

South Carolina Child Labor Regulations Summary



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Minors Under Age 14

Generally, no employment is authorized for minors under the age of 14, under South Carolina Child Labor Statute, §41-13-20. Employment of any minor under age 14 is defined as oppressive child labor.

Exemptions from this restriction apply under the following specific circumstances:

1) Minors under age 14 may work in any aspect of show business, such as acting or performing in a theatrical, television, radio, or film production.

2) Minors ages 12 and 13 may work during non-school sessions in non-hazardous farm jobs with written parental consent.

Minors ages 12 and 13 may engage in farm labor at any agricultural establishment at which the minor's parents are employed.

3) At any age, minors may work in any business or establishment solely owned and operated by the parent of the minor.

The parental supervision exemption is precluded in occupations deemed hazardous, as defined in the 17 hazardous occupations orders of the Fair Labor Standards Act.

At any age, minors may deliver newspapers to consumers.

Minors Ages 14 and 15

Minors ages 14 and 15 may work in office, clerical and sales jobs. They also may work in a number of jobs in retail, food service and gasoline service establishments, such as:

- Cashiering, price marking and tagging (by hand or machine)
- Assembling orders, packing and shelving
- Bagging and carrying out orders
- Serving foods and beverages
- Cleanup work
- Car washing and polishing
- Operating gas pumps and performing other courtesy services
- Cleaning vegetables and fruits and wrapping, sealing, labeling, weighing, pricing and stocking goods
- Delivery and errand work by foot, bicycle or public transportation

But they may not engage in the following work activities:

- Warehousing and storage
- Car repair
- Public utility duties
- Work involving the use of ladders or scaffolding
- Work involving food preparation or the use of grinders
- The operation of lawnmower and golf carts.
- Any occupation deemed hazardous, as defined under 17 Hazardous Occupations Orders of the Fair Labor Standards Act.

Please Note:

Minors ages 14 and 15 may not work:

- During school hours
- Before 7 a.m. or after 7 p.m. (9 p.m. during the period of summer break of the school district in which the minor resides)
- More than 18 hours during school weeks
- More than 3 hours on school days
- More than 40 hours in non-school weeks
- More than 8 hours on non-school days

Minors Ages 16 and 17

Minors ages 16 and older are exempt from the hour and scheduling restrictions. They may work as many daily and weekly hours as the job responsibilities require or the employer requests.

Minors ages 16 and 17 may not engage in any occupation deemed hazardous, as defined under the 17 Hazardous Occupations Orders of the Fair Labor Standards Act.

Over Age 18

The child labor laws do not apply to employees who are 18 or over.

Hazardous Occupations Codes

If you are 18 years old, you may work at any time in any job.

If you are 16 or 17 years old, you may work in any occupation except those declared hazardous by the Secretary of Labor. The 17 Hazardous Occupations Orders for non-farm work deal with the following:

1. Manufacturing or storing explosives
2. Driving a motor vehicle and being an outside helper
3. Coal mining
4. Logging and sawmilling
5. Power-driven woodworking machines
6. Exposure to radioactive substances and to ionizing radiations
7. Power-driven hoisting apparatus
8. Power-driven metal-forming, punching and shearing machines
9. Mining, other than coal mining
10. Meat packing or processing
11. Power-driven bakery machines
12. Power-driven paper products machines
13. Manufacturing brick, tile, and related products
14. Power-driven circular saws, band saws and guillotine shears
15. Wrecking, demolition, and ship-breaking operations
16. Roofing operations
17. Excavation operations