

# CHILD LABOR SUMMARY SHEET

When there is a difference in state, federal or local law regarding child labor, the law providing the most protection to the minor takes precedence.

Below are the more restrictive requirements for employing a minor.

JURISDICTION

<b>MINIMUM AGE</b>	14 Years of Age	FEDERAL
<b>EMPLOYMENT CERTIFICATE</b> (Work Permit)	17 Years of Age & Under	STATE
(Includes home schooled minors & minors from out-of-state working in Georgia)	Obtained from Georgia School attended OR County School Superintendent	
<b>HOURS OF WORK</b> Minors 14 & 15 Years of Age	3 Hours (school day) 8 Hours (non-school day) 18 Hours (school week) 40 Hours (non-school week) Not during normal school hours. Not before 7 a.m. Not after 7 p.m. (Evening hours extended to 9 p.m. June 1 to Labor Day).	FEDERAL
<b>HAZARDOUS OCCUPATIONS</b> Minors 17 Years of Age & Younger	Manufacturing & storing explosives; motor vehicle driving & outside helper; coal mining; logging & sawmilling; power-driven woodworking machines; exposure to radioactive substances; power-driven hoisting apparatus; power-driven metal-forming, punching, and shearing machines; mining; slaughtering; meat-packing, processing or rendering; power-driven bakery machines; power-driven paper products machines; manufacturing brick, tile, & kindred products; power-driven circular saws, band saws, & guillotine shears; wrecking; demolition, & shipbreaking operations; roofing operations; excavation operations.	FEDERAL
<b>ALCOHOLIC BEVERAGES</b>	May not: Dispense, serve, sell or take orders for alcoholic beverages. (EXCEPTION: Where alcohol is sold for consumption OFF the premises). NOTE: Local law may be more restrictive.	STATE
<b>PROHIBITED OCCUPATIONS</b> Minors 15 Years of Age & Younger	Machinery; motor vehicles; equipment; food process; fixtures; railroads; unguarded gears; vessels or boats; dangerous gases or acids; communication or public utilities; freezers; meat coolers; loading and unloading trucks, railroad cars, conveyors, etc.; warehouses; scaffolding or construction; mines, coke breaker, coke oven, or quarry.	STATE
	Manufacturing; mining; public messenger service; construction; work in/about Boilers or Engine Rooms; cooking; (Includes power mowers or cutters including wood cutters).	FEDERAL
<b>MINORS IN ENTERTAINMENT</b>	Requires special application and certificate of consent. Certificate of consent must be issued by Georgia Child Labor Section prior to minor beginning work.	STATE

**NOTE:** Minors working for a parent/guardian who owns the business are exempt from all but the hazardous/prohibited occupation restrictions.

**Child Labor personnel are available, when scheduling is possible, for presentations to school classes, issuing officers, PTA's, employer groups, etc. Please contact the Child Labor Section if you are interested.**

**FOR MORE DETAILED INFORMATION ON CHILD LABOR PLEASE CALL:**

Georgia Department of Labor  
Child Labor Section ..... (404) 232-3260  
[www.dol.state.ga.us](http://www.dol.state.ga.us)

U.S. Department of Labor  
Wage & Hour Division ..... (404) 893-4600 (Atlanta)  
(912) 652-4221 (Savannah)

