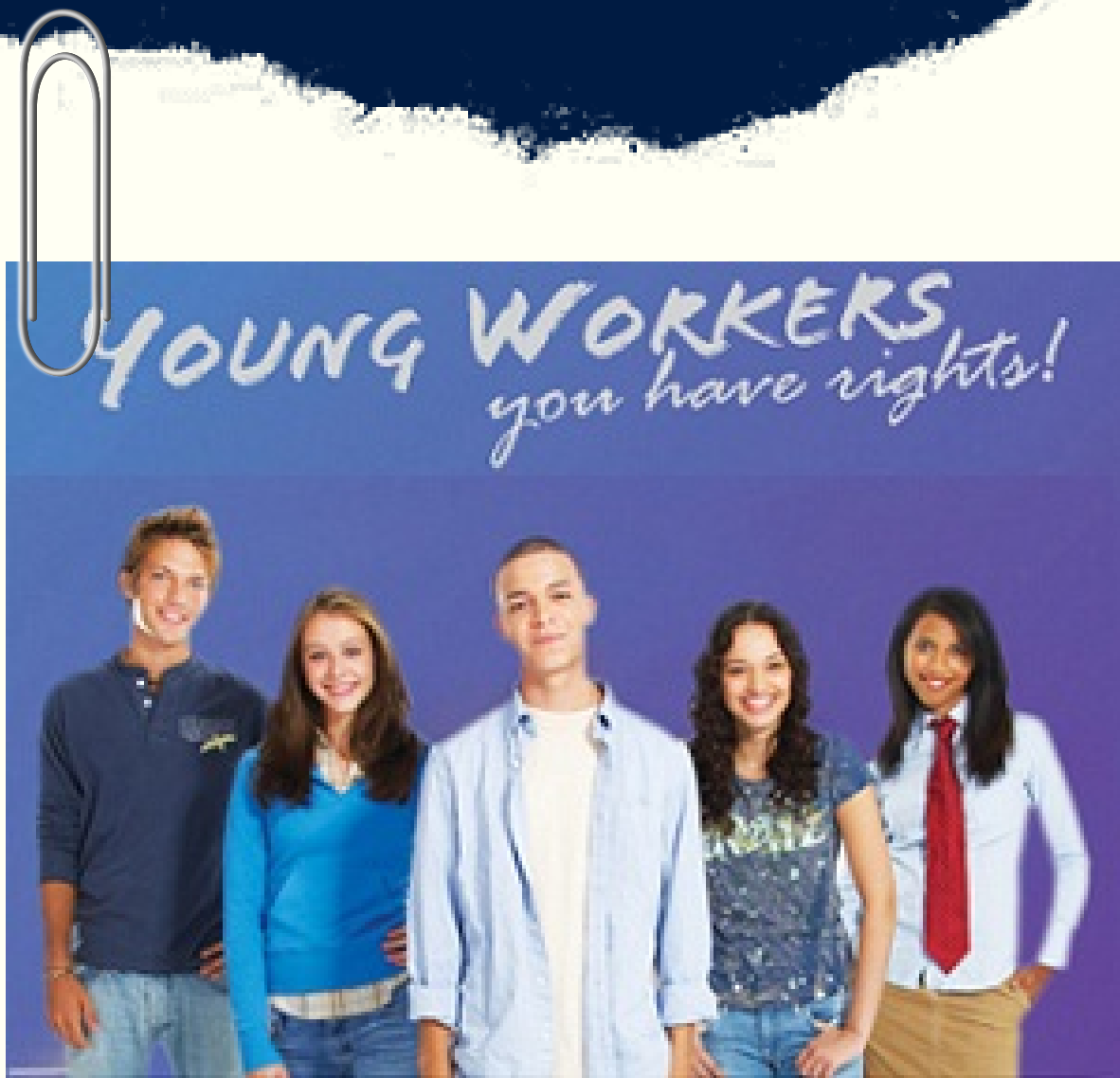


DID YOU KNOW?

Workers aged 14 and 15 are
classified as **'children'**

Workers aged 16 and 17 are
classified as **'young people'**





The number of hours you can work and the types of jobs you can do, depends on your age.

Young workers are protected by different employment laws to adults. This is to make sure the work they're doing does not put their health or education at risk.

The working hours for young people are regulated by the **Protection of Young Persons (Employment) Act 1996**.



The Act sets maximum working hours, rest breaks from work and bans late night working for young people under 18.

Note: The Act does not apply to children or young people who are employed by a close relative.



Children – Workers aged 14 and 15

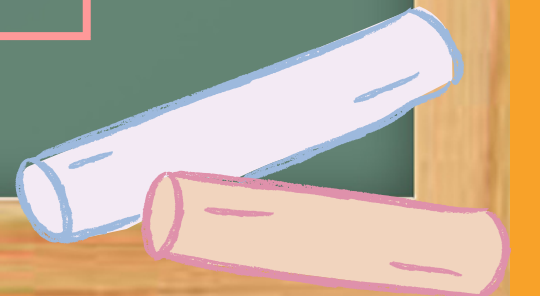
Employers cannot employ children under 16 in regular full-time jobs, only light work with limited hours.

If they are under 16, they need written permission from their parent or guardian. This permission letter must be given to the employer.



Maximum weekly working hours for children

Age	14 years	15 years
School term time	None	8 hours
Holidays	35 hours	35 hours
Work experience	40 hours	40 hours



- Workers under 16 may work up to 8 hours a day and 40 hours a week if they are on an approved work experience or educational programme. The work **must not be harmful** to their health, safety, or development.
- Workers under 16 must have **at least 21 days off** work during the summer holidays.

Young People – Workers aged 16 and 17



If you are aged under 18 and work for more than one employer, the combined hours you work cannot be more than the **maximum number of hours allowed**.

Maximum working hours for young people

Max working day	8 hours
Max working week	40 hours

- Children are not allowed to work before 8 in the morning or after 8 at night.
- Young people are not allowed to work before 6 in the morning or after 10 at night.



Working in a licensed premises (such as a pub)

Young people who are attending school can be employed on general duties like collecting glasses, this does not include selling alcohol at the bar or in an off-licence.

During school term, you can work until 11pm if you do not have school the next day.




Time off and breaks from work

You are entitled to 3 different types of breaks from work:

- Rest breaks - lunch breaks, tea breaks and other short breaks during the day
- Daily rest - the break between finishing one period of work and starting the next
- Weekly rest - whole days when you do not come into work, usually called 'days off'



	Under 16	Aged 16 and 17
Half hour rest break	After 4 hours work	After 4 ½ hours work
Daily rest break	14 hours off	12 hours off
Weekly rest break	2 days off together, where possible	2 days off together, where possible

- The break should not be at the end of the working day.
- You have no legal right to be paid for rest breaks during your shift.
- Whether you are paid for them depends on your employment contract.

Current minimum rates of pay

Age	Minimum hourly rate	% of minimum wage
20	€10.50	100%
19	€9.45	90%
18	€8.40	80%
Under 18	€7.35	70%