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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.

[Employer requirements](#) 

[Permitted and illegal jobs for minors](#)

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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

The lists below are not comprehensive.

Note: the work accident rate incidence is twice the average for workers under 18. If you have a question about a specific occupation, call the Division of Wage and Hour Compliance at (609) 292-2305.

**Prohibited products:**

- Paints, colors, white and red lead (manufacture and packing only)
- Dangerous or poisonous acids and dyes
- Injurious quantities of toxic or noxious dust, gases, vapors, or fumes
- Benzol or any benzol compound which is volatile, or which can penetrate the skin
- Explosives (manufacture, transportation or use only)
- Toxic and hazardous substances
- Radioactive substances and ionizing radiation
- Carcinogenic substances
- Corrosive materials
- Highly inflammable substances
- Pesticides

**Prohibited machinery:**

- Power-driven woodworking machinery (supervised bona-fide apprentices may do this work)
- Grinding, abrasive, polishing, or buffing machines
- Punch presses and stamping machines with over 1/4 inch clearance
- Guillotine action cutting machines
- Corrugating, crimping, or embossing machines
- Paper lace machines
- Dough brakes or mixing machines in bakeries or cracker machinery
- Calendar rolls or mixing rolls in rubber manufacturing
- Centrifugal extractors or mangles in laundries or dry-cleaning establishments
- Operation or repair of elevators or other hoisting apparatus (they may operate the push button type)
- Corn pickers, power-driven hay balers, or power field choppers
- Compactors
- Circular saws, band saws, guillotine shears
- Minors under 16 may use standard domestic type machines or appliances, standard office machines, standard types of poultry feeders, egg graders, egg washers, egg coolers, and milking machines but may not use other power-driven machinery such as power tools, power lawn mowers, power woodworking and metal worker tools and power-driven meat slicing and meat grinding machines or conveyors

**Prohibited establishments:**

- Ore reduction works, smelters, hot rolling mills, furnaces, foundries, forging shops or any other place in which the heating, melting, or heat treatment of metals is carried on
- Mines and quarries
- Establishments where alcoholic liquors are distilled, rectified, compounded, brewed, manufactured, bottled, or sold for consumption on the premises \*
- Pool and billiard rooms
- Junk and scrap metal yards
- Disorderly houses

\* See [Child Labor Law](#) for exceptions


#### Prohibited activities:


- Oiling, wiping, or cleaning machinery in motion or assisting therein
- Steam boilers carrying a pressure above 15 pounds
- Construction work
- Fabrication or assembly of ships
- Transportation of payrolls off the employer's premises
- Demolition of buildings, ships, or heavy machinery
- Indecent or immoral exposure
- Most occupations in slaughtering, meat packing, processing, or rendering

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#### Reference material

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