

Division of Labor Iowa Workforce Development



Child Labor and Work Permits



Youth under the age of 16 in Iowa, are required to have a work permit before starting work. The following information is intended to clarify some of the Iowa Child Labor laws.

Who needs a work permit? People under 16 years of age cannot be employed or permitted to work, with or without compensation, unless the person, firm, or corporation employing the youth receives and keeps a work permit on file, accessible to any officer charged with the enforcement of the child labor laws. The employer also is required to keep a complete list of the names and ages of anyone under 16 years of age in his employ.

How to get a work permit. A youth first must go in person to the local school official designated as an issuing officer or the Iowa Workforce Development Center and provide one of the following acceptable forms of evidence of age: a certified copy of a birth certificate, current passport or certified copy of baptismal record showing the date and place of birth and the place of the child's baptism. If none of these is

[Brief Comparison of
State and Federal Child
Labor Laws](#)
(PDF 92KB)

[U.S. Dept. of Labor
Public Awareness
Initiative on Positive and
Safe Early Work
Experiences](#)

[Iowa Teens - Easy To
Hire \(PDF File - 336 KB\)](#)

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[Teen Summer Jobs:
Safety Pays](#)

[YouthRules! U.S. Dept.
of Labor Child Labor
Info.](#)

[Code of Iowa Chapter
92
Child Labor](#)

[Iowa Administrative
Code 875-32 Child
Labor](#)

[Link to Work-Based
Learning Guide 2002
\(PDF - 1.2 MB\)](#)

[Policy Memo Regarding
92.8\(19\)](#)

[Information
Requirements for
Special Orders](#)

[Physician's Certification
of Minor's Age](#)

[Child Labor "Vice" Jobs](#)

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[Interpretation Letter
Regarding 15-Year-Old
Lifeguards and Ladders](#)

available, then a written certification from a physician appointed by the local board of education certifying that, in the physician's opinion, the applicant is 14 years of age or older, is required. The employer then must complete the work permit (Child Labor Form), specifically listing all work the minor will be performing, equipment he will use, and hours to be worked. After completing this section, the minor's parent completes and signs his portion of the form. The form then is returned to the issuing officer for review and approval.

What hours can 14- or 15-year-olds work? Outside school hours, between 7 a.m. and 7 p.m., from the day after Labor Day (in September) through May 31, and no more than four hours per day, Monday through Friday, or eight hours per day on Saturdays, Sundays and holidays. No more than a total of 28 hours per week is allowed. From June 1 through Labor Day, a minor may work up to eight hours per day between 7 a.m. and 9 p.m., but not more than 40 hours per week.

For more information on State of Iowa child labor laws or to file a child labor complaint, contact:

Gail A. Sheridan-Lucht
Iowa Division of Labor
1000 E. Grand Avenue
Des Moines, IA 50319-0209
Telephone (515) 281-6574 or
Telephone (515) 242-5869

Federal child labor laws restrict maximum work hours to 18 hours per week, from the day after Labor Day (in September) through May 31, with three hours per day, Monday through Friday, outside of school hours, and eight hours on Saturday, Sundays and holidays, between 7 a.m. and 7 p.m.

Who needs a Certificate of Age? Youths who are 16 or older can obtain a Certificate of Age by going to the local Workforce Development Center or the local school official designated as the issuing officer with

one of the following acceptable forms of evidence of age: a certified copy of a birth certificate, current passport or certified copy of a baptismal certificate, or a physician's certification of age, completed by a physician appointed by the local board of education certifying that, in the physician's opinion, the minor is 14 years of age or older. The prospective employer may require the minor to obtain a Certificate of Age.

Under Iowa Child Labor laws, Iowa Code Chapter 92, minors under the age of 18 are prohibited from working in certain occupations, performing certain duties, and from using certain equipment.

For more information on federal child labor laws, contact the U.S. Department of Labor, Wage and Hour Division, in Des Moines at (515) 284-4625.

(For an employer subject to both state and federal child labor laws, the employer should follow the more restrictive law.)

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