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For Employers of Workers Under 18



The [Child Labor Law](#) protects minors by limiting the number of hours they can work, and imposing restrictions on the types of work they can perform. Among other requirements, the law stipulates that:

- All minors working in NJ must have an employment certificate, also known as "working papers," or a special permit (see below) for each
- All minors must be given a 30-minute meal break after 6 continuous hours of work. Breaks less than 30 minutes do not count as an interruption of continuous work.
- Minors may not work more than 6 consecutive days in a week.
- Workers under 16 may not work more than 40 hours a week and 8 hours a day, with certain exceptions for agricultural work.
- During the school year, minors under 16 may only work outside of scheduled school hours.
- Workers 16 and up may work up to 50 hours in one week and up to

10 hours a day only between the last day of school and Labor Day.

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Permitted jobs for minors

Below are lists of permitted occupations for minors. This list is not comprehensive. The opportunities are subject to non-performance of dangerous activities and illegal jobs.

At 12 years old, a minor may engage in the following work:

- Newspaper delivery over residential routes. (May start at 11 years of age)
- Farming in all of its branches
- Gardening
- Nursery work
- Raising of livestock, bees, fur-bearing animals or poultry
- Forestry
- Theatrical productions (no minimum age limit)

At 14 years old, a minor may engage in the following work:

- Clerical and office jobs in industrial wholesale, retail, service, and professional establishments
- Hotel jobs
- Sales persons
- Solicitors
- Collectors
- Distributors
- Demonstrators
- Delivery jobs other than with a motor vehicle
- Newspaper and magazine delivery over non-residential routes
- Restaurant jobs
- Soda fountain jobs
- Mercantile store jobs
- Supermarket and food store jobs
- Amusement industry jobs
- Standard office type machine operators

- Standard domestic type machine operators
- Hospital and health agency jobs
- Library attendants
- Professional assistants
- Counselors at camps, beach attendants, lifeguards, caddies, pinsetters
- Domestic helpers, maids, cooks, cleaners, baby-sitters, janitors
- Singers, models, entertainers, dancers, and theatrical work
- All jobs listed for 12-year-olds (as mentioned in the above section), and many other jobs

At 16 years old, a minor may engage in the following work:


- Factory machine operators *
- Power lawn mower operators
- Power tool operators *
- Tractor operators
- Machinery operators *
- Mechanic jobs
- All jobs listed for 12- and 14-year-olds, and most other jobs


* Except those [specifically prohibited](#)

Illegal jobs for minors

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Department of Labor and Workforce Development
1 John Fitch Plaza
Trenton, NJ 08625