

Young Employee Work Hours Requirements – Know The Laws Of Your Province



When and how long can employees under age 18 work?

All jurisdictions ban children from working during hours that they're required to be in school, unless as part of an approved education program. Here are the other work hours restrictions for young workers that apply in each part of Canada.

Young Employees Work Hours Restrictions Across Canada

FEDERAL

Work Hours Restrictions:

Employees under age 18 can't work between 11 PM one day and 6 AM the following day (Can. Labour Code Regs., Sec. 10(2))

ALBERTA

Work Hours Restrictions:

Ages 15 to 17 can't work: Between 9 PM and 12 AM in a retail business, restaurant, bar, gas station or hotel unless someone over age 18 is continually present (Emp. Stds. Regs., Sec. 53)

Ages 13 and 14: Can't work: i. More than 2 hours outside school hours on a school day; ii. More than 8 hours on a non-school day; or iii. 9 PM to 6 AM on any day (Emp. Stds. Regs., Sec. 52)

BRITISH COLUMBIA

Work Hours Restrictions:

Ages 12 to 14 can't work more than: (a) 4 hours on a school day; (b) 7 hours on a non-school day, unless employer gets director's prior written approval; (c) 20 hours in a week with 5 school days; or (d) 35 hours in any week; must work under direct and immediate supervision of a person 19 or older, except if child is employed as a sitter or home care worker (*Emp. Stds. Regs.*, Sec. 45.3(3))

(Special rules apply to children in recorded and live entertainment industries)

MANITOBA

Work Hours Restrictions:

Under age 16 can't work: i. between 9 PM and 12 AM; or ii. more than 20 hours in a school week (*ESC*, Sec. 84.2)

Under age 18 can't work alone at night between 11 PM and 6 AM (*ESC*, Sec. 84.3)

NEW BRUNSWICK

Work Hours Restrictions:

Under age 16 can't work: i. more than 6 hours on any day; ii. more than 3 hours on a school day; iii. any day where time at school + time at work = over 8 hours; or iv. between 10 PM and 6 AM (*ESA*, Sec. 39)

NEWFOUNDLAND & LABRADOR

Work Hours Restrictions:

Under age 16 can't work: i. more than 8 hours a day; ii. more than 3 hours on a school day unless official certificate issued; iii. any day where time at school + time at work = over 8 hours; iv. between 10 PM and 7 AM; or v. without a rest period of at least 12 consecutive hours a day (*LSC*, Sec. 46(b))

NOVA SCOTIA

Work Hours Restrictions:

Under age 14 can't work: i. more than 8 hours a day; ii. more than 3 hours on a school day unless official certificate issued; iii. any day where time at school + time at work = over 8 hours; or iv. between 10 PM and 6 AM (*LSA*, Sec. 68(3))

ONTARIO

Work Hours Restrictions:

No work hours limitations other than ban on working during school hours.

PRINCE EDWARD ISLAND

Work Hours Restrictions:

Under age 16 can't work: i. between 11 PM and 7 AM; ii. more than 3 hours on a school day; iii. during school hours, unless official certificate issued; iv. more than 8 hours on any day; or v. more than 40 hours a week (*Youth Emp. Act School Act, Sec. 6*)

QUÉBEC

Work Hours Restrictions:

Child subject to compulsory school attendance can't work: i. during school hours; ii for more than 17 hours per week; iii. for more than 10 hours from Monday to Friday; or iv. between 11 p.m. and 6 a.m. on the following day; **Exception:** prohibitions i. to iii. don't apply to any period of more than 7 consecutive days during which no educational service is offered to the child (*LSA, Secs. 84.4, 84.6 + 84.7*)

SASKATCHEWAN

Work Hours Restrictions:

No work hours limitations other than ban on working during school hours.

NORTHWEST TERRITORIES AND NUNAVUT

Work Hour Restrictions:

Under age 16 can't work: between 11 PM and 6 AM, unless Employment Standards Office approves in writing (*ESA, Sec. 47*)

YUKON

Work Hours Restrictions:

No work hours limitations other than ban on working during school hours.