

○ CHILD LABOR LAWS

STATUTORY CITATION: N.D. Cent. Code §§ 34-07-01 – 34-07-21

GENERAL SUMMARY: The child labor laws of North Dakota generally prohibit the employment of anyone under the age of 14, restrict the occupations open to minors under the age of 16, limit the working hours of such minors in most occupations, and require most employers to keep on file an employment certificate for every such minor in their employ.

PROVISIONS APPLICABLE TO AGRICULTURE

CHILDREN UNDER AGE 14 — No person, firm or corporation may employ a child under 14 years of age in any occupation during the hours when the public schools of the district in which the child resides are in session.

Outside local school hours, children under 14 may work in agricultural operations **exempt** from the maximum hours and time-of-day restrictions applicable to minors under 16 in most other occupations.

CHILDREN AGE 14 AND 15 — The need for an employment certificate and the maximum hour and time-of-day limitations applicable to most other 14- and 15-year-olds **do not apply** to 14- and 15-year-olds employed in agriculture.

HAZARDOUS OCCUPATIONS — The broad prohibition against the employment of minors under 16 in any activity statutorily declared or administratively determined to be hazardous or otherwise detrimental to the life, health or morals of such individuals, generally **does not apply** to children doing ordinary farmwork or operating farm machinery.

ADMINISTRATION AND ENFORCEMENT

PRIMARY ENFORCEMENT AGENCY — *Wage and Hour Division, North Dakota Department of Labor and Human Rights, Bismarck, North Dakota 58505.*

SECONDARY OR ASSOCIATED ENFORCEMENT AGENCY — Local law enforcement officers may enter any workplace in their jurisdiction, inspect employment certificates, and otherwise investigate compliance with these provisions.