

# **REGULATION**

## **regarding the work of children and adolescents, No. 426/1999**

### SECTION I

#### **Definitions and validity.**

##### Art. 1

##### *Definitions.*

This Regulation applies to the work of individuals under the age of 18.

*Youth* in this Regulation refers to an individual under the age of 18.

*Child* in this Regulation refers to an individual under the age of 15 or who is still in compulsory schooling.

*Adolescent* in this Regulation refers to an individual who has reached the age of 15 but is younger than 18, and is no longer in compulsory schooling.

##### Art. 2

##### *Validity.*

The Regulation does not apply to home assistance at the private home of an employer or to work in family enterprises, provided this is temporary or short-term work, and that it is not damaging or hazardous for the youth.

In this instance, a family enterprise is a company owned by individuals or an individual who is a relative to the youth in the descending or ascending line, whether natural or adoptive or by marriage, or a first cousin.

##### Art. 3

##### *Minimum provisions.*

More stringent provisions in other law, rules or regulations pertaining to the work of youths supersede the provisions of this Regulation, such as, higher age limits because of certain type of work.

### SECTION II

#### **General provisions about the work of all youths under the age of 18.**

##### Art. 4

##### *General provisions.*

Applicable to any work by youths under the age of 18 the focus upon the selection and organising of the work shall be on safety and that the mental and physical health of the youths are not jeopardised and that the work does not have disrupting effects on their education or development.

##### Art. 5

##### *Hazard assessment.*

The employer shall see to it that the necessary arrangements are made in accordance with the provisions of Art. 4 on grounds of an assessment of the risk that a job may cause the youths.

Such an assessment shall take place before the youths begin to work and every time that considerable changes are made of the working conditions, during which the following factors shall be inspected, in particular:

- a) the interior arrangement and facilities at the workplace or work station;
- b) the nature and extent of physical, chemical and biological hazardous factors and how long-term they are;
- c) the shape, size and use of equipment relating to the work, for example various hazardous factors, machinery, equipment and tools, and how these are handled;
- d) the organisation of work processes, work planning and arrangement, and the correlation between them;
- e) how the youths are trained and prepared for the work;

If the assessment shows that the safety, the physical or mental health and development of a youth may be put in jeopardy, the employer shall see to it that there be regular and appropriate inspection and control of the youths' health, free of charge to them. When making hazard assessments a special focus shall be placed on the hazard resulting from the young age, lack of experience and lack of awareness for the hazards of the work, as well as taking into consideration that the youths are not fully mature. When assessing the precautionary measures, considerations shall also be shown for the physical, biological, chemical and psychological effects, which youths may suffer for long or short periods of time as a result of their work.

An employer is authorised to seek the opinion of the Administration of Occupational Safety and Health regarding the safety at the workplace.

#### Art. 6

##### *Guiding and teaching.*

The employer shall ensure that the youths are given satisfactory teaching and guiding in order to ensure that the work is not hazardous to their safety and health. The employer shall introduce to the youths the measures that are taken to ensure their safety and health.

The work shall take place under the appropriate supervision by an individual who has become 18 years old and has sufficient insight in the nature of the work.

The employer shall inform the parents or the guardians of the possible hazard and of all the measures that are taken to ensure their safety and health.

The provisions of paragraph 5, Art. 26 of the Regulations also apply in terms of the guidelines by the Municipalities' Youth Summer School.

#### Art. 7

##### *Organisation of safety measures.*

An employer shall inform his employees, who work with youths, and those in charge of a company's safety measures, of the demands that are made to the work of youths and ensure that they are abided by and that they are followed in the execution, organisation and supervision of the work of youths.

### SECTION III

#### **Unauthorised work for youths under the age of 18.**

#### Art. 8

##### *General provisions.*

Youths under the age of 18 shall not be recruited for the work listed in Articles 10–14 unless otherwise specially stated.

#### Art. 9

##### *Vocational training.*

The work of youths 15 years of age or older, which is a necessary part of their vocational or educational training on grounds of law, is exempt from the prohibitions of paragraph 1, Art. 10, paragraph 1, Art. 11 and Art. 14, provided this is necessary in order for the youths to complete their studies.

During vocational training the work shall be conducted under the supervision of a competent individual and every effort shall be made to protect the students against accidents, and every safety precaution shall be taken in the execution of the work and in the arrangement of the training.

The same applies to work after the completion of such a study, which is a part of the relevant work.

The provisions of paragraph 1 do not apply to construction where there exists a risk of explosions or work which results in the handling, production, storing or use of gases where types of gas are compressed, in liquid form under pressure or under pressure dissolved in liquid. The same applies to working with high air pressure and to work, which may result in a risk of suffocation in confined areas where there is limited oxygen.

Art. 10

*Dangerous equipment and projects.*

Youths shall not be hired to work with the equipment, or to projects, listed in Appendix 1 A, or to conduct work that represents similar hazards.

Youths that have reached the age of 16 may work, however, with the technical aids that are listed in Appendix 1 B.

In family enterprises, including agriculture, youths that have reached the age of 15 may engage in the kind of work listed in Appendix 1 C, provided they are given detailed training and guidance, and are under supervision. Youths working in agricultural duties in family enterprises shall have received education and supervision on tractors before work commences with the use of such machinery outside of roads.

Art. 11

*Dangerous substances.*

Youths are not permitted to work with or shall not be placed in jeopardy because of the substances listed in Appendix 2.

Art. 12

*Physical strain.*

Youths shall not handle heavy weights that may, in the short or long run, damage their health and development. Any unnecessary physical strain of youths shall be avoided in their work, as well as incorrect physical work postures or movements, cf. Appendix 3, paragraph 1, a and b.

Art. 13

*Other special danger.*

Youths may not be hired to work where their physical or mental maturity is faced with special danger unless they work with adults or persons who have reached the age of 18. This applies in particular to work in kiosks, video stores, fast-foot sales outlets, gas stations and at similar places. In assessing the risk, cf. Art. 5 of this Regulation, of the working conditions, cf. this paragraph, a special assessment shall be made on whether the workplace is safe in respect of its location, interior arrangement and the safety measures that are taken.

Paragraph 4, Art. 19, applies to the evening and night work of adolescents at such places.

Art. 14

*General provision.*

Youth are not permitted to work under working conditions as those specified in Appendix 3, or under similar conditions that represent a risk to their health and safety.

SECTION IV

**The work time of adolescents.**

Art. 15

*The phrase work time.*

The phrase work time in this Regulation refers to the active working hours, i.e., the period of time during which the youths are at work, or are available to the employer and are conduction their work or duties in accordance with law and/or wage agreements.

Meal breaks and special holidays shall not be deemed as work time. The same applies to travel to and from the workplace or the regular workstation, and to paid waiting hours or work breaks where no work contribution is required.

The annual paid minimum vacation, according to law, and sick leave shall be deemed as working time and shall be neutral in the calculations on averages.

The hours in vocational training shall be considered as working time.

Art. 16

*Daily work time.*

The work time of adolescents shall not exceed 8 hours per day and 40 hours per week. When the daily work time is generally 8 hours, the work time shall be consecutive if possible.

In special instances the work time of adolescents may exceed 8 hours per day and 40 hours per week, provided that the provisions of Articles 19, 21 and 22 on the work time, rest time and time off are honoured. This only applies because of pressing need due to the nature of the operation, for example, if valuables in agriculture or fish processing are to be saved.

Adolescents may not, however, work longer than 60 hours per week and 48 hours per week average over a four-month period.

Art. 17

*Adding up of working time.*

When the work of adolescents is a part of the vocational or academic study, the time spent on teaching shall be included in the daily and weekley work time, cf. Art. 16.

If an adolescent works for more than one employer, his work time shall be added up.

Art. 18

*Breaks.*

If the daily work time exceeds 4 hours, and adolescent shall have the right to at least 30 minutes break per day, preferably consecutive.

Art. 19

*Evening and night work.*

Adolescents may not work from 10 p.m. to 6 a.m. except when this is specially stated, however, never between 12 midnight and 4 a.m.

At health institutions or at similar institutions, youths may work without limitation during the period 12 midnight to 4 a.m., provided that the provisions of Articles 21 and 22 are honoured.

At bakeries, work may take place from 4 a.m.

At kiosks and road restraurants, fast-food sales outlets, video stores, gas stations and similar places, adolescents may work until 12 midnight. A special focus shall be made in respect of the provisions of Art. 13 regarding work on the grounds of this exemption.

At cinemas, theatres, and similar operatins adolescents may assist at the shows until 12 midnight.

At restaurants, hotels and similar operations adolescents may work until 12 midnight.

Art. 20

*Physical examination.*

Adolescents shall have the right to physical examination and a check of their work competence, free of charge to them, before they begin night work and then at regular intervals thereafter, unless they only work night work in exceptional instances. The execution of such an examination is at the responsibility of the relevant employer.

The night work time is deemed as being from 10 p.m. to 6 a.m.

Art. 21

*Rest period per day.*

Adolescents shall receive at least 12 hours of consecutive rest per day.

It is permissible to deviate from the provisions of paragraph 1 on the consecutive rest in respect of adolescent work that is divided up over the day and is in effect for short periods of time each time.

In instances of adolescent work at health institutions or similar institutions, in agriculture, toursim, or at hotels or restaurants, and work that is divided up over the day, it is permissible to deviate from the provisions of paragraph 1 when there exist just reasons to do so and provided that the adolescents receive comparable additional rest.

If the authorisations, cf. paragraphs 2 and 3, are exercised the adolescent shall receive comparable additional rest. The consecutive rest, however, shall never be less than 10 hours per day.

#### Art. 22

##### *Weekly rest period.*

During every seven-day period, adolescents shall receive at least two days of rest, which shall be consecutive if possible. This minimum rest period shall generally include Sundays.

It is permissible to shorten the minimum rest period on grounds of justifiable technological or organisational reasons; however, it shall under no circumstances be shorter than 36 consecutive hours.

It is permissible to deviate from the provisions of paragraph 1 in instances of adolescent work being divided up over the day or if it is in effect for short periods of time each time.

In instances of adolescent work at health institutions or similar institutions, in agriculture, tourism, or at hotels or restaurants, and work that is divided up over the day, it is permissible to deviate from the provisions of paragraph 1 when there exist just reasons to do so and provided that the adolescents receive comparable additional rest.

If these authorisations of deviation are exercised the adolescent shall receive a day off at a later date and in the last instance such that he receives two consecutive days off during every 14-day period.

Adolescents shall, however, always receive one weekly day off.

#### Art.23

##### *Force majeure.*

In instances of force majeure, accidents or mechanical failure or during other circumstances that are out of the control of the employer, it is permissible to deviate from the provisions of this Regulation in respect of the work time night work and the rest period of adolescents, provided this is temporary work that cannot be delayed and provided that adults cannot be recruited for the work. In such instances, the adolescents shall receive a similar additional rest period over the following three weeks.

Such deviations shall be recorded in a control book or in another satisfactory fashion. Such recording shall include the reason and time length of such a deviation.

### SECTION V

#### **Employment of children at the age of 13–15 or the employment of those in compulsory schooling.**

##### Art. 24

##### *General.*

Children shall not be recruited to work unless specially stipulated, cf. Articles 25 and 26.

##### Art. 25

##### *Danger-free and light work.*

Children, who are at the age of 13–14, or who are in compulsory schooling, may only engage in work that falls under the definition “light work” and which is listed in Appendix 4.

The prerequisite is that such work does not constitute any threat against the health or safety of the children. Children may neither work with or in the vicinity of machinery or dangerous substances, nor shall they lift heavy weights.

The Administration of Occupational Safety and Health may permit children to engage in light work that is not listed in Appendix 4 and 5 A, provided this is similar work.

## SECTION VI

### **The work of youths 13 years of age and older at the Municipal Youth Summer School.**

#### Art. 26

It is permissible to employ youths, 13 years of age or more, to light work during the school's summer vacation when the work is a part of the theoretic and vocational education. Such work shall be limited to the work stipulated in Appendix 4.

If a youth has reached the age of 15, he may engage in the work listed in Appendix 5 A or in similar work.

If a youth has reached the age of 16, he may engage in the work listed in Appendix 5 B or in similar work. Before the work begins, the provisions of Articles 4 and 5 shall be honoured.

Upon employing children who are under the age of 15 or who are in compulsory schooling, the employer shall inform the parents or the guardian about the terms of employment, including the work time, as well as the rate of accidents and mishaps that may conceivably be linked with the work, and also the measures that are taken to increase the safety and health of the children at work, including risk assessment, cf. Articles 5 and 6.

The instructors at the Municipal Youth Summer School shall have received special preparation and education about their role regarding factors such as safety issues, first-aid and physical posture at work.

Every effort shall be made to ensure the use of protective garments for safety and protections.

## SECTION VII

### **The work time of children 13–15 years of age or those in compulsory schooling.**

#### Art. 27

##### *Work time of children.*

The work time of children aged 13–15 years or of those in compulsory schooling may be two hours per school day or 12 hours per week in instances of work that takes place during the school period, yet outside of the regular school hours.

The work time of children aged 13–14 may be 7 hours per day and 35 hours per week in instances of work that takes place when the school is not in session. The daily work time of children age 15 may, however, be 8 hours and 40 hours per week.

The work time of children aged 13–14 and who have completed their compulsory schooling and when engaging in light work may be 7 hours per day and 35 hours per week.

#### Art. 28

##### *Work time of children in vocational study.*

Children aged 14 and above who meet a part of their compulsory schooling through academic or vocational study by taking part in vocational training, may work as many as 8 hours per day and 40 hours per week.

#### Art. 29

The provisions of Articles 17 and 18 similarly apply to children aged 13–15.

#### Art. 30

##### *Provison on prohibition.*

Children may not work during the period 8 p.m. to 6 a.m.

#### Art. 31

##### *Rest periods and time off.*

Children shall receive at least 14 hours of consecutive rest every day.

It is permissible to deviate from the provisions of paragraph 1 in instances of the work of children being divided up over the day or if the work is in effect for short periods of time each time, provided similar additional rest is allowed. The consecutive rest, however, shall never be less than 11 hours per day.

Art. 32

*Weekly rest.*

During every seven-day period, children shall receive at least two days of rest that shall preferably be consecutive. This minimum rest shall generally include Sundays.

It is permissible to deviate from the provisions of paragraph 1 in instances of the work of children being divided up over the day or if the work is in effect for short periods of time each time. Children shall, however, always get one weekley day off.

SECTION VIII

**The work of children and adolescents in cultural events, sports and in advertising.**

Art. 33

*Adolescent work.*

The work of adolescents in culture, arts, sports and advertising falls under the general rules of Section IX of Act no. 46/1980 on work time, rest time and time off. Adolescents engaging in such work are permitted to work evenings and nights without limitations in respect of certain hours of the day.

Generally, the work time and the workload shall be arranged such that the schooling of the adolescents is not affected and that such work does not threaten their health or safety. Furthermore, special consideration shall be shown for their age and maturity.

Art. 34

*Work of children.*

Children, including children under the age of 13, may be hired to participate in cultural or artistic events, and in sports or advertising. The permission of the Administration of Occupational Safety and Health shall be sought before employing children under the age of 13.

It is permitted to hire children older than 13 to participate in the activities stated in paragraph 1 without a special permit thereto.

The permission of the Administration of Occupational Safety and Health shall be sought for deviations from the provisions of this Regulation on work time, rest time and time off in respect of the work of children, cf. paragraph 2. The application for the permit shall state the daily work time, night-time, rest period and the total work time per week. A temporary permit may be issued for certain specified tasks.

Generally, the work time and the workload shall be arranged such that the schooling of children younger than 13 is not disrupted and in a way that does not constitute a threat to their health and safety. Furthermore, special consideration shall be shown for their age and maturity.

SECTION IX

**Complaints, penalty and entry-into-force.**

Art. 35

*Appealing decisions.*

The decisions of the Administrations of Occupational Safety and Health on grounds of this Regulation may be appealed to the Administration's Board, cf. Art. 98 of Act no. 46/1980 on Working Environment, Health and Safety in the Workplace.

Art. 36

*Penalty.*

Violation of this Regulation is subject to fines, cf. Art. 99 of Act no. 46/1980, except in instances where more severe penalty is stipulated by other law.

Art. 37

*Entry-into-force.*

This Regulation is set by the Minister of Social Affairs subject to the proposals of the Board of the Administration of Occupational Safety and Health, according to an authorisation

in Art. 63 of the previous Act no. 46/1980 as amended with Art. 12 of Act no. 52/1997 on Working Environment, Health and safety in the Workplace, and with regard to the provisions on the EEA, cf. Directive no. 94/33/EC on the Protection of Young People at Work in Appendix XVIII. This Regulation takes effect as of 1st September 1999.

*Temporary provision.*

The provisions of Appendix 4 of this Regulation shall be revised within three years from its publication, subject to the proposals of the Administration of Occupational Safety and Health.

APPENDIX 1A

**List over the equipment and tasks, which youths under the age of 18 may not work with or in. This is not a complete list.**

- 1) **Machine, pneumatic or hydraulic equipment.**
  - a) Fast running machinery with sharp parts, including band saws, buzz saws, both for wood and iron, routers, planes, grinders and cross-cut saws, also sabre saws, shears, drills using larger than 13 mm drills.
  - b) Percussion hammers or machinery with movement back and forth, and presses, such as stances, lamination presses, edge-lamination presses and other pneumatic or hydraulic presses, and various plastic moulding machines, moulding machines, flagstone pouring machines, plastic injection machines, waste compresses and clothes presses.
  - c) Machinery with open rollers and snails.
  - d) Rock pulverises, larger grinders and large separators.
  - e) Chain saws, bush saws and tree cutters.
  - f) Nail and staple guns with the weight of the staple or nail exceeding 0.3 gr.
  - g) High-pressure equipment for cleaning, for paint clearing, rust clearing etc., which use over 70 bar pressure.
  - h) Lawn mowers, harrows and snow blowers.
- 2) **Operating tractors and motor-driven equipment.**

The operation of tractors, mobile machines, and work machines is generally subject to the regulations regarding the licence to operate such equipment.
- 3) **Operating motor-driven lifting equipment and conveyor belts.**

Lifts, other than lifts for people, cranes, platform lifts, jacks, suspended scaffolding and winches.
- 4) **Work in control, maintenance and repairs of machines and equipment.**

Lubrication, cleaning, repairing and other work with propellers, machines and equipment where running parts are accessible and may cause accidents.
- 5) **Working with hand tools, which vibrate, and with an oscillation rate above 130 db.**

Including jackhammers, concrete vibrators and such equipment.
- 6) **Risk of high-voltage shock.**

Working near high-voltage structures or lines resulting in a risk of electricity shock.
- 7) **Welding and burning.**

Arc welding, welding and flame cutting.

#### APPENDIX 1B

##### **A list of machinery and equipment which 16 and 17-year old adolescents may work with. This is an exemption from the list in Appendix 1A.**

1. Tractors that have directly linked trolleys or equipment without a drive shaft provided that the relevant person is licensed to drive a tractor.
2. Fork lift trucks that are not motor-driven.
3. Lawn mowers.
4. Band-grinders and staple guns with the weight of the staple over 0.3 gr.
5. Waxing machines.
6. Working with high-pressure equipment with the strength of the pressure as high as 150 bar (15 Mpa).
7. Grading machines and washing machines, for example for potatoes used in agriculture.
8. Working with sabre saw.
9. Working with light electric jackhammers, maximum 30 minutes per day with an oscillation rate over 130 db.

#### APPENDIX 1C

##### **List over machines and equipment which 15-year olds and older may operate when working in a family enterprise.**

1. Tractors that are directly linked to trolleys or equipment without a drive shaft.
2. Lawn mowers on wheels with a manual switch, where the operator follows the machine.
3. A lawn mower with a seat for the operator. The mower shall be structured such that the propeller stops if the operator leaves his seat.

#### APPENDIX 2

##### **A list of substances, which youths under the age of 18 may not work with. This is not a complete list.**

- 1) Substances which in Regulation no. 236/1990 on the grading, labelling and handling of toxic substances, dangerous substances and products that contain such substances are marked as follows:
  - a. Strong poison (Tx).
  - b. Poison (T).
  - c. Corrosive (C).
  - d. Explosive (E).Also substances marked as:
  - e. H 39. Danger of permanent, serious damage to health.
  - f. H 45. Substances cause cancer.
  - g. H 46. May cause hereditary damage.
  - h. H 60. May reduce fertility.
  - i. H 61. May be hazardous to foetus.
- 2) Substances mentioned in Regulation no. 236/1990 and are marked with the hazard label Xn, hazardous to health, and are labelled as follows:
  - a. H 40. May cause permanent damage to health.
  - b. H 42. May cause allergic reaction when inhaled.
  - c. H 48. Danger of serious damage to health if used for long periods of time.
  - d. H 62. May reduce fertility.
  - e. H 63. May damage foetus.
- 3) Substances that are also in Regulation no. 236/1990 and are marked with the hazard label Xi, localised irritation, and also substances marked as H 43, may cause allergic reaction upon contact with skin.
- 4) Substances listed in Regulation no. 236/1990 and categorised as H 12 very flammable.

- 5) Substances which in Regulation no. 401/1989 on indicative limit values and measures to reduce pollution, are listed as causing cancer.
- 6) Substances containing 0.1% of the substances that are listed in paragraph 5 above.
- 7) Category 3 in Regulation no. 554/1996 on the protection of workers from risk related to exposure to biological agents at work.

#### APPENDIX 3

#### **Work which may be hazardous to health and which youths under the age of 18 may not engage in. This is not a complete list.**

- 1) Work deemed as too difficult for their physical or mental abilities:
  - a. Individual piece-work where the work speed is determined by machines.
  - b. It shall be avoided having youths lift heavier weights than 12 kg. If the working conditions are bad with respect to physical posture, this may result in the maximum weight being less, cf. Appendix I and II in Regulation no. 499/1994 on safety and health, when weights are handled. If the working conditions are very good, exemptions may be made from the maximum weight. Youths shall not be made to lift heavier weights than 25 kg.
  - c. Work in slaughterhouses, slaughtering animals and opening them up.
- 2) Work which may be expected to cause permanent damage to health:
  - a. Instances where there is a risk of damaging radiation, including ionisation.
  - b. Instances where there is a risk of lack of oxygen.
  - c. At high air pressure, for example in high-pressure cabins or during scuba diving.
  - d. Engaging in work entailing the handling of equipment for the production, storing and use of compressed, liquid or dissolved types of gases.
- 3) Work where there exists a risk of accidents and where it may be expected that children and adolescents could have difficulty in realising the danger or avoid it because of their lack of awareness or lack of experience or training:
  - a. Work entailing a threat of high-voltage shocks.
  - b. Work with wild or dangerous animals. It is permissible to assist a competent adult with untamed domestic animals. The adult shall protect the relevant youth against the danger of accident and shall exercise utmost caution in his work.
  - c. Work where there is a risk of ruin or where edges or similar might collapse.
- 4) Work entailing a risk for the health of the youths because of unusual cold, heat, noises or vibration.
- 5) Work in the production and handling of fireworks or other items containing explosives.
- 6) Working with tanks, tubs, containers or bottles containing hazardous chemicals as those listed in Appendix 2A.

#### APPENDIX 4

#### **A list of light work which 13 and 14-year olds or older may engage in.**

Effort shall always be made to ensure that the working conditions of children are always as good as possible, for example, with respect to physical substances. A special effort shall be made to not affect the schooling of children. Having children lift heavier weights than 8–10 kg, depending on the working conditions, shall be avoided, cf. Appendix 3, paragraph 1b. Exemptions may be made from this in instances where the appropriate auxiliary equipment is used, for example, trolleys or light wheelbarrows, and where the work is organised such that there is minimum carrying of weights. This list is not complete:

1. Light feeding, cleaning and caring for animals.
2. Weeding, planting, cleaning flowerbeds, working in the yard, raking after mowing and other similar light garden work.
3. Working at the children summer planting school under the supervision of teachers.
4. Light harvesting without machinery.
5. Working with flowers and vegetables, for example in greenhouses.

6. Cleaning, sweeping and picking up waste.
7. Light fish processing work, for example, light grading and stacking without machinery.
8. Light work in boutiques and at the supermarket, for example, putting on price tags. This excludes working by the cash register.
9. Receiving light items, packing, grading and stacking. Light manual work, including packing light items and polishing or cleaning.
10. Minor cleaning and laying table. Grading and labelling laundry.
11. Light manual work in assembling, however, no soldering, welding or working with hazardous substances.
12. Painting and wood impregnation with environmental friendly substances, however, no spray painting.
13. Light messenger work, for example, delivering newspapers and promotion materials. Selling newspapers, delivering newspapers and mail.
14. Light office work.

#### APPENDIX 5 A

#### **Examples of work at the summer school which 15-year olds and older may engage in under the guidance of supervisors.**

1. Lawn mowing gardens with a motor-driven mower with a hand-switch. Safety shoes, ear and face covers shall be used.
2. Mowing with a weed cutter in gardens. Safety shoes, ear and face covers shall be used.
3. Manual distribution of fertiliser.
4. Carrying animal fertiliser to plants.
5. Assisting at kindergartens and at the summer school vegetable gardens.

#### APPENDIX 5 B

#### **Examples of work at the summer school which 16-year olds and older may engage in under the guidance of supervisors.**

1. Mowing at open areas with a motor-driven mower with a hand switch. Safety shoes, ear and face covers shall be used.
2. Moving at open areas with a weed cutter. Safety shoes, ear and face covers shall be used.

*[This translation is published for information only.  
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In case of a possible discrepancy, the original Icelandic text applies.]*