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# The Impact of The Financial Crisis on The Labour Protection of Chosen Employer Brands in The Construction Industry In Slovakia

Martina Gogolová<sup>a\*</sup>

<sup>a</sup>University of Žilina, Faculty of Operation and Economics of Transport and Communications, Department of Economics, Univerzitná 8215/1,  
010 26 Žilina, Slovakia

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## Abstract

The paper deals with the financial crisis and its impact on the labour protection of chosen employer brands in the construction industry in Slovakia. The labour protection generally means improving the working environment and the work culture. The health and safety at work represents today one of the most important social policy areas of the European Union. The neglect of labour Protection has the negative impact on the employee, the employer and whole society. This doubly remains since 2008 and basically this period continues today. It is a period of global economic crisis, which came up in a protection work. In cases of massive investigation in companies, there is a risk of undermining the protection of labour. This can be manifested, for example, in injury in companies in sanctioned, occupational diseases, etc. For these reasons, the survey was carried out with focus on chosen employer brands in Slovakia, and the results are presented in that paper.

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## 1. Introduction

The labour protection is an inseparable part of jobholder relations. Not only determining the effectiveness of staff power, it is also the realization of employees' social rights. The neglect of the care about the labour protection negatively strikes upon the employer and the whole company. It focuses mainly on the employee' protection, who is in the weaker position than the employer (HRclub, 2014). This has been doubly valid in the period from 2007 or

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\* Ing. Martina Gogolová, PhD. Tel.: +041-41-513-3206.

E-mail address: [martina.gogolova@fpedas.uniza.sk](mailto:martina.gogolova@fpedas.uniza.sk)

2008 and in fact this period lasts until today. It is the period of global economic crisis, which was not avoided by the labour protection. There exists a risk of underestimating the labour protection in the cases of massive cost saving in firms. This can be expressed for example in the firm's accident rate, in the conferrable sanctions, diseases from the profession etc. (Majerová & Križanová, 2013)

Every year, working injuries cause 4,9 million injuries with more than three-days absence. The costs which arise in this way as the consequence of working injuries and also the diseases from the profession move in a range from 2,6 to 3,8 of gross domestic product in the majority of countries. The costs afterwards arise not only in the already-mentioned concerns, but also in the national economy (EU-OSHA, 2014). National economies and particular concerns, which have better norms in the area of the labour protection, are many times more successful. The lesser occurrence of injuries means lesser sickness absence within the employees and also lower costs in the case of interruption of labour processes. From the point of view of importance and bonding to national economy of the particular country, the construction industry plays a prominent role. This sector was afflicted by the crisis as the first one among all the other sectors in the existing economics. His overfall during the lasting of the crisis is more outstanding than the overall within the whole economy and the impacts of the crisis within the building sector last longer than in other sectors.

The area of construction is included in danger jobs, where the law clearly speaks also about the duties of the employer, and breaking this law costs fairly big financial means in the sanction form, whether for the breaking of the rules in this area found out within the operation of the Work Inspection, but also for the creation of working injuries, within which the breaking of safety rules in on the employer's side (Labour Code, Law on the Protection and Promotion of Public Health, Law on Safety and Health Protection within the Work, 2014).

## **2. The labour protection**

The labour protection is a term, which generally means the improvement of working environment and work culture. Nowadays, health and safety within the staff represents one of the most essential areas of progress of the social politics in the European Union. In the area of safety and health protection within the labour there were accepted various measures on the basis of the article no. 153 from the Pact about the behavior of European Union. The European directives are legally binding and the membership countries have to transpose them into their inland enactments. A general directive with a wide extent of versatility, as well as other directives aimed at distinctive health aspects and safety compose the essence of European enactments about the safety and health protection within the labour (EU-OSHA, 2014). These directives stipulate minimal requirements and basic principles, e.g. the principle of precaution and evaluation of risks, and also the duties of employers and employees. Moreover, the aim of the European regulation complex is to make easier the completion of European directives, as well as the completion of European norms, which are accepted by European organizations for the normalization (HRclub, 2014).

The right for living and health is natural and sanctioned human right. Safety and health protection of employees within the work is guaranteed by the article no. 36 from the Constitution of the Slovak Republic and is enacted by the system of enactments and other rules for the assurance of safety and health protection within the staff (Law on the Protection and Promotion of Public Health, Law on Safety and Health Protection within the Work, 2014). The aim of safety and health protection of the employees is primary to ensure the safety, health protection and working ability of the employees and secondary to eliminate the employer's damage. It is effectively achieved by the precautionary policy and precautionary measures of the employer. Safety and health protection the employees is such a state of working conditions, which guarantee employees the protection of their safety and health during each work. Safety and health protection within the labour are composed of all the elements of working process, especially buildings, communications, machines and other technical devices, working procedures, the organization of labour, means of remuneration for personnel, people and the interactions between them and other elements of a working process. All the employers are obliged to ensure the safety and health protection within the labour. The employees have to care about their safety and health (Law on Safety and Health Protection within the Work - SHPW), as well as the safety and health of the other persons (Law on Safety and Health Protection within the Work, 2014)

Work of labour inspectors if focused on supervision over compliance with those laws that ensure the protection of employees in the employment relationship, including wage and working conditions, with emphasis on the working

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