

# Young Workers in NJ: Rights and Protections for Workers under 18



New Jersey's [Child Labor Law](#) protects you by limiting the number of hours you can work and the type of work you can do. Among other requirements, the law states:

- All minors working in NJ must have an employment certificate, also known as "working papers," or a special permit (see below) for each job they work
- 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.



## File a wage claim | Presentar un reclamo de salario

If you believe that your employer has not properly paid you, or you have a complaint against an employer for violating a NJ Labor Law enforced by the Division of Wage and Hour Compliance, file a wage complaint:

- [Online through our secure system](#)
- [En línea con nuestro sistema seguro \(en español\)](#)
- [By mail or fax](#)

**Your identity and other personally identifiable information are protected from disclosure to your employer and others, with limited exceptions.** For more information, [click here](#).

If you choose to file anonymously, you must do so by mail. Learn more [here](#).

If you are not sure whether the Division of Wage & Hour Compliance will be able to help you with your complaint, [email us](#) for help.

<b>Wages and payments</b>	<b>Hours of work</b> +	<b>Injured on the job and need help?</b> +	<b>Safety and health</b> +
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Minimum wage and overtime

Overtime

Tipped work

Agricultural work

Paid sick time

Permitted jobs for minors

Illegal jobs for minors

Misclassified as an independent contractor (1099) or paid cash off the books

Working Papers for minors

### Related topics

? [FAQs \(Young Workers\)](#)

[Child Labor Laws and Regulations](#)

### Working Papers Are Now Online

[Get Started Here](#)

## **File or Access Your Claim**

Temporary Disability Insurance  
Family Leave Insurance  
Maternity Leave  
Unemployment Insurance  
Social Security Disability

## **Worker Protections**

Your Rights at Work  
Workers' Compensation  
Safety and Health  
Wage & Hour Compliance  
Paid Sick Leave

## **Career Support**

Career Services  
Training Provider Information

## **Employer Services**

Employer Accounts  
Employer Self-Service (NLx)  
Layoffs and Closings  
Wage & Hour Compliance  
Business Support  
Apprenticeship  
Industry Partnerships  
Employer Poster Packet

## **Research & Information**

Labor Market Information  
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