

THE WORLD OF WORK FOR YOUNG PEOPLE

QUESTION:

**Do young people have
Employment Rights?**

EMPLOYMENT RIGHTS FOR YOUNG PEOPLE

- If you're under 18 and thinking of getting a job, or if you're already working, there are certain restrictions as to what work you can actually do, where you can do it and for how long you can work each week.

QUESTION:

What age can you get a job?

WHAT AGE YOU CAN GET A JOB?

- Generally, if you're under 13, you're only able to get a job in special circumstances. Once you reach the age of 13, you can only do light work. This means that you can't do any job that might affect your health and safety, or may interfere with your education. One thing you may do is take on a paper round.

WHAT AGE YOU CAN GET A JOB?

- When you're 14, you can be employed in a wide range of jobs, but there are still some that you can't do. For example, you may not work in factories or on a building site. If you're unsure about whether you can work in certain jobs, check with the local authority.
- These restrictions last until you become 16 and have left school, when you then become classed as a young worker meaning that you have more choice in the jobs you can do. If you are 18 or over, you get the same employment rights as adults.

QUESTION:

Are there any rules about how many hours a young person can work?

WORKING HOURS

- There are rules that regulate what times of the day you can work and for how long. These are different depending on your age.

QUESTION:

So does it matter what age you are?

14 YEAR OLDS

There are a lot of rules that control children's working hours, but the basic ones are:

- during term time, you can only work for two hours on weekdays and Sundays and for five hours on Saturdays
- during a school holiday, you can work for up to five hours on a week day or a Saturday and no more than two hours on a Sunday
- you cannot work before 7.00 am or after 7.00 pm

15 AND 16 YEAR OLDS

- If you're 15 or 16 and are working while you're still at school, your rights are almost identical to those of 14 year olds. However, you are allowed to work for up to seven hours on Saturdays or during the school holidays.

16 AND 17 YEAR OLDS

- If you're no longer at school and you're 16 or 17, the law refers to you as a “young worker”. Because you are no longer at school, there are fewer restrictions on when you can work and for how long, but there are still some rules.
- You'll only be able to work for eight hours every day, or a total of 40 hours over the course of a week. You cannot usually work an overnight shift either, but there are some exceptional circumstances where you can.
- Because you've reached school leaving age, you may find that employers are more willing to offer you part-time or full-time employment. You're also not limited to just 'light work', so you'll be allowed to work in places like a busy shop, restaurant kitchen or as a waiter/waitress.

QUESTION:

**Can employers pay what they want
to young people who work for
them?**

THE NATIONAL MINIMUM WAGE

- You become eligible for the National Minimum Wage (NMW) when you're older than school leaving age. The rate of NMW will then depend on your exact age.
- There isn't a National Minimum Wage for people under 16 who are younger than the school leaving age.

CURRENT NATIONAL MINIMUM WAGE AND LIVING WAGE RATES

- There are different levels of National Minimum Wage (NMW), depending on your age and whether you are an apprentice. If you're over 25, you'll get the National Living Wage.
- The current minimum wage rates are: **(from 1st April 2018)**

| Age | Minimum rate |
|-------------|--------------|
| Over 25 | £7.83 |
| 21 to 24 | £7.38 |
| 18 to 20 | £5.90 |
| Under 18 | £4.20 |
| Apprentice* | £3.70 |

CURRENT NATIONAL MINIMUM WAGE AND LIVING WAGE RATES

National Living Wage:

- The National Living Wage, introduced on 1 April 2016, is £7.20 an hour for workers aged 25 and older.
- The National Minimum Wage will still apply for workers aged 24 and under.

QUESTION:

**Are young people allowed to have
time off and holidays?**

TIME OFF AND HOLIDAYS

- If you have left school and are working full time, you have the right to at least 5.6 weeks' paid annual leave. This works out to be 28 days in a year if you work five days per week. Some employers may offer more as part of your employment contract.
- If your company offers little or no training, you may also get time off to work and study if you decide to take any further education courses.

Any Questions?