

# Teen Employment:

**YOUR RIGHTS**

**AND THE LAW**

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## **GENERAL RULES**

If you are under 16 you must get a work permit. It is up to your employer to get one for you. If they do not, they are breaking the law.

No person, 16 or under may do any of the following jobs:

- ▶▶ Deliver milk or fuel oils
- ▶▶ Work in a butchers shop, slaughter house or kitchen (such as in Macdonald's or a restaurant)
- ▶▶ Collect or sort rubbish
- ▶▶ Collect or sell anything door to door
- ▶▶ Work with any harmful chemicals or machinery
- ▶▶ Work in any pub, club, bar, cinema theatre or betting office

## **AGE 13-14?**

At age 13 or 14 you cannot legally have a job! You may:

- ▶▶ Deliver magazines and newspapers
- ▶▶ Work in a shop, hairdressers, office, café or restaurant
- ▶▶ Work in kennels, a cattery or riding stables

You can work 2 hours on a school day or Sunday as long as it is in the right time span (see general rules). You can work 5 hours a day on Saturdays and school holidays, but you may only work up to 25 hours a week in the holidays. However you may not work during school hours or for more than 12 hours a week during term time. Unfortunately there is no minimum wage if you are 13 to 14 years old.

## **ANY PERSON UNDER 16 WHO ATTENDS SCHOOL MUST:**

- ▶▶ NOT work before 7 am or after 7 pm
- ▶▶ Only work 2 hours on a school day - either one hour before school and one after or both before school
- ▶▶ Have 2 consecutive weeks per year where they do not work. (These must be in a period where you don't have to attend school)

## **AGE 16-17?**

Once you are 16 you can still do all the same jobs of 13 to 15 year olds but for longer. You can now work for 8 hours on a Saturday or in school holidays, and up to 35 hours a week during school holidays. The government is in talks to introduce a minimum wage of £3 an hour for 16 to 17 year olds.

## **UNDER 13?**

Sorry! No child under the age of 13 is permitted to work any hours in any job. The legal age for getting a job is 13, and even then, there are many laws you and your employer must abide by.

## **INFORMATION AND ADVICE**

[www.careersdirect.org.uk](http://www.careersdirect.org.uk) – then Jobs/Training & Education  
[www.youthinformation.com](http://www.youthinformation.com) – then Employment and Training  
[www.workingintheuk.gov.uk](http://www.workingintheuk.gov.uk) – then applying for a work permit