

Useful Numbers

- BELB 028 9056 4000
- NEELB 028 2565 3333
- SELB 028 3751 2200
- WELB 028 8241 1411
- SEELB 028 9056 6200

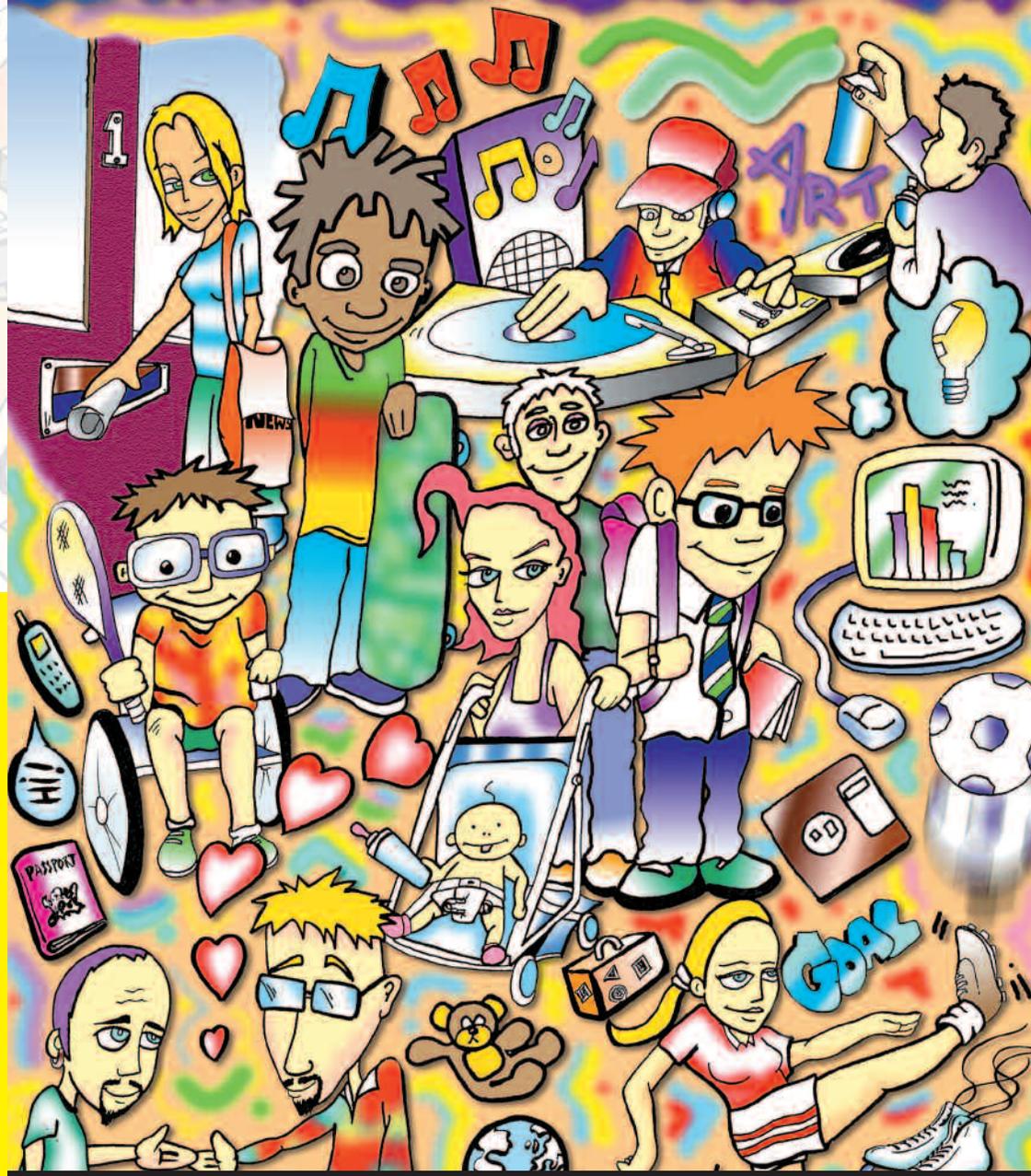


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Do you know your rights?



Do You Know Your Rights About Employment ?

It is illegal to employ anyone under the age of thirteen.

There are restrictions on when you can work, the number of hours you can work and also the type of work you can do.

The following apply to young people between thirteen and the official school leaving age.

- 1** It is an offence for anyone to employ you before 7.00 in the morning and after 7.00 at night.
- 2** It is an offence to employ you to do work for more than one hour before you start school in the morning or before the end of the school day, on any day when you should be at school.
- 3** You can only work for a maximum of two hours on any school day.
- 4** You can only work for a maximum of twelve hours per week in term time.
- 5** It is an offence to employ you

in any occupation likely to be harmful to your health or education. Your employer or someone who is thinking of employing you must assess all the risks and must take action to remove or reduce those risks.

- 6** You can only work in the following jobs:
 - (A) the delivery of newspapers, milk, groceries, foodstuffs, flowers or drapery goods.
 - (B) office work except in a place that sells alcohol or is licensed for betting or gambling.
 - (C) hotel or catering work except in the kitchen of a place which sells alcohol.
 - (D) shop assistant except in a place that sells alcohol or is licensed for betting or gambling.
 - (E) domestic work.
 - (F) light agricultural work for your parents.
- 7** You need your parents consent before starting a job.
- 8** You can only work for two hours on Sundays.
- 9** On any day you are working, you are entitled to three hours

rest between 7.00 in the morning and 7.00 at night.

- 10** There is currently no minimum wage set for children under the age of sixteen. There is a minimum wage for sixteen and seventeen year olds. If you want further information about the minimum wage you can contact us.

Children and Young People Under 15

During school holidays you are not allowed to work more than 5 hours per day, Monday - Saturday, up to a maximum of 27 hours per week.

On a Saturday during term time, you can work up to five hours.

If you work for three hours continuously, Monday - Friday you are then entitled to a one hour break (after four hours on Saturday).

Young People Aged 15 until School Leaving Age

During school holidays you are not allowed to work more than 7 hours per day, up to a maximum of 37 hours per week.

On a Saturday during term time,

you can work up to seven hours. If you work for four hours continuously, Monday - Saturday, you are then entitled to a one hour break.

Your local Education and Library Board is responsible for ensuring that employers treat the children they employ properly.

Your employer must notify the Education and Library Board that they have employed you. They must fill in a form and send it to the Education and Library Board. This form will include your details and the details of the job you will be doing.

Once this information has been checked the Education and Library Board will issue an employment card and the employer holds on to this for as long as you work in that job.

If you feel that you have been unfairly treated in a job you should contact the Children's Law Centre who will be able to help you with this and any other issues you may have.

For further information or advice about your rights contact The Children's Law Centre. Our details are on the back of this leaflet.