








Europe^[edit]

Country	Legal Working Age
 Albania	14: (Easy work performed at school holidays) 16: (Unrestricted) ^[53]
 Andorra	14: (Easy work performed at school holidays; Maximum 6 hours per day, with minimum 1 hours break; Minimum 2 following days of rest per week) 16: (Maximum 8 hours per day, with minimum 1 hours break; Minimum 2 following days of rest per week) 18: (Unrestricted) ^[54]
 Armenia	16: (Unrestricted; No person under the age of 16 is allowed to work in Armenia) ^[55]
 Austria	14: (With many restrictions within a family setting) 15: (With minor restrictions assuming compulsory school years have been finished) 18: Unrestricted ^[56]
 Belarus	14: Easy work with the permission from parents or legal guardians 16: Limited working hours up to 35 hours per week 18: Unrestricted
 Belgium	15: (Must have completed 2 years of secondary education; restricted to light work) 16: (only light work) 18: Unrestricted
 Bosnia and Herzegovina	15: (Restricted to light work; Restricted working hours) 18: (Unrestricted) ^[57]
 Bulgaria	13: (Only for jobs as film actor or model; Strictly regulated) 15: (Strictly regulated) 16 (Minimum working age; Some occupations prohibited) 18: (Unrestricted) ^[58]

 Croatia	15: (Restricted by the Labour laws) 18: (Unrestricted) ^[59]
 Cyprus	15: (Restricted by the Labour laws) 18: (Unrestricted)
 Czech Republic	14: (Only under special circumstances) 15: (Restricted occupations and working hours) 18: (Unrestricted) ^[60]
 Denmark	None: (Only for activities in the cultural or artistic field. However, a police authorization must be obtained for these activities in advance.) 13: (Children 13–15 years of age may only perform light work, that is not in the vicinity of machinery. The working time may be on school days and up to 2 hours on other days up to 7 hours. In school-free weeks, the maximum working time must not exceed 35 hours per week.) 15: (Young people up to 18 years may not work in the following areas: with dangerous tools and equipment within hazardous work processes. The working time may not be between 18:00 und 6:00 on weekdays between 14:00 and 6:00 on holidays or Sundays. The maximum weekly working time must not exceed 40 hours.) 18: (Unrestricted) ^[61]
 Estonia	13: A Person aged 13 may work under restrictions and parental permission. 15: Minimum Employment age. Minors under the age of 18 are restricted with working hours and certain occupations. 18: Unrestricted. ^[62]
 Finland	14: Someone aged 14 may practise "light work". 15: Minimum Employment age. Minors under the age of 18 are restricted with working hours and certain occupations. 18: Unrestricted. ^[63]
 France	14: (only for light work, regulated by <i>Code du travail</i> ; No working at night; Strict time limitation; Parental permission is needed) 16: (No working at night; Strict time limitation; Parental permission is needed) 18: (Unrestricted) ^[64]
 Germany	13: (with parental permission; and only easy work for example: paper round) 15: (Part-time work with less than 8 hours per day and maximum 40 hours per week; No work on weekends, statutory holidays and at night time or in an imperiling environment). Further restrictions for work break

	<p>and minimum vacation days.</p> <p>18: Unrestricted^[65]</p>
 Hungary	<p>16: (The Hungarian Labour Code allows for the employment of people over 16 years old. Young workers apply a two-year period of protection: at the time of their working time must not exceed 8 hours. per day and forty hours per week. If you work a minimum of 4.5 hrs., They are entitled to 30 minutes. break, nor can they be employed on a night shift.)</p> <p>18: (Unrestricted)^[66]</p>
 Iceland	<p>13: (Only safe and easy work. Subject to restrictions on working time related to mandatory schooling.)^[67]</p> <p>16: (Employers have a duty to protect young workers from working in difficult and dangerous conditions in some sectors also apply to restrictions on working time.)</p> <p>18: (Unrestricted)^[68]</p>
 Ireland	<p>14: (People aged under 16 years are not allowed to work full-time (full-time). The work of persons between the ages of 14 and 15 years must be obliged to comply with conditions:</p> <ul style="list-style-type: none"> • perform light work during the holidays - a person must necessarily have then at least 21 days off work • work as part of the approved apprenticeship or training program. • work in the film, when cultural undertakings, in advertising, or in connection with sporting events.) <p>16: (People aged 16 and 17 years old can only work the hours between 6:00 and 22:00.)</p> <p>18: (Unrestricted.)^[69]</p>
 Italy	<p>15: (Restricted working hours and the type of work.)</p> <p>18: (Unrestricted)^[70]</p>
 Latvia	<p>15: (People between 15 and 18 years of age may work no more than 7 hours a day and 35 hours per week (including time learning - if they learn). There must they stay at work after hours or work at night. It is also prohibited to employ minors under conditions which may threaten their health, safety and morals. Workers under 18 years of age are entitled to a month's leave, in their case does not apply or trial periods.)</p> <p>18: (Unrestricted)^[71]</p>
 Liechtenstein	<p>14: (For light it is possible to hire 14-year-olds - but not longer than 9 hours per week during the school year and 15 hours a week during the holidays.)</p> <p>15: (People aged over 15 but under 18 may work no more than 40 hours per week.)</p> <p>18: (Unrestricted)^[72]</p>

 Lithuania	<p>14: (Under certain conditions it is also possible to employ people aged over 14 years old but under 16 years of age. They have the right to perform easy work - during the school year for no more than two hours during the day and 12 hours a week during the holidays - 7 hours a day and 35 hours per week.)</p> <p>16: (Persons who have completed 16 years but has not reached the age of majority has no right to work more than 8 hours per day and 36 hours per week.)</p> <p>18: (Unrestricted)^[73]</p>
 Luxembourg	16
 Malta	<p>16: (Until they reach adulthood under the special protection of the law - are entitled to work up to 8 hours per day and 40 per week (included in is also a time of learning and training). Young worker has no right to do the work between the hours of 22 and 6 am.)</p> <p>18: (Unrestricted)^[74]</p>
 Netherlands	<p>13: (The minimum age of employment under the supervision and with no guarantee of a minimum wage.)</p> <p>15: (The right to the minimum wage.)</p> <p>16: (Persons over 16 years but less than 18 years, has most of the rights and obligations as workers age. However, you will not be able to work in harmful conditions - including noise, cramped quarters and with toxic substances.)</p> <p>18: (Unrestricted)^[75]</p>
 Norway	<p>13: (People aged over 13 but under 15 years of age may be employed only for light work that does not endanger the health, development, and does not interfere with learning.)</p> <p>15: (Restricted working hours and the type of work.)^[76]</p> <p>18: (Unrestricted)^[77]</p>
 Poland	<p>None: (Cultural and artistic field)</p> <p>15: (Light work only)</p> <p>18: (Unrestricted)^[78]</p>
 Portugal	<p>16: (Restricted working hours and the type of work.)</p> <p>18: (Unrestricted)^[79]</p>
 Romania	<p>15: (Restricted)</p> <p>16: (Unrestricted)^[80]</p>

 Russia	<p>None: (Artistic field only. Must have parental permission. Restricted working hours and shortened working week, must not interfere with school education or violate public morality)</p> <p>14: (Light work only. Must have parental permission. Restricted working hours and shortened working week, must not interfere with school education)</p> <p>16: (Light work only. Full school education required. Restricted working hours)</p> <p>18: Unrestricted</p>
 Serbia	<p>16: By default</p>
 Spain	<p>None: Artistic activities with parental permission and a specific authorization of the labor department.</p> <p>16: Parental permission is required.</p> <p>18: Unrestricted</p>
 Sweden	<p>None: (Only artistic field and some light risk free jobs. Must have parent permission. Restricted working hours and shortened working week.)</p> <p>13: (Light work only. Must have parent permission. Restricted working hours and shortened working week.)</p> <p>16: (Light work only. Restricted working hours)</p> <p>18: (Unrestricted) ^[81]</p>
 Switzerland	<p>Age 13: (Must have parental permission; only easy work)</p> <ul style="list-style-type: none"> • During school weeks: Maximum 4 hours per day; and 9 hours per week. • During non-school weeks: Maximum 8 hours per day; and 40 hours per week. <p>Age 15: (Must have parental permission)</p> <ul style="list-style-type: none"> • Maximum 9 hours per day; and 45–50 hours per week. Working maximum until 8 p.m. <p>Age 16: Minimum age to serve someone in restaurants, café or hotels. Minimum age to work in a circus or cinema.</p> <ul style="list-style-type: none"> • Working maximum until 10 p.m. <p>Age 18: Unrestricted (and the minimum age to work in: Bars, Discos, Dancinghalls and Nightclubs) ^[82]</p>
 United Kingdom	<p>None: (Artistic fields such as television, theatre and modelling)</p> <p>Age 13: part-time ^[83]</p> <p>Age 16: Full time (Needs to be paid through PAYE)</p> <p>Age 18: Unrestricted ^[84]</p>