



Notice to Young Persons and Children Seeking Employment



Children aged under **13** are prohibited from taking up ~~employment~~ in all economic sectors

Children aged under **15** are prohibited from taking up ~~employment~~ in industrial undertakings



Young persons aged **15** or above ~~may be employed~~ in industrial undertakings or non-industrial sectors

Children aged **13** and **14** may be employed in non-industrial establishments, subject to the restrictions which include, among others:

To employer:
Consent to child's
employment



Certificate on
Completion of Form III

School attendance
certificate



Principal's signature



Other restrictions on the employment of children and young persons under the Employment of Children Regulations and the Employment of Young Persons (Industry) Regulations include:



A person aged 13 or above but below 18 shall not be employed before **7a.m.** or after **7p.m.**

A person aged 13 or above but below 15 and has completed Form III is allowed to work not more than **8 hours a day**.

A person aged 15 or above but below 18 is allowed to work not more than **8 hours a day** if he is employed in an industrial undertaking.

A person at the age of 13 and 14 and has not completed Form III

- **shall not be employed during school hours**
- during school term
 - **shall not work more than 2 hours** on school day
 - **shall not work more than 4 hours** on other day
- during summer holidays
 - **shall not work more than 8 hours** a day
- **shall not be employed** in certain occupations and premises, which include:
 - places or premises where **intoxicating liquor** is sold and consumed
 - handling of **dangerous machine**
 - **gambling establishments**
 - **hair-dressing saloons** or **massage parlours**, etc.



The Employment of Children Regulations and the Employment of Young Persons (Industry) Regulations stipulate certain restrictions for the employment of children and young persons. We encourage children, young persons and their parents to refer to the respective concise guides available at the Labour Department's homepage (www.labour.gov.hk/eng/public/content2_2.htm) or call the Enquiry Hotline at 2717 1771 (the hotline is handled by "1823") for more information. Young persons and children are advised to consult their parents and teachers when seeking employment and to look out for employment traps.

An employer who contravenes the Employment of Children Regulations or the Employment of Young Persons (Industry) Regulations shall be guilty of an offence and is liable to a maximum fine ranging from \$10,000 to \$50,000 upon conviction.