



## Department of Transformation and Shared Services Office of Personnel Management

**Policy Title:** Employing Children Under 18

**Policy Number:** 6

**Authority:** Ark. Code Ann. §§ 11-6-101 through 110

**Revised:** March 16, 2020

Generally, children under the age of eighteen (18) are prohibited from working in Arkansas; however, there are circumstances where it is permitted. State agencies wanting to hire children under the age of 17 should follow the Arkansas Department of Labor and Licensing guidelines found at <http://www.labor.arkansas.gov/child-labor>.

Any person or employer found to be in violation of Arkansas law is subject to a civil penalty.

This does not apply to children between the ages of 16 and 18 who:

1. Have graduated from any high school, vocational school, or technical school;
2. Are married; or
3. Are a parent.

### Limitations on hours of work for children

#### **Under fourteen (14) years of age:**

Children under the age of fourteen (14) cannot be employed in any paying capacity, except during school vacation when they may be employed by their parents or guardians in occupations owned or controlled by them.

#### **Under sixteen (16) years of age:**

Children under the ages of sixteen (16) cannot be employed in any occupation that is dangerous to life and limb, injurious to the health and morals of the child, or in any saloon, resort, or bar where liquors are sold or dispensed.

No child under the age of sixteen (16) can be employed, permitted, or suffered to work:

1. More than six (6) days in any week;
2. More than forty-eight (48) hours in any week;
3. More than eight (8) hours in any day; or
4. Before 6:00 am or after 7:00 pm, except for nights preceding non-school days when they may be employed until 9:00 pm.

Federal law provides that the hours and times a child under the age of sixteen (16) may work is limited to:

1. Outside school hours;
2. No more than three (3) hours on a school day, including Fridays;
3. No more than eight (8) hours on a non-school day;



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4. No more than eighteen (18) hours during a week when school is in session;
5. No more than forty (40) hours during a week when school is not in session;
6. No more than six (6) days per week; and
7. Between 7:00 a.m. and 7:00 p.m., except between June 1 and Labor Day when the evening hour is extended to 9:00 p.m.

School hours are determined based on the public school in the district where the child resides even if the child is in private school or is home schooled.

Children under the age of 16 working in a state agency must acquire an employment certificate from the Department of Labor. The state agency shall keep the certificate on file and shall make it accessible to the Department of Labor and Licensing and the Department of Education. The employment certificate issued by the Department of Labor and Licensing requires proof of age, a description of the work and work schedule, and written consent from the parent or guardian.

**Under seventeen (17) years of age:**

No child under the age of seventeen (17) shall be employed, permitted or suffered to work:

1. More than six (6) days in any week;
2. More than fifty-four (54) hours in any week;
3. More than ten (10) consecutive hours in any one (1) day;
4. More than ten (10) hours in a twenty-four-hour period; or
5. Before 6:00 am or after 11:00 pm., except for nights preceding non-school days when the Department of Labor has determined by rule that the occupation is sufficiently safe.