Minimum Age Requirements - Know The Laws Of Your Province



There are certain jobs that a worker must be at least age 16, 17 or 18 to do

All jurisdictions impose age restrictions to protect young workers from being hired for jobs that may harm their health, safety or welfare. Here's a rundown of the minimum age requirements in each part of Canada.

Youth Employment Restrictions & Minimum Age Requirements Across Canada

Jurisdiction	Law	Age Group	Employment Restrictions & Rules
Federal	Canada Labour	Under 17	May be employed only if:
	Code Regs., Sec.		*Not required to be at school by provincial law;
	10		*They don't work between 11 PM and 6 AM the next day; and
			*Work is not:
			i. In an underground mine
			ii. Illegal for their age under Explosives Regs. or Canada
			Shipping Act
			iii. As a nuclear energy worker
			iv. Likely to hurt their health or endanger their safety
Alberta	Employment		*Can't employ person required to be at school during normal
	Standards Code		school hours unless he/she's enrolled in an off-campus
			education program
			*Parents' written permission and permit required to hire kid
			under 15, unless exception applies
Alberta	ESC Regs.	13 to 14	No permit required to hire for work outside school hours if:
			*Employed as delivery person of small wares for a retail store,
			office clerk or messenger, retail store clerk, food service
			employee, janitorial assistant or office cleaner, coach for a
			recreational athletic club or association, tutor, delivery person
			for distribution of newspapers, flyers or handbills, or
			occupation approved by the Director;
			*Employment not likely to be injurious to
			his/her life, health, education or welfare; and
			*A parent or guardian gives written consent
Alberta	ESC Regs.	Ages 15, 16,	May not hire between 9 PM and 12:01 AM the next day unless
		17	he/she is in continuous presence of at least one person 18 or
			over if premises is a:
			*Retail business selling food or beverages, alcoholic or not, or
			any other commodities, goods, wares or merchandise;
			*Retail business selling gasoline, diesel fuel, propane or any
			other petroleum or natural gas product; or
			*Hotel, motel or other place offering overnight
	0110.0 1.0		accommodation to the public
Alberta	OHS Code &	Under 18	May not:
	Radiation		*Drive a vehicle transporting explosives
	Protection Reg.		*Get a permit to handle, prepare and fire explosives
			*Use ionizing designated radiation equipment or an ionizing
			radiation source (exception: students taking a course of
			instruction who are under the direct supervision of a
BC	Employment	Under 14	competent worker) Can only hire with Director's permission, subject to exceptions
BC BC	Standards Act	Olider 14	for entertainment industry
BC	ESA and Regs.	Ages 14 15	*Can hire for "light work" with parent or guardian's
BC	ESA and Regs.	Ages 14, 15	written consent, defined as including administrative and
			secretarial work; bagging, shelving, price marking and similar
			work at premises selling, or providing, goods or services;
			preparing food, hosting, busing tables, dishwashing and similar
			work at establishments serving food and beverages; setting up,
			work at establishments serving 1000 and beverages, setting up,

			taking down, retrieving and storing sports and recreation equipment; child care; cleaning and tidying; laundry and
			ironing; clearing leaves and snow; cutting grass; painting, other than spray painting; gardening; repairing items; gathering and
			hand harvesting; work related to care of domesticated animals;
			packing, moving and unpacking household goods; delivering
			goods; troubleshooting user issues with technology
			* Must get Director's permission to hire for other than light work;
			*"Light work" does not include repairing, maintaining or
			operating machinery, tools or other potentially dangerous
			equipment; entering or working at a place where a minor isn't
			legally permitted to enter or work; entering or working at a site of construction, heavy manufacturing, heavy industrial work or
			other potentially dangerous; entering or working in a unit or
			space designed to retain an oxygen-deficient or toxic
			atmosphere; entering a walk-in freezer or cooler other than to
			place or retrieve an item; handling, preparing, selling, serving
			or otherwise being in contact with, or being exposed to, a good
			or service that a minor cannot legally distribute, purchase, use
			or consume; lifting, carrying or moving an item or animal,
			involving risk of a musculoskeletal injury; using, handling,
	0110.0	11-446	applying or being exposed to a hazardous substance
BC	OHS Regs.	Under 16	<u>Can't</u> : *Be a first aid attendant
			*Mix, load or apply a moderately or very toxic pesticide for
			clean or maintain equipment used in such operations
BC	OHS Regs.	Under 18	Can't:
	_		*Work as a blaster
			*Work at a mine, except for training
BC	OHS Regs.	Under 19	Can't work alone or in isolation in potentially hazardous
			circumstances
Manitoba	Employment Standards Code	Under 13	Can't be employed
Manitoba	ESC	Under 16	Can't be employed unless:
			*They have certificate of readiness
Manitoba	ESC Bogs	Under 18	*Parent provides signed consent Can't:
IVIAIIILODA	ESC Regs.	Onder 18	*Work alone between 11 PM and 6 AM (exceptions apply)
			*Work in forestry, underground mine, open pit quarry, sawmill
			or pulp mill, any operation involving confined space entry,
			asbestos removal, food preparation if work involves use of
			dangerous tools or equipment, on scaffolding or swing stages,
			on ladders or platforms risk of falling over 1.5 metres, on a
			drilling or service rig, in arboriculture if work involves use of
			dangerous tools or equipment, in work involving handling of
Na D	Fancton .	110-1	dangerous pesticides or herbicides
New Bruns.	Employment Standards Act	Under 14	Absent a permit, may not hire in an "industrial undertaking," forest or construction industry, a garage or automotive service
	Standards ACL		station, hotel or restaurant, a theatre, dance hall or shooting
			gallery, or as an elevator operator

New Bruns.	ESA	Under 16	Can't be hired for employment likely to be unwholesome or
	0110.0		harmful to health, welfare or moral or physical development
New Bruns.	OHS Regs.	Under 19	Can't operate a hoist
Newf./Lab.	Labour	Under 16	*Can't hire for employment unwholesome or harmful to
	Standards Act		his/her health or normal development
			*Must get written consent of parent or guardian
Newf./Lab.	OHS Regs.	Under 18	Can't be employed:
			*In a silica process nor in cleaning or maintenance work likely
			to involve exposure to silica dust, except if recognized part of
			apprenticeship or comparable training
			*Underground in a mine
			*As a radiation worker, except as a medical radiation
			technologist in training
Newf./Lab.	OHS Regs.	Under 20	Can't be:
			*Put in charge of machinery for hoisting, lifting or haulage
			*Put in charge of or made responsible for charging blasting
			holes with explosives or firing of explosives in blasting
			*Serve as traffic controller for machines and powered mobile
			equipment
Newf./Lab.	OHS Regs.	Under 21	Can't be in charge of hoists used for hoisting or lowering
			workers in a mine
Nova	Labour	Under 14	Can't hire for employment unwholesome or harmful to his/her
Scotia	Standards Code		health or normal development
Nova	LSC	Under 16	Can't be employed in:
Scotia			*An industrial undertaking
			*The forest industry
			*Garages and automobile service stations
			*Hotels
			*Restaurants, unless he/she doesn't operate cooking
			equipment
			*Operating elevators
			*Theatres, dance halls, shooting galleries, bowling-alleys,
			billiard and pool rooms
			*Work banned by regulation for somebody under 16 to do
Nova	OHS Regs.	Under 19	Can't be a blasting trainee or candidate for a restricted blaster
Scotia			certificate
Ontario	OHS Regs.	Under 14	Can't work in an industrial establishment
Ontario	OHS Regs.	Under 15	Can't work in a factory
Ontario	OHS Regs.	Under 16	Can't work:
			*At a construction project
			*In a logging operation
			*At a mining plant or surface mine
Ontario	OHS Regs.	Under 18	<u>Can't work</u> :
			*At an at an offshore oil or gas rig
			*Underground in a mine or at working face of a surface mine
			*In window washing
Ontario	OHS Regs.	Under 19	Can't work as a mine shaft attendant
PEI	Youth	Under 16	Can't work:
	Employment		*In employment likely to be harmful to his/her health or safety,
	Act		or moral or physical development
			*In construction
			*Between 11 PM and 7 AM

			*During normal school hours except under a recognized
			vocational training or apprenticeship program
			*For more than: (i) 3 hours on a school day, (ii) 8 hours on a
			day other than a school day, or (iii) 40 hours a week
PEI	OHS Regs.	Under 16	Can't work as a traffic signal person
Québec	Labour	Under 14	Can't work without written consent of parent or guardian
	Standards Act		
Québec	OHS Regs.	Under 16	Can't operate a forklift
Québec	LSA and OHS	Under 18	<u>Can't</u> :
	Regs.		*Do work that's disproportionate to his/her capacity or likely to
			be detrimental to his/her education, health or physical or
			moral development
			*Do blasting or demolition work
			*Work in a trench or excavation
			*Work underground, at the face of an open pit site or at the
			controls of hoisting or moving equipment
			*Operate a low velocity explosive actuated tool
			*Be a dive team member
			*Be responsible for and maintain a concrete pump or
			distribution mast
Sask.	OHS Regs.	Under 16	<u>Can't work</u> :
			*On a construction site
			*In a production process at a pulp mill, sawmill, woodworking
			establishment, smelter, foundry, refinery or metal processing
			or fabricating operation
			*In a confined space
			*In a production process in a meat, fish or poultry processing
			plant
			*In a forestry or logging operation
			*On a drilling or servicing rig
			*As an operator of powered mobile equipment, crane or hoist
			*If exposure to a chemical or biological substance is likely to
			endanger his/her health or safety
			*In power line construction or maintenance
Sask.	OHS Regs.	Under 18	Can't work:
			*In an underground or open pit at a mine
			*As a radiation worker
			*In an asbestos or silica process
			*In any operation requiring use of an atmosphere supplying
			respirator
NWT and	Labour	Under 16	Can't work:
Nunavut	Standards Act		*On a construction site
			*In a production process at a pulp mill, sawmill, woodworking
			establishment, smelter, foundry, refinery or metal processing
			or fabricating operation
			*In a confined space
			*In a forestry or logging operation
			*As an operator of powered mobile equipment, crane or hoist
			*If exposure to a chemical or biological substance is likely to
			endanger his/her health or safety
			*In power line construction or maintenance
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NWT and Nunavut	Employment of Young Persons Regs.	Under 17	Need a permit to hire for work in "construction industry," defined as one in which persons are employed for clearing brush and trees or constructing, reconstructing, repairing, altering or demolishing any building, harbour, dock, pier, road, tunnel, bridge, viaduct, sewer, drain, well, telegraphic or telephonic installation, electrical undertaking, gaswork, pipeline, waterway or other work of construction including the preparation for or the laying of the foundations of any such work or structure
Yukon	Employment Standards Act & Regs.	Under 16	Can't work in a mine
Yukon	ESA & OHS Regs.	Under 18	Can't: *Work underground or at working face of a mine *Get a blasting operator's certificate *Be in charge of a conveyance carrying explosive material