

Further Information

All these rules are laid down in the Protection of Young Persons (Employment) Act 1996

For any further information on your employment rights contact:

Department of Enterprise, Trade and Employment,

Davitt House,

Adelaide Road,

Dublin 2

Ph: 01-6312121 or Locall: 1890 220222

www.entemp.ie

National Employment Rights Authority

Locall: 1890 808090

www.employmentsrights.ie



DÚN LAOGHAIRE YOUTH INFORMATION CENTRE

Dun Laoghaire Youth Information Centre provides information on a wide variety of subjects including sport and leisure, education, careers, rights and entitlements, travel and accommodation and social service for young people.

Contact us

137 Lower Georges Street
Dun Laoghaire.

Ph: 2809363

E-mail: info@youthquest.ie

www.youthquest.ie

Mon-Fri 9.30am-5.00pm

EOLAS DON ÓGRA



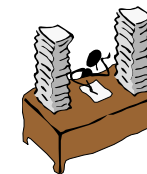
YOUTH
INFORMATION

The information contained in this leaflet is for information purposes, and is not a legal interpretation.

Part-Time Work Under 18's

Know your rights!

Are you thinking about getting a summer job this year or are you already working part-time? If so you have rights as an employee. It is important that you make yourself aware of your rights and entitlements and exercise those rights.



Age Limits

Under 16's

Under 16's can take on light part-time and summer work.

14yr olds cannot work during term time, can work **35hrs a week, 7hrs a day** during summer holidays.

15yrs olds can work **8hrs** a week during term time and **35hrs a week, 7hrs a day** during summer holidays

The maximum weekly hours for work experience for under 16's is 40hrs.

During the summer holidays, under 16's must have at least 21 days free from work. These holidays are unpaid.

Over 16's

16 and 17yr olds are permitted to work during term time and school holidays

They cannot be asked to work more than **40 hours a week.**

The maximum weekly hours for work experience for over 16's is 40hrs



Dún Laoghaire Youth Information Centre

137 Lower Georges Street, Dún Laoghaire, Co. Dublin, Tel.: 01-2809363,
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Know your Rights 2007

Minimum Wage



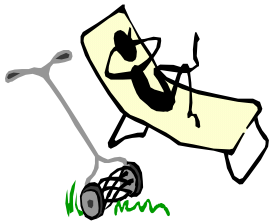
The National Minimum Wage Act 2000 sets out the protection that is available to young people regarding payment for their work.

- ♦ If you are under 18 the minimum wage is €6.06 per hour.
- ♦ On reaching 18, you are entitled to €6.92 in the 1st year *after the date of 1st employment over the age of 18**
- ♦ In the 2nd year after the date of 1st employment over the age of 18* you are entitled to €7.79.

(this does not apply to apprentices)

*only employment experience acquired after the age of 18 is taken into account for these rates. Employment experience prior to the age of 18 does not count.

Rest Breaks



When working, you are entitled to proper breaks:

Under 16's are entitled to:

30 mins rest after working 4hrs

14 consecutive hours off after every working day.

Two days off every **7 days**, as far as practicable to be consecutive

A maximum working day is **8hrs**

A maximum working week is **40hrs**

16's & 17's are entitled to:

- ♦ **30 mins** rest after working **4.5hrs**
- ♦ **12 consecutive hrs** off after every working day
- ♦ **Two days** off every **7 days**, as far as practicable
- ♦ A maximum working day is **8hrs**
- ♦ A maximum working week is **40hrs**

Early Morning and Night Work

Under 16s:

Under 16s are not permitted to work before 8am in the morning or after 8pm at night (both during term-time and school holidays)

16s & 17s:

16 and 17yr olds are not permitted to work before 6am or after 10pm.

During school holidays, and on weekend nights where the young person has no school the next day, 16 and 17 yr olds may work up to 11pm (night work beyond 10pm requires Ministerial approval by regulation) but not before 7am the next day

Employer's Duties

Employers also have requirements to fulfil

Employers must:

- ♦ See a copy of the birth certificate before employing anyone under 16
- ♦ Get written permission of the parent or guardian
- ♦ Keep a register of details for every employee under 18 which includes:
 - Full Name
 - Date of Birth
 - Time work begins each day
 - Time work finishes each day
 - Rate of Wages

Finding a Job

To look for a part-time or summer job check community notice boards and newspapers but also call into pubs, shops and restaurants and leave a copy of your CV. Also check out these websites:

www.nixers.com

www.movieextras.ie

www.hoteljobs.ie

www.campus.ie (jobs & cash section)

www.tempsireland.ie

www.jobshare.ie