified in the list of examples confirmed by a decree of the Ministry of Social Affairs and Health, if safety measures or other measures have been taken to ensure that the equipment or substances intended for the young worker's use or the working conditions do not pose a particular risk of accident or damage to health to him or her or to others due to his or her work.

Before commencing the work referred to in subsection 1, the employer or, if the work is related to training, the training provider, in cooperation with the employer, must notify the relevant occupational safety and health authority. The notification must be supplemented if the conditions affecting safety change significantly during the work.

The notification referred to in subsection 2 above must include the following information indicating the suitability of the workplace for hazardous work regarding the employees, the planned work and the measures taken to prevent the hazard at the workplace:

1)

the general readiness of the group of employees or the employee for the intended work;

2)

hazard identification and assessment;

3)

the nature and duration of exposure to chemical, physical and biological hazards;

4)

selection and safe use of work tools;

5)

exceptional working hours and their justification;

6)

arranging guidance and supervision; and

7)

other measures to ensure occupational safety.

Section 5 Teaching and guidance

A young employee performing work referred to in this Regulation shall be instructed and instructed in the necessary manner and to the necessary extent:

1)

workplace conditions, safe work practices and any health hazards associated with them and how to prevent them;

2)

the operation of machinery and equipment and chemical products and the work methods resulting from them;

3)

safe procedures that must be followed when starting and stopping production operations, cleaning, adjusting, maintaining and repairing machines, and in foreseeable disruptions to production operations, as well as in the event of machinery and equipment failure; and

4)

the safety regulations for the machines and equipment used and the chemical products used, as well as the procedures and precautions to be followed in the workplace according to the occupational safety regulations, as well as first aid instructions.

Before starting a new work phase, it must be ensured that the young worker is sufficiently familiar with the work in question and the associated hazards and is able to follow

occupational safety instructions. In addition, special attention must be paid to the guidance and supervision of the young worker during the work.

For the duration of each work phase or work method, the young employee must be placed under the guidance and supervision of an experienced and skilled person.

Section 6 Consultation with occupational health care

When assessing the risk of health damage caused by work and working conditions to a young employee, the workplace's occupational health care is used as an aid, as separately regulated.

Section 7 ([26.8.2021/798](#)) Notification to the guardian

Basic Education Act ([628/1998](#)) [Section 26](#) The guardian of a young employee completing the basic education curriculum in accordance with subsection 1 must be notified in advance of the hazardous work referred to in section 4 and the reasons for it.

Section 8 Exception permit

The relevant occupational safety and health authority has the right to grant permission, under the conditions it determines, to deviate from the provisions of this Decree in respect of a young worker who has reached the age of 16, if this is necessary for the young worker's professional development, provided that the young worker works under the supervision of an experienced and skilled person and that the purpose of this Decree is otherwise sufficiently ensured.

Section 9 Passage

This regulation shall enter into force on 1 August 2006.

This Regulation repeals the Regulation of 27 June 1986 on the protection of young workers. ([508/1986](#)) with subsequent changes made to it.

Council Directive 94/33/EC; OJ No L 216, 20.8.1994, p. 12

Entry into force and application of amending regulations

26.8.2021/798:

This regulation shall enter into force on 1 October 2021.