GDOL
GEORGIA DEPARTMENT OF LABOR

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
MINIMUM AGE	14 Years of Age	FEDERAL
EMPLOYMENT CERTIFICATE (Work Permit) (Includes home schooled minors & minors from out-of-state working in Georgia)	15 Years of Age Obtained from Georgia School attended OR County School Superintendent Georgia Department of Labor Home School Form	STATE
HOURS OF WORK 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
HAZARDOUS OCCUPATIONS Minors 17 Years of Age & Younger	dol.gov/agencies/whd/youthrules	FEDERAL
ALCOHOLIC BEVERAGES Minors 17 Years of Age & Younger	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
PROHIBITED OCCUPATIONS Minors 15 Years of Age & Younger	dol.georgia.gov/child-labor-hazardous-occupations dol.gov/agencies/whd/youthrules	STATE FEDERAL
MINORS IN ENTERTAINMENT Minors 17 Years of Age & Younger	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 877.709.8185
dol.georgia.gov

U.S. Department of Labor
Wage & Hour Division ..... 678.237.0521 (Atlanta)
912.652.4221 (Savannah)

DOL-4111 (R-07-26)