

## ● CHILD LABOR LAWS

*STATUTORY CITATION:* Ga. Code §§ 39-2-1 – 39-2-21

*RELATED REGULATIONS:* Ga. Comp. R. & Regs. § 300-7-2

*GENERAL SUMMARY:* The state child labor laws establish a minimum age for lawful employment in Georgia, prohibit the employment of minors in hazardous occupations, limit the permissible hours of work of minors, and require the use of employment certificates by minors seeking and holding jobs in the state.

### *PROVISIONS APPLICABLE TO AGRICULTURE*

**MINIMUM AGE** — The provision barring employment of children under 12 years of age **does not apply** to employment of minors in agriculture. There is no lower age limit on farmwork in Georgia.

**HAZARDOUS OCCUPATIONS** — Individuals under age 16 may not be employed or permitted to work in any occupation declared dangerous to life and limb, or injurious to the health or morals of such minors. The state child labor regulations list 17 occupational fields that the labor commissioner has determined will *not* interfere with the schooling, health and well-being of 14- and 15-year-olds; none of the allowable occupations is agriculturally related, which appears to rule out farm employment for any worker under the age of 16.

**HOURS OF WORK** — Regardless of occupation, no one under the age of 16 may be permitted to work between the hours of 9:00 p.m. and 6:00 a.m., nor may such a person generally be employed during the hours when public or private schools are in session. A child under 16 may not work for more than 4 hours on any day on which the school the child attends is in session, more than 8 hours on non-school days, or more than 40 hours in any one week.

**EMPLOYMENT CERTIFICATES** — No minor between the ages of 12 and 16 may be employed by any person, firm or corporation unless an employment certificate attesting to the minor's age and physical capacity to work has been issued by a local public or private school official where the minor attends, or by the parent in the case of home schooling. An employment certificate is not explicitly required for the employment of a child under the age of 12 in agriculture.

### *ADMINISTRATION AND ENFORCEMENT*

**PRIMARY ENFORCEMENT AGENCY** — *Georgia Department of Labor, Atlanta, Georgia 30303 (404-232-3260)*. The Department has authority to enter and inspect any workplace in the state to assure compliance with the child labor provisions and may take action to prosecute violations.

**SECONDARY OR ASSOCIATED ENFORCEMENT AGENCY** — *None*.