

# under EIGHTEEN



## AGE LIMITS

For a regular job, the general minimum age is 16. Employers can take on 14 and 15 year olds on light work:

- part-time during the school term (over 15 years only)
- as part of an approved work experience or educational programme
- during the school holidays, provided there is a minimum three week break from work in the summer.

Any child under 16 may be employed in film, theatre, sports or advertising under licence.

## MAXIMUM HOURS OF WORK PER WEEK

Under 18's may not be employed for more than 40 hours a week or 8 hours a day, except in a genuine emergency. The maximum weekly working hours for 14 and 15 year olds are:

Age	14	15
Term-time	Nil	8 hours
Holiday work	35 hours	35 hours
Work experience	40 hours	40 hours



## EARLY MORNING AND NIGHT WORK



The hours permitted are:

Age	Under 16's	16 and 17's
Early morning	after 8 am	after 6 am
Night work		
<ul style="list-style-type: none"> <li>■ with school next morning</li> <li>■ no school next morning <i>e.g. holidays, weekends</i></li> </ul>	up to 8 pm up to 8 pm	up to 10 pm up to 11 pm* (and not before 7am next morning.)

\*Please note: night work beyond 10 pm requires Ministerial approval by regulation. Specific regulations have been made for licensed premises. Please contact telephone number below for further details.

## REST BREAKS

Age	Under 16's	16 and 17's
30 minutes break after working	4 hours	4½ hours
Every 24 hours	14 hours off	12 hours off
Every 7 days	2 days off	2 days off



### Duties of Employers

**Employers must:**  
See a copy of the birth certificate and, before employing someone under 16, must get the written permission of the parent or guardian.

**Keep a register containing the following particulars of each person under 18 employed:**

- full name
- date of birth
- time work begins each day
- time work finishes each day
- rate of wages or salary paid per day, week, month or year, as appropriate
- total amount of wages or salary paid to each person.

### Complaints

**Complaints about breaches of the Act may be made in confidence to:**

Workplace Relations Commission

There is an online complaint form available on the website for referring complaints to either Inspection Services or to an Adjudicator.

[www.workplacelrelations.ie](http://www.workplacelrelations.ie)

The Commission's Inspectors have the powers to go into places of work, question employers and employees and examine records.

### Exceptions and Penalties

**The full provisions of the Act do not apply to:**

- employment of close relatives
- employment in fishing, shipping, or the Defence Forces.

**Offenders could face a Class B fine, and a Class E fine for each day of a continuing offence.**

**Please note:** This poster gives a brief outline of the law and is not a legal interpretation.

If you want further information contact:

**WRC**

An Coimisiún um Chaidreamh san Áit Oibre  
Workplace Relations Commission

**Workplace Relations Commission,**  
O'Brien Road  
Carlow  
R93 E920  
1890 80 80 90

[www.workplacelrelations.ie](http://www.workplacelrelations.ie)

"Callers should note that the rates charged for the use of 1890 (lo-call) numbers may vary among different service providers."