

青年及兒童 工作須知

未滿 **13 歲** 的兒童不得受僱在任何行業 ~~工作~~

未滿 **15 歲** 的兒童不得受僱在工業經營 ~~工作~~



滿 **15 歲** 的青年，可受僱在工業經營或非工業機構 **工作**

13 歲 及 **14 歲** 兒童，可受僱在非工業機構工作，但須受若干條件限制，其中包括：

給僱主：
同意兒童工作



在學
證明書



《僱用兒童規例》及《僱用青年(工業)規例》

對兒童及青年就業的其他規定包括：



年滿13歲但不足18歲人士，不得在上午**7時前**或晚上**7時後**工作。

年滿13歲但未滿15歲人士，如已完成中三課程，可每天工作**不超過8小時**。

年滿15歲但不足18歲人士，如受僱在工業經營工作，每天的工作時間**不得超過8小時**。

13及14歲的兒童，如尚未完成中三

- **不可在上課時間內工作**
- 學期內
 - 上課日，**不得工作超過2小時**
 - 非上課日，**不得工作超過4小時**
- 暑假內，**不得工作超過8小時**
- **不得受僱**在若干行業，包括：
 - **酒精類飲品**出售及供飲用場所
 - **操作危險機器**的工作
 - **賭博場所**
 - **理髮店**或**按摩院**等



《僱用兒童規例》及《僱用青年(工業)規例》訂定了若干的規定，我們建議兒童及青年，以及家長參閱勞工處網頁上的《僱用兒童規例》簡明指南及《僱用青年(工業)規例》簡明指南(網址：www.labour.gov.hk/tc/public/content2_2.htm)，或致電查詢熱線 2717 1771(此熱線由「1823電話中心」接聽)。青年及兒童在選擇工作時，應諮詢家長及老師的意見，並提防求職陷阱。

任何僱主如違反《僱用兒童規例》或《僱用青年(工業)規例》的規定，即屬違法。
一經定罪，可被罰款一萬至五萬元不等。



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



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" Call Centre) 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.