

Employment of Young Adults

The main pieces of legislation covering the employment of young adults are:

- Time Off for Study or Training [Time Off for Study or Training](#)
- Working Time Regulations [Working Time Regulations](#)
- Provision and Use of Work Equipment Regulations [Provision and Use of Work Equipment Regulations](#) Mechanical Operations and Lifting Equipment Regulations [Mechanical Operations and Lifting Equipment Regulations](#)
- Carriage of Dangerous Explosives and Goods Regulations [Carriage of Dangerous Explosives and Goods Regulations](#)
- National Minimum Wage

Since 1989 many of the restrictions regarding the employment of young adults have been removed. However, there are still some work activities prohibited for under 18 year olds, where the working environment is particularly hazardous (such as the use of power presses, woodworking machinery, explosives and mechanical lifting equipment).

The Management of Health and Safety at Work Regulations require employers to assess the risks to all employees. Under these regulations employers have particular responsibility towards young people and should take this into account when deciding whether they should be prohibited from certain activities.

Other laws which apply to the employment of people of any age also cover the employment of young people. These include:

- Every employee is entitled to receive a written statement of employment particulars within two months of commencing employment.
- The 1970 Equal Pay Act equal pay for 'like work' regardless of the employee's gender.
- The 1975 Sex Discrimination Act makes discrimination against either men or women, or discrimination on the grounds of marital status, unlawful.
- The 1976 Race Relations Act makes discrimination against employees or potential employees on the grounds of race illegal.
- The 1995 Disability Discrimination Act makes it unlawful for an employer to treat a disabled person less favourably on the grounds of their disability.

Further information

- Information on all employment legislation from the Department of Trade and Industry website: <http://www.dti.gov.uk/er/regs.htm>
- HSE Infoline on 08701 545500 and booklet Young People at Work – A Guide for Employers (HSG165) from HSE Books on 01787 881165 www.hsebooks.co.uk