Current Health & Safety Policies Protecting Young Workers in Canada

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Guide to Report

The Report is organized into eight main sections, plus an Annotated Bibliography. A text-based analysis was generated to categorize the legislation into four categories: (1) Minimum Age, (2) Task Restrictions, (3) Time Restrictions and (4) Worker Compensation. Then, the information was separated into Task Restrictions and System Factors for each jurisdiction so that both analyses are independent but work together to encapsulate young worker policy in Canada. “Hot buttons” within the text assist navigation between the eight sections of the report and the annotated bibliography.

The reader will first be introduced to Age Restrictions, a text-based analysis outlining the absolute minimum age for employment in each jurisdiction, if it is in force. Then, Province-specific Task Restrictions are presented in table form and System Factors in bullet form for each jurisdiction. The Task Restrictions refer to specific types of work that are tied to particular ages within each Province or Territory. The System Factors refer to a number of occupational provisions that are embedded within legislation that affect the employment of young people. Two summary tables (Tasks and Systems) are also provided to facilitate easy assessment of age-restricted tasks and system factors in the jurisdiction of interest. The relevant pieces of the official legislative documents are included in the Annotated Bibliography to help provide the most amount of information as possible while remaining accurate. Following the Task and Systems sections are text-based comparisons of the Time Restrictions and Worker Compensation in force in the various jurisdictions across the nation.

Additionally, a number of other countries were scanned with respect to young worker legislation in an effort to provide an international context for Canadian young worker legislation (International Scan). The countries scanned were: Australia; the European Union; Finland; New Zealand; Norway; Sweden; UK; and the USA. The section on Critical/Comparative Analysis comments on the extent of consistency and variability of young worker legislation across jurisdictions. The final section on Knowledge Gaps and Areas for Future Consideration attempts to identify where the policies protecting young workers are vague or sparse or where there are approaches to young worker occupational health and safety that would be of interest to other jurisdictions across Canada. The Annotated Bibliography is a compilation of all of the legislation that has been identified in the report.

Project Funding

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Introduction

The well-being of young workers continues to be of concern in Canada and other international jurisdictions. Despite significant amendments to legislation, workplace injuries continue to be a significant variable in the employment of young workers. In October 2006, the Government of Canada provided a report on relevant young worker legislation titled *Minimum Age for Employment in Canada*. The current report, sponsored by the Government of Canada provides an update of the Federal and Provincial/Territorial legislation that applies to young workers in Canada. In addition, the report also provides a preliminary scan of young worker occupational health and safety legislation in several international jurisdictions (Australia, European Union, Finland, New Zealand, Norway, Sweden, United Kingdom and United States of America). The intention of this preliminary scan was to identify young worker occupational health and safety legislation in other countries and identify any legislation that could be beneficial to the ongoing efforts to improve young workers and occupational health and safety in Canada.

The report is organized into eight main sections plus an Annotated Bibliography: Age Restrictions; Task Restrictions; System Factors; Time Restrictions; Worker Compensation; International Scan; Critical/Comparative Analysis; and Knowledge Gaps and Areas for Future Consideration, as well as the Annotated Bibliography. In reviewing the relevant material, an effort was made to identify alternative ways of presenting this quite large and complex body of information. Three features of the current report emerged from this effort. First, we re-organized the material that had been previously categorized as “Minimum Age for Types of Employment” and present it in relation to the tasks that have been identified as potentially exposing a young worker to a workplace hazard. Table 1 in the report provides a summary of all such tasks that have been directly identified in the documentation. We then provide in chart-form a detailed breakdown for each Task that includes Age Group, Restriction, Exemptions and Legislation Form. The second feature is the use of a new category termed “System Factors”. As we reviewed the material, we noticed factors such as supervision, orientation and training that the safety literature identifies as being important to an effective safety management system. Since these were embedded in various pieces of legislation, and hence not easily identifiable, System Factors were treated as a separate section to help flush out these policies. Table 2 in the report provides a summary of the eight system factors by Province/Territory.

**Approach to the Project**

The cornerstone of this study began with a document generated in October 2006 by the Labour Program on behalf of Human Resources and Social Development of Canada, Minimum Age for Employment in Canada. At the time of its inception it was a concise review of the policies nationwide pertaining to young workers, and it explored three groups of interventions by Canadian legislators: (1) Primacy of education; (2) Protection of the development of young persons and (3) Physical safety of children, adolescents, and other workers” (Labour Law Analysis, October 15, 2006). The document helped to identify the legislation pertaining to young workers spanning Canada; however, over the last five years a number of new policies were generated and existing policies amended or repealed. The first step in the research process then, was to verify what legislation is still currently in effect in Canada, what has changed or been amended, and finally what has been recently generated.

With the help of the Labour Program’s reference material a search and review of Canadian legislation began by using regularly updated online databases, such as the Canadian Legal Information Institute (CanLII) and the
Department of Justice Canada to indentify the current legislation. Review and assessment of policies pertaining began at the Federal level in order to first identify the legislation applying nationwide. An assessment of the Provincial/Territorial legislation followed, beginning with verification of the legislation presented in the cornerstone document.

Next, various search banks (Google, Google Scholar, Bing, etc) attempted to net any legislation pertaining to young workers that the database searches may have missed, and to identify any new legislation or amendments coming into effect. Five new categories were developed from this research and the legislation comprised therein assessed and validated. Formally these are: (1) Minimum Age; (2) Task Restrictions; (3) System Factors; (4) Time Restrictions and (5) Compensation. These categories attempt to capture the legislative situation of young workers in Canada and present insights into the strengths and weakness of these policies by jurisdiction.

An annotated bibliography was generated for the Federal legislation and for each individual jurisdiction. Each annotation provides the title of the act or regulation, a brief summary of how the act applies to youth and occupational health and safety and the source of the information within the legislation. Each act or regulation was saved in a folder according to its official title in an individual word document, and the sections of the legislation pertaining to young workers were highlighted in standard yellow to facilitate the retrieval process.

The source information from each act or regulation in the annotated bibliography links to its corresponding act or regulation with hyperlink applications using standard Microsoft Office Word techniques. The net result is that the reader is able to review a bibliography of legislation specific to young workers for each jurisdiction and if more information is desired one can refer directly to the source (the specific act or regulation) simply by clicking on the source from the annotated bibliography.

An additional component of the project involved a preliminary scan for young worker legislation in eight international jurisdictions, including Australia, European Union, Finland, New Zealand, Norway, Sweden, UK and the USA, which followed the Canadian policy review. Note that the depth of policy analysis in these jurisdictions was not as thorough as it has been with Canada. This was due to several factors, including resources, challenges in identifying personnel who are involved with young worker occupational health and safety legislation, time lags in communication, preference for potential sources to work via email vs voice contact, and language in which documents are available. The purpose of the international scan was to compare legislation across the jurisdictions and to identify any other national policies that may prove beneficial to young workers if adapted to Canada.

Outcomes

The Federal Legislation that applies to young workers is limited to a select number of acts and regulations. The greatest contributor to young worker policy at the Federal level comes from the Canadian Labour Standards Code and its Regulations. These two pieces of legislation prohibit children under the age of 17 from working in restricted occupations or at certain times.

The majority of young worker policies are specific to the Province or Territory that originates them and therefore reflect the individuality of that jurisdiction; however, a select number of policies are strikingly consistent across the nation and have been coined Pan-Canadian Legislation. The young worker policies that stand united across Canada are those that prohibit the employment of children (1) bound by compulsory education, (2) in work that is dangerous to their health, safety, well-being or development, and (3) from handling or serving alcohol in licensed premises. Note that, although these policies are somewhat consistent
across the nation, either the language or application of the policy varies by jurisdiction. In some cases, the policy is not in effect in a particular Province or Territory.

The Province-specific legislation contains the greatest volume of young worker policy. Due to this large volume of data, it has been organized according to five categories: Minimum Age; Task Restrictions; System Factors; Time Restrictions and Compensation. Comparison of Federal and Provincial/Territorial policies pertaining to young workers in Canada vary considerably from one jurisdiction to the next. With respect to Minimum Age, working can begin early (12 years) with requirements of parental permission and vary to a default age (17 years) in some jurisdictions. Of note is Young Worker Readiness Certificate Course (YWRCC) in Saskatchewan that is required before a 14 or 15 year old is allowed to work.

The Summary Table of Restricted Tasks by Age identifies every specific task (job, type of work) that has been linked to young worker and legislation in some jurisdiction within Canada. The Table reveals a wide range of variation across jurisdictions. The greatest consistency is observed with a small number of tasks that reflect the natural resource base of Canada: Logging or forestry (10/13); Hoist Operator (9/13); and Mine or mine plant operator (9/13). The Table could prompt discussion regarding the extent to which there is some level of youth employment in tasks, such as Garage or automotive service station worker (2/13), Paper delivery worker (1/13) and Retail or office clerk (1/13) in jurisdictions where no legislation was readily apparent.

The Summary Table of System Factors reveals that written parent/guardian consent is required in specific situations, such as if the young worker has not met the minimum age requirement for that task/jurisdiction. The majority (11/13) provinces/territories address the issue of consent. A second area that is evident across a majority of jurisdictions (11/13) involves courses and/or examinations. Most of these pertain to the blasting occupation or to Trades and Apprenticeships. Of greater concern is the extent to which Orientation and Training varies across the nation. Only 5 of 13 jurisdictions have specific legislation. Of particular note is the legislation that was recently introduced in British Columbia that makes provisions for young and/or new workers. The final comment pertains to supervision, which varies across the nation. Again, British Columbia has the most stringent of supervision policies where every worker under the age of 18 years must be supervised by an adult at least 19 years of age. This is a very positive step in addressing the supervision dilemma which is gaining more attention across many jurisdictions.

With regard to Time Restrictions, all Provinces and Territories agree that children bound by compulsory school attendance should be prohibited from working during regular school hours except in certain situations (granted a high school diploma, involved in an approved work study program, etc.). In addition, Federal legislation restricts the employment of persons under the age of 17 between the hours of 11:00 p.m. and 6:00 a.m. in an effort to protect their health and development. Most jurisdictions have established additional time restrictions on young workers through various policies in the form of (1) Hourly Limits, (2) Daily Limits, or (3) Weekly Limits. Regarding Worker Compensation, the reader is directed to the detailed discussion in the body of the report, given that each jurisdiction has established inclusions and exclusions relevant to their province/territory.

The International Scan revealed that there are considerable similarities with Canada in a number of areas, including no work while attending school, identification of hazardous tasks with restrictions specified for employment, rest breaks while working and prohibition of night work.

In moving forward, three pieces of Canadian legislation that stand out the most are the Youth Employment Act in Prince Edward Island, and additional policies made to the Occupational Health and Safety legislation in British Columbia and Saskatchewan. Each serves as potential learning opportunities for other jurisdictions.
where attention is being given to advancing legislation regarding occupational health and safety of youth. The
international practice provides an additional interesting area for consideration. Risk assessment is a term that
is not frequently encountered in Canadian legislation whereas the European Union has identified the need to
conduct a risk assessment before a young worker can begin the job. The UK takes risk assessment to another
level, requiring that parents be informed of the outcome of the risk assessment before employment begins.
Perhaps exploring the manner in which risk assessment is being interpreted and practiced could provide
additional opportunities for advancing the occupational health and safety of Canada’s young workers.

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Minimum Age

The Federal legislation states that persons at least 17 years of age can work if it is not contradictory to the regulations set out in the Canada Labour Standards Regulations. Some jurisdictions across Canada set additional minimum age restrictions in their respective Employment Standards or Labour Standards legislation in efforts to protect young workers more.

The most stringent restrictions on young workers set specific minimum age restrictions and make parents accountable for their children’s employment. Alberta, British Columbia and Manitoba allow a child at least 12 years of age to work and require written consent from the parent or guardian, but not in prohibited occupations.

New Brunswick, Newfoundland and Quebec allow a child at least 14 years of age to work and require written consent from the parent or guardian, but not in prohibited occupations. Saskatchewan has recently made changes to their minimum working age – as of March 31, 2010, youth under age 14 are not to work (except in special circumstances, to be approved by the director). Furthermore, before a 14 or 15 year old can work they will be required to complete the complete the Young Worker Readiness Certificate Course (YWRCC), and must obtain a certificate which provides their employers with (1) proof of age; (2) written consent from a parent or guardian; and (3) a copy of their certificate. This certificate is worth drawing attention to because it is currently one of a kind in Canada. These young worker certificates will provide their employers with (1) proof of age; (2) written consent from a parent or guardian; and (3) a copy of their certificate.

The restrictions are less strict in other Provinces and do not have absolute minimum age requirements for all types of employment. Nova Scotia and Ontario allow persons at least 14 years of age work in specific occupations and do not require written consent from a parent or guardian. Prince Edward Island allows persons at least 16 years of age work in specific occupations and do not require written consent from a parent or guardian.

The remaining jurisdictions are the most lax of all when it comes to restricting young workers from prohibited occupations and they default to the Federal legislation applying to workers under 17 years of age. Nunavut, the Northwest Territories and the Yukon Territory do not have specific minimum age restrictions for employment in any of their policies. However, tall jurisdictions enforce age restrictions on specific types of employment, presented in the main table and explained in the next section.

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# Summary Table of Restricted Tasks

## Table 1

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Review of Labour Laws by Provincial Task Restrictions

Canada

1. **Federal Policy that Applies to All Provinces and Territories**

Under 17

- May be employed in any office or plant, in any transportation, communication, maintenance or repair service, or in any construction work or other employment in a federal work, undertaking or business if: they are not required under provincial law to be in attendance at school, the work they are employed in is not contrary to prohibitions and is not likely to be injurious to health or endanger safety *(s. 10 (1) (a-b))*
- Is not permitted to be employed between 11:00 p.m. and 6:00 a.m. *(s. 10 (2))*
- Source: Canada Labour Code (part 3, division 2), and Canada Labour Standards Regulation

The table that follows provides a summary of the young worker policies across Canada by task and jurisdiction. A check mark indicates that the task is in effect in some manner in the given jurisdiction. Refer to specific Province or Territory for further detail. The table is designed to allow the reader to quickly identify which restricted tasks are in force in the various jurisdictions. Province-Specific details follow the table.

**Back to Contents**
1. **Province – Legislation Spanning Canada**

**Education:**
- Must be enrolled and participate in an educational program from the age of 6 to 16 [School Act, (s. 13.1 (b-c))].
- An employer must not permit an individual required to attend school because of compulsory attendance, unless as part of an off-campus education program [Employment Standards Code (Part 2, Division 9)].
- No person may employ or permit work on their premises of an individual required to attend because of compulsory attendance, unless as part of an off-campus education program [Employment Standards Code (Part 2, Division 9)].
- Part 2, Divisions 3, 4, 5, 6 and 9 (employment of children) DO NOT apply to employees employed on a farm or ranch related to livestock, poultry, bees or agriculture etc.
- School attendance from age 6 to 16 (Part 1(13.1b and c))

**Liquor Acts / Controlled Substances:**
- A minor (under 18) cannot be employed in a licensed establishment unless they are related to the licensee and are present during hours when liquor is not consumed; if they are providing entertainment; if they are engaged in repair and supervised by the licensee for the duration of the repair or if they are accompanied by an adult [Gaming and Liquor Regulations, s. 94(1-2)].
- No minor (under 18) can be employed in a licensed premises except: if they are related to the licensee and are in the premises only during hours when liquor is not sold; if they are providing entertainment approved by board; if they are engaged by licensee to fix or repair furnishings and if supervised by licensee for duration of repair; or if accompanied by an adult who is purchasing liquor (s. 94(1-2))

**Labour/ Employment Acts (specifically the health and safety of youth):**
- The restriction from employment in work that is or is likely to be injurious to the life, health, education or welfare is extended to encompass all workers ages 12 to 15 [Employment Standards Regulation (s. 52 (1) (b))].
## Province of Alberta

<table>
<thead>
<tr>
<th>Task</th>
<th>Age Group</th>
<th>Restrictions</th>
<th>Exemptions</th>
<th>Legislation Source</th>
</tr>
</thead>
<tbody>
<tr>
<td>Blaster</td>
<td>Under 18</td>
<td>Can be issued a blaster’s permit unless at least 18 and comply with the additional information (s. 4(a-d))</td>
<td></td>
<td>Occupational health and safety regulation</td>
</tr>
<tr>
<td>Mine or Mining Plant</td>
<td>Under 18</td>
<td>No one under 18 can be a lessee or one of the lessees of an agreement (s. 23(1))</td>
<td></td>
<td>Mines and minerals act</td>
</tr>
<tr>
<td>Radiation worker</td>
<td>Under 18</td>
<td>Cannot be employed to use ionizing radiation designated equipment or an ionizing radiation source (s. 6)</td>
<td>If a student undergoing a course of instruction involving such equipment or sources, or if training is done under direct supervision of competent workers (s. 6(a-b))</td>
<td>Radiation protection regulation</td>
</tr>
</tbody>
</table>

**Back to Contents**
1. **Province – Legislation Spanning Canada**

**Education:**
- Must be enrolled and participate in an educational program from the age of 5 to 16 [School Act, s. 3 (b)].
- An employer must not require or allow a child to work on a school day when child is scheduled to attend [Employment Standards Regulations [s. 45.3 (2)].

**Liquor Acts / Controlled Substances:**
- A minor (under 18) cannot have liquor in their possession in a licensed establishment unless the licence issued for that establishment is a food primary licence or a liquor primary licence for a stadium and the minor is working as a server in the establishment [Liquor Control and Licensing Regulations, s. 45(4)].
- No minor may enter into a licensed establishment or liquor store (convictions for minors); the only exceptions are for prescribed situations (police training, accompanied by parent or has lawful excuse (Prohibitions of Minors: s. 34-35).
- A minor cannot be employed in the operation of a U Brew or U Vin unless the minor is under direct and continual supervision of the licensee or an adult employee of the licensee, however minors are not to produce or manufacture beer, wine or cider at a U Brew or U Vin and a minor is allowed to be in these premises if accompanied by an adult ( Liquor Control and Licensing Regulations, s. 30 (1-3).)
- No minor can have liquor in their possession in the licensed establishment unless the licence issued for that establishment is a food primary licence or a liquor primary licence for a stadium and the minor is working as a server in the establishment ( Liquor Control and Licensing Regulations, s. 45 (4)).

**Labour/ Employment Acts (specifically the health and safety of youth):**
- No specific act/regulation found pertaining to protecting the health and safety or well-being and development of young workers aside from Federal legislation*
## Province of British Columbia

<table>
<thead>
<tr>
<th>Task</th>
<th>Age Group</th>
<th>Restrictions</th>
<th>Exemptions</th>
<th>Legislation Source</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>B</strong> Blaster</td>
<td>Under 18</td>
<td>A candidate for a blaster’s certificate must be at least 18 years of age (s. 21.8 (a))</td>
<td></td>
<td>Occupational health and safety regulations, under the Workers compensation act</td>
</tr>
<tr>
<td><strong>F</strong> First Aid Attendant</td>
<td>Under 16</td>
<td>The employer must make sure that a person who is designated as a first aid attendant is at least 16 years old (s. 3.15 (a))</td>
<td></td>
<td>Occupational health and safety regulations: Part 3 Rights &amp; Responsibilities</td>
</tr>
<tr>
<td>Forestry</td>
<td>Under 19</td>
<td>Cannot enter into a woodlot license <em>(Part 3, Division 8)</em></td>
<td></td>
<td>Forest act</td>
</tr>
<tr>
<td><strong>P</strong> Pesticide Worker</td>
<td>Under 16</td>
<td>The employer must ensure that the worker or applicator who mixes, loads, or applies a moderately or very toxic pesticide for use in a workplace or who cleans or maintains equipment used in the operations is at 16 years old (s. 6.77 (1) (a))</td>
<td>The need for certificate does not apply to the use of biocides and slimicides in pulp and paper operations or to anti-sapstain materials; nor to workers involved in training for the purposes of obtaining a certificate if directly supervised by a qualified person (s. 6.77 (2-3))</td>
<td>Occupational Health and Safety Regulations: Part 6 Substance – Specific Regulations</td>
</tr>
</tbody>
</table>

[Back to Contents]
1. Province – Legislation Spanning Canada

Education:
- Compulsory attendance for ages 6 to 16 (s. 258 (1), 259 (1))
- Child who has reached 15 can be exempt from attendance with a certificate signed by his parent or guardian, the school attendance office and the superintendent of the school for the school division (s. 262 (e))
- No employer shall employ an individual during the hours that the individual is required to be in attendance at school (s. 263 (1))
- Director cannot issue permit for employment of child under 16 in construction, industrial or manufacturing production process, scaffolding or swing stages work, or work on a drilling or servicing rig, in arboriculture if there are dangerous tools or machinery, unless the employer has satisfied the director that the employment is not likely to adversely affect the safety, health or well-being of the child (s. 26 (2) (a-e))

Liquor Acts / Controlled Substances:
- No minor (under 18) shall be issued a permit to sell liquor (s. 42 (1) (a))
- No licensee shall employ or allow a person under the age of 18 to act in any way in connection with the sale, handling or serving of liquor in any licensed premises (s. 91 (1))
- Minors can be present in some licensed premises if accompanied by their parent, spouse, common-law partner or guardian who is at least 18 years of age (s. 93)
- Entertainment hired to perform in a beverage room must be 18 or older and in a cocktail lounge or cabaret must be 18 or older or if under 18 accompanied by a parent, spouse, common-law partner or guardian (s. 13 (a-b))
- No licensee shall allow a person under 18 to perform adult entertainment in a beverage room or club (s. 15.1 (12))

Labour/ Employment Acts (specifically the health and safety of youth):
- No specific act/regulation found pertaining to protecting the health and safety or well-being and development of young workers aside from Federal legislation*
## Province – Specific Legislation

<table>
<thead>
<tr>
<th>Province of Manitoba</th>
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<tbody>
<tr>
<td>Task</td>
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<tr>
<td><strong>A</strong></td>
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<td><strong>R</strong></td>
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</tbody>
</table>
1. **Province – Legislation Spanning Canada**

**Education:**
- Compulsory attendance for ages 5 to 18 (or until graduation) (s. 15 (1) (a-b))
- Where a child is required to attend school, no person shall employ the child during the child’s school hours (s. 17 (1))

**Liquor Acts / Controlled Substances:**
- No licence to sell, serve or give liquor shall be granted to an individual until that individual has reached the full age of 19 years (s. 69 (1) (b))
- No person under 19 shall enter, be in, or remain in, a licensed lounge unless accompanied by a parent or spouse and they are not to consume liquor in the premises (s. 126 (2))
- A person under 19 may enter, be in or remain in, a licensed lounge for purposes of his employment (s. 126.1)
- A lounge licensee may apply for a temporary exemption from the licensee’s lounge licence, for the purpose of using the premises for the holding of a non-alcoholic event that may be attended by persons under 19 (s. 126 (2))

**Labour/ Employment Acts (specifically the health and safety of youth):**
- No employment of children under 16: In employment that is likely to be:
  - (a) unwholesome or harmful to the person’s health, welfare or moral or physical development;
  - (b) for more than six hours in any day;
  - (c) for more than three hours on any school day;
  - (d) on any day for a period which, when added to the time required for attendance at school on that day, would require the person to spend more than a total of eight hours attending school and working;
  - (e) between the hour of ten o’clock in the afternoon of any day and the hour of six o’clock in the forenoon of the following day (s. 39 (a-e))
## Province – Specific Legislation

<table>
<thead>
<tr>
<th>Task</th>
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<th>Exemptions</th>
<th>Legislation Source</th>
</tr>
</thead>
<tbody>
<tr>
<td>Blaster</td>
<td>Under 18</td>
<td>Must met age and prove to Director a number of items (s. 10 (3) (a-c))</td>
<td></td>
<td>Apprenticeship and occupational certification act- general regulation</td>
</tr>
<tr>
<td>Compressed air worker</td>
<td>Under 18</td>
<td>Cannot be employed to work in compressed gas (s. 18 (1) (a-b))</td>
<td></td>
<td>Boiler and pressure vessel act</td>
</tr>
<tr>
<td>Construction</td>
<td>Under 14</td>
<td>No one under 14 may be employed at construction project (s. 40 (c))</td>
<td></td>
<td>Employment standards act</td>
</tr>
<tr>
<td>Elevator Operator</td>
<td>Under 14</td>
<td>No one under 14 may be employed as an elevator operator (s. 40 (g))</td>
<td></td>
<td>Employment standards act</td>
</tr>
<tr>
<td>Forestry</td>
<td>Under 14</td>
<td>No one under 14 may be employed in the forestry industry (s. 40 (b))</td>
<td></td>
<td>Employment standards act</td>
</tr>
<tr>
<td>Garage/Automotive Service Station Worker</td>
<td>Under 14</td>
<td>No one under 14 may be employed as a garage or automotive service station worker (s. 40 (d))</td>
<td></td>
<td>Employment standards act</td>
</tr>
<tr>
<td>Hotel or Restaurant Worker</td>
<td>Under 14</td>
<td>No one under 14 may be employed as a hotel or restaurant worker (s. 40 (e))</td>
<td></td>
<td>Employment standards act</td>
</tr>
<tr>
<td>Industrial Establishment</td>
<td>Under 14</td>
<td>No one under 14 may be employed in any industrial undertaking (s. 40(a))</td>
<td></td>
<td>Employment standards act</td>
</tr>
<tr>
<td>Mobile Equipment Operator (crane, forklift, hoist)</td>
<td>Under 19</td>
<td>Must meet age and undergo a number of other items (s. 239 (1-2) (a-b))</td>
<td></td>
<td>Occupational health and safety act-underground mine regulation</td>
</tr>
<tr>
<td>Theatre, dance hall, or shooting gallery worker</td>
<td>Under 14</td>
<td>No one under 14 may be employed in these tasks (s. 40 (f))</td>
<td></td>
<td>Employment standards act</td>
</tr>
</tbody>
</table>
Newfoundland and Labrador

1. **Province – Legislation Spanning Canada**

   **Education:**
   - Compulsory attendance for ages 6 to 16 (s. 4 (a-d))

   **Liquor Acts / Controlled Substances:**
   - 19 to get a liquor license (s. 32(a))
   - Under 19 cannot enter liquor store, buy liquor, apply for permit or enter, be, remain or work in a licensed premise except by regulation (s. 72a-d)

   **Labour/ Employment Acts (specifically the health and safety of youth):**
   - No one under 16 employed in: work that is unwholesome or harmful to the child’s health or normal development or will prejudice to attendance at school or capacity to benefit from instructions therein (s. 46 (a) (i+ii))
### Province – Specific Legislation

<table>
<thead>
<tr>
<th>Province of Newfoundland and Labrador</th>
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<table>
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<tr>
<th>Task</th>
<th>Age Group</th>
<th>Restrictions</th>
<th>Exemptions</th>
<th>Legislation Source</th>
</tr>
</thead>
<tbody>
<tr>
<td>B Blaster</td>
<td>Under 20</td>
<td>No one under 20 can be employed to be a blaster (s. 5 (4))</td>
<td></td>
<td>Mines act-mines safety of workers regulations</td>
</tr>
<tr>
<td>F Forestry</td>
<td>Under 18</td>
<td>Must be 18 to be an applicant for a domestic cutting permit, unless they can show they are the head of the household (Part 1 (4(1)))</td>
<td></td>
<td>Cutting of Timber Regulations</td>
</tr>
<tr>
<td>M Mine (Underground)</td>
<td>18 years of age or over to work underground (s. 5 (1))</td>
<td></td>
<td></td>
<td>Mines act-mines safety of workers regulations</td>
</tr>
<tr>
<td>Mobile Equipment Operator (crane, forklift, hoist)</td>
<td>Under 20</td>
<td>Must be 20 to operate a hoist and must have certificate (Part 1(5(2, 4 and 5)))</td>
<td></td>
<td>Mines act-mines safety of workers regulations</td>
</tr>
<tr>
<td>R Radiation Worker</td>
<td>18 years of age or over</td>
<td></td>
<td>Except student in training who is exposed routinely to ionizing radiation while receiving instruction and must be under the direct supervision of a fully qualified worker (s. 12 (1-2))</td>
<td>Radiation health and safety act-radiation health and safety regulations</td>
</tr>
<tr>
<td>S Signaller</td>
<td>20 years of age or over (s. 5 (5))</td>
<td></td>
<td></td>
<td>Mines act-mines safety of workers regulations</td>
</tr>
<tr>
<td>Silica Process</td>
<td>18 years of age or over</td>
<td></td>
<td>Except work that is a recognized part of apprenticeship or comparable course of training (s. 46 (11))</td>
<td>Occupational health and safety act-occupational health and safety regulations</td>
</tr>
</tbody>
</table>

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1. **Province – Legislation Spanning Canada**

**Education:**
- Compulsory attendance until age 16 ([Part, (12a)](#))

**Liquor Acts / Controlled Substances:**
- No holder of a premises licence shall allow a minor to prepare or serve liquor ([Part, (64)](#))
- A minor in licensed premises shall vacate the premises when not authorized to be present under the Act or these regulations ([s.65](#))
- A minor is allowed to enter and remain in premises licensed under a Class A (liquor primary) licence if:
  - (a) the minor is present only for the purpose of providing entertainment, delivering goods other than liquor or performing repairs to the licensed premises;
  - (b) the minor works only in the kitchen of the licensed premises;
  - (c) the minor is attending a liquor free event on the premises and is not otherwise prohibited by law from being present; or
  - (d) an authorization for this purpose has been granted by the Board under subsection (2) ([Part, (66 a-d)](#))

**Labour/ Employment Acts (specifically the health and safety of youth):**
- No specific act/regulation found pertaining to protecting the health and safety or well-being and development of young workers aside from Federal legislation*
<table>
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<tr>
<th>Task</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Asbestos Process</td>
<td>19 years of age</td>
<td>Unless the process is conducted under constant supervision; and process has</td>
<td>Safety act-asbestos safety regulations</td>
<td></td>
</tr>
<tr>
<td></td>
<td>or over</td>
<td>been inspected and approved by safety officer (s. 8 (a-b))</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Blaster</td>
<td>19 and over</td>
<td>Must be 19 to be issued a blaster's permit (Part 1(5(4))</td>
<td>Explosives Use Act</td>
<td></td>
</tr>
<tr>
<td>Forestry</td>
<td>16 and over</td>
<td>Anyone over 16 may be employed or summoned to help extinguish a fire (s. 14(1))</td>
<td>Forest protection act</td>
<td></td>
</tr>
<tr>
<td></td>
<td>19 and over</td>
<td>Must be 19 to be eligible for a permit or licence (s. 3 (1))</td>
<td>Forest Management Regulations</td>
<td></td>
</tr>
<tr>
<td>Mine (Surface)</td>
<td>16 and over</td>
<td>16 years of age or over, to work in or about a mine at the working surface</td>
<td>Mine health and safety act-mine health and safety regulations</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>(s. 8.01)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mine (Underground)</td>
<td>18 and over</td>
<td>18 years of age or over, to work underground or at the working face of any</td>
<td>Mine health and safety act-mine health and safety regulations</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>open cut workings, pit or quarry (s. 8.01)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mobile Equipment Operator</td>
<td>20 years of age</td>
<td>Must satisfy the additional requirements as well (s. 7.30 (1) (a-g))</td>
<td>Mine health and safety act-mine health and safety regulations</td>
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<td></td>
<td>or over</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Silica Process</td>
<td>19 years of age</td>
<td>Unless process is conducted under constant supervision; and has been</td>
<td>Silica sandblasting safety regulations</td>
<td></td>
</tr>
<tr>
<td></td>
<td>or over</td>
<td>inspected and approved by a safety officer (s. 9 (a-b))</td>
<td></td>
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1. **Province – Legislation Spanning Canada**

**Education:**
- Compulsory attendance until age 16 (Part 1 (111))

**Liquor Acts / Controlled Substances:**
- Liquor shall not be sold, supplied or given to or procured for or by any person under the age of nineteen years, except for medicinal purposes only as provided for by this Act (s. 89 (1))
- Except as authorized by the regulations, no person who is under the age of nineteen years shall enter or be in a tavern, beverage room, lounge, or cabaret in respect of which a tavern license, beverage room license, lounge license or cabaret license is in effect (s. 89 (3))
- Except as authorized by the regulations, the holder of a tavern license, beverage room license, lounge license or cabaret license shall not permit a person who is under the age of nineteen years to be or remain in the tavern, beverage room, lounge or cabaret (s. 89 (4))

**Labour/ Employment Acts (specifically the health and safety of youth):**
- No one under 14 can do work that is unwholesome to their health or normal development; or contradicts their attendance at school or capacity to benefit from its instruction (s. 68 (1(a-b)))
## Province – Specific Legislation

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<tbody>
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</tbody>
</table>

[Back to Contents]
1. **Province – Legislation Spanning Canada**

**Education:**
- The age of compulsory attendance is 6 to 18 (s. 21 (1))

**Liquor Acts / Controlled Substances:**
- The licence holder shall not employ a person under 18 years of age to sell or serve liquor on the premises to which the licence applies. (s. 30 (2))
- The licence holder shall ensure that a key or other security device for access to the contents of a dispenser in a room with mini bar service is not given to a person who is under 19 years of age (s. 73 (1))
- The holder of a liquor sales licence with a golf course endorsement shall ensure that motorized vending carts used for the sale and service of liquor must be operated by an employee of the holder who is 18 years of age or older (s. 75.1 (1))

**Labour/ Employment Acts (specifically the health and safety of youth):**
- No specific act/regulation found pertaining to protecting the health and safety or well-being and development of young workers aside from Federal legislation*
## Province – Specific Legislation

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<tr>
<th>Province of Ontario</th>
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<th>Legislation Source</th>
</tr>
</thead>
<tbody>
<tr>
<td>C</td>
<td>Construction</td>
<td>Under 16</td>
<td>Cannot be employed to work or be present while work is performed (s. 16)</td>
<td></td>
<td>Occupational health and safety act-construction projects</td>
</tr>
<tr>
<td>D</td>
<td>Drilling/Rig Worker</td>
<td>18 years of age or over - oil or gas rigs (s. 4)</td>
<td></td>
<td></td>
<td>Occupational health and safety act</td>
</tr>
<tr>
<td>F</td>
<td>Forestry</td>
<td>16 years of age or over (s. 4 (1) (c))</td>
<td></td>
<td></td>
<td>Occupational health and safety act-industrial establishments</td>
</tr>
<tr>
<td>I</td>
<td>Industrial Establishment</td>
<td>At least 15</td>
<td>May be employed or permitted to be in or about a factory but not a logging operation (s. 4(1))</td>
<td></td>
<td>Industrial establishments regulation</td>
</tr>
<tr>
<td>M</td>
<td>Mine (Surface)</td>
<td>16 years of age</td>
<td>16 years of age or over, to work at a mining plant or a surface mine, excluding the working face (s. 8 (1) (a-d))</td>
<td></td>
<td>Occupational health and safety act-mines and mining plants</td>
</tr>
<tr>
<td>M</td>
<td>Mine (Underground)</td>
<td>18 years of age</td>
<td>18 years of age or over, to work at an underground mine or at the working face of a surface mine (s. 8 (1) (a-d))</td>
<td></td>
<td>Occupational health and safety act-mines and mining plants</td>
</tr>
<tr>
<td>S E</td>
<td>Mobile Equipment Operator (crane, forklift, hoist)</td>
<td>18 years of age or over</td>
<td>Must meet age requirement and a number of other items (s. 238 (1) (a-e))</td>
<td>Except students undergoing training and under direct supervision</td>
<td>Occupational health and safety act-mines and mining plants</td>
</tr>
<tr>
<td>S</td>
<td>Shaft Attendant</td>
<td>19 years of age or over</td>
<td>To be a shaft attendant must be at least 19 (s. 295 (2))</td>
<td></td>
<td>Occupational health and safety act-construction projects</td>
</tr>
<tr>
<td>W</td>
<td>Window Cleaner</td>
<td>18 years of age or over (s. 8)</td>
<td></td>
<td></td>
<td>Occupational health and safety act-window cleaning</td>
</tr>
</tbody>
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Prince Edward Island

1. Province – Legislation Spanning Canada

Education:
-No employer shall employ a young person (b) during normal school hours except pursuant to a recognized vocational training or apprenticeship program (s. 6 (1) (b))

Liquor Acts / Controlled Substances:
-No person under the age of nineteen years shall enter, be in, or remain in the licensed premises of the holder of a liquor license except as provided by the Act or the regulations (s. 40 (2))
-The holder of a liquor license shall not permit any person under the age of nineteen years to enter, be in, or remain in the licensed premises except as provided by the Act or regulations (s. 40 (3))
-No permit shall be issued to any person under the age of nineteen years, and every person under the age of nineteen years who makes application for a permit, or, subject to subsection (1.1), who enters or is found upon the premises of any store is guilty of an offence (s. 43 (1))
-The holder of a dining room license may permit persons under the age of nineteen years to be in a licensed dining room for the service of food or to provide entertainment under the conditions specified in clause (s. 16)
-The holder of a lounge license shall not permit any person under the age of nineteen years to enter the licensed premises during the hours liquor is being consumed except where that person enters and is present on the premises under direct parental supervision or under the conditions set out above (s. 24)
-A licensee shall not (e) employ any person under nineteen years of age in the handling of liquor in his licensed premises (s. 70 (e))

Labour/ Employment Acts (specifically the health and safety of youth):
-No employer shall employ a young person in employment that is or is likely to be harmful to the health or safety, or moral or physical development of the young person (s. 4)
## 2. Province – Specific Legislation

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<thead>
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<th>Exemptions</th>
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<tbody>
<tr>
<td>Construction</td>
<td>Under 16</td>
<td>Yes. Under 16 may not be employed in construction industry (s. 5)</td>
<td></td>
<td>Youth employment act</td>
</tr>
<tr>
<td>Forestry</td>
<td>Under 16</td>
<td>The director may prohibit workers under 16 from an undertaking or plant either generally or in a location proximate to that machine or equipment in any plant for work engaged in the processing of forest products (s. 7(2))</td>
<td></td>
<td>Youth employment act</td>
</tr>
<tr>
<td>Industrial Establishment</td>
<td>Under 16</td>
<td>May be prohibited (either generally or from a specific location) if it is found that a substance, machine or equipment presents a danger (Part 1(7(2))</td>
<td></td>
<td>Youth employment act</td>
</tr>
<tr>
<td>Signaller</td>
<td>16 years of age or over</td>
<td>Must meet age and additional requirements (s. 50.4(a-f))</td>
<td></td>
<td>Occupational health and safety act-general regulations</td>
</tr>
</tbody>
</table>
1. Province – Legislation Spanning Canada

   Education:
   - Compulsory education for ages 6 to 16 (s. 14)
   - No employer may have work performed during school hours by a child subject to compulsory school attendance (s. 84.4)

   Liquor Acts / Controlled Substances:
   - No one who has not yet reached full age () may obtain a permit [of any type to sell or serve liquor] (s. 36)

   Labour/ Employment Acts (specifically the health and safety of youth):
   - No employer may have work performed by a child that is disproportionate to the child's capacity, or that is likely to be detrimental to the child's education, health or physical or moral development (s. 84.2)
## Province – Specific Legislation

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<tr>
<td>Blaster</td>
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<td><strong>C</strong></td>
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<tr>
<td>Concrete pump and distribution mast worker</td>
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<tr>
<td>Construction</td>
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<tr>
<td><strong>M</strong></td>
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<tr>
<td>Mine (Surface)</td>
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<tr>
<td>Mine (Underground)</td>
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<tr>
<td>Mobile Equipment Operator (crane, forklift, hoist)</td>
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1. **Province – Legislation Spanning Canada**

**Education:**
- Except as otherwise provided in this Act, no person shall employ a pupil under the age of 16 years during the hours that school is in session, without the approval of the principal (s. 149 (1))

**Liquor Acts / Controlled Substances:**
- No minor shall act in any way in the sale, handling or serving of beverage alcohol in or about a permitted premises or any place covered by a permit issued for the sale and consumption of beverage alcohol at special occasion (s. 113 (1) (a))

**Labour/ Employment Acts (specifically the health and safety of youth):**
- No specific act/regulation found pertaining to protecting the health and safety or well-being and development of young workers aside from Federal legislation*
## Province – Specific Legislation

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<td>Asbestos Process</td>
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<td><strong>C</strong></td>
<td>Construction</td>
<td>16 years of age or over (s. 14 (1) (a))</td>
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<td><strong>D</strong></td>
<td>Drilling/Rig Work</td>
<td>16 years of age or over (s. 14 (1) (g))</td>
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<td>Occupational health and safety act-occupational health and safety regulations</td>
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<tr>
<td><strong>F</strong></td>
<td>Forestry</td>
<td>16 years of age or over (s. 14 (1) (f))</td>
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<td>Occupational health and safety act-occupational health and safety regulations</td>
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<tr>
<td><strong>I</strong></td>
<td>Industrial Establishment</td>
<td>16 years of age or over (s. 14 (1) (c))</td>
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<td>Occupational health and safety act-occupational health and safety regulations</td>
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<tr>
<td><strong>M</strong></td>
<td>Mine (Underground)</td>
<td>18 years of age or over (s. 14 (2) (a))</td>
<td></td>
<td></td>
<td>Occupational health and safety act-occupational health and safety regulations</td>
</tr>
<tr>
<td><strong>Mobile Equipment Operator (crane, forklift, hoist)</strong></td>
<td>16 years of age or over (s. 14 (1) (h))</td>
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<td></td>
<td></td>
<td>Occupational health and safety act-occupational health and safety regulations</td>
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<tr>
<td><strong>P</strong></td>
<td>Pesticide Work</td>
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<td><strong>R</strong></td>
<td>Radiation Worker</td>
<td>18 years of age or over (s. 14 (2) (b))</td>
<td></td>
<td></td>
<td>Occupational health and safety act-occupational health and safety regulations</td>
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<tr>
<td><strong>S</strong></td>
<td>Silica Process</td>
<td>18 years of age or over (s. 14 (2) (d))</td>
<td></td>
<td></td>
<td>Occupational health and safety act-occupational health and safety regulations</td>
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</tbody>
</table>
1. **Province – Legislation Spanning Canada**

   **Education:**
   - Compulsory school age is from 6 to 16 unless otherwise excused (Education Act, s. 22 (1))

   **Liquor Acts / Controlled Substances:**
   - No one under 19 shall consume, purchase, or attempt to purchase or otherwise obtain or be in possession of liquor (s. 90 (1))
   - No one under 19 shall enter, be in, or remain in any tavern or cocktail lounge (s. 90 (4))
   - More to legislation (highlighted in saved act) but not noted here yet
   - Under 19 may deliver liquor but must be at least 16, have reasonable adult supervision and have written parental consent (s. 8 (2))
   - Under 19 may deliver liquor in a food primary establishment if: at least 16, has written parental consent, and has reasonable adult supervision. Doesn’t permit them to open, pour or mix liquor (s. 8 (2) (a-b), (3))
   - Under 16 may deliver liquor if director determines conditions (s. 8 (8))
   - Under 19 may enter liquor primary establishment to provide entertainment but only during time of performance if at least 16, has written parental consent, and has reasonable adult supervision (s. 11 (2))
   - Under 19 may enter liquor primary establishment for purposes of employment if at least 16, has written parental consent, and has reasonable adult supervision and not to open, pour or mix liquor (s. 11 (3))
   - Under 16 can enter liquor primary establishment for purposes of employment if director determines conditions of employment (s. 11 (7))
   - No special occasion permits to anyone under 19 (s. 37 (2))

   **Labour/ Employment Acts (specifically the health and safety of youth):**
   - No specific act/regulation found pertaining to protecting the health and safety or well-being and development of young workers aside from Federal legislation*
## Province – Specific Legislation

<table>
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<tr>
<th>Task</th>
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<th>Exemptions</th>
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<tr>
<td>Blaster</td>
<td>18 years of age or over</td>
<td>Must meet age and additional items (s. 14.05 (a-c))</td>
<td></td>
<td>Occupational health and safety act-blasting regulations</td>
</tr>
<tr>
<td>Driver of Vehicle</td>
<td>18 years of age or over</td>
<td>Must meet age and additional items (s. 14.20 (1)(a-c))</td>
<td></td>
<td>Occupational health and safety act-blasting regulations</td>
</tr>
<tr>
<td>Transporting Explosives</td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Forestry</td>
<td>18 and older</td>
<td>18 may be employed or summoned for the purposes of extinguishing a fire (s. 20 (1)(a))</td>
<td></td>
<td>Forest protection act</td>
</tr>
<tr>
<td>Mine (Surface)</td>
<td>16 and over</td>
<td>16 years of age or over, to work at a surface mine excluding working face (s. 15.10 (1)(a-b))</td>
<td></td>
<td>Occupational health and safety act-mine safety regulations</td>
</tr>
<tr>
<td>Mine (Underground)</td>
<td>18 and over</td>
<td>18 years of age or over, to work at an underground mine or at the working face of a surface mine (s. 15.10 (1)(a-b))</td>
<td></td>
<td>Occupational health and safety act-mine safety regulations</td>
</tr>
<tr>
<td>Radiation Worker</td>
<td>18 years of age or over</td>
<td>Unless training, under direct supervision of an X-ray worker s. 19 (a)</td>
<td></td>
<td>Occupational health and safety act-radiation protection regulations</td>
</tr>
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## Review of Labour Laws by Provincial System Factors

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<th>NB</th>
<th>NL</th>
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<th>NT/NU</th>
<th>ON</th>
<th>PE</th>
<th>QC</th>
<th>SK</th>
<th>YK</th>
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<tbody>
<tr>
<td>Consent of parent or authority</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
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<td>✓</td>
<td>✓</td>
<td>✓</td>
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<tr>
<td>Course and/or examination</td>
<td>✓</td>
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<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
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<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Orientation, training, and/or assessment</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Supervision</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
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<td>✓</td>
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<td>✓</td>
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<tr>
<td>Time blocks and limits</td>
<td>✓</td>
<td>✓</td>
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<td>✓</td>
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<td>✓</td>
<td>✓</td>
</tr>
</tbody>
</table>

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Alberta System Factors

1. Consent of parent/guardian or authority (Employment standards regulation, s. 52 (1) (a-c), 53 (3) (a))
   - Under 15 but at least 12: cannot be employed without written consent from the child’s parent or guardian in certain work (i.e. work as a delivery person of small wares for a retail store, or for distribution of newspapers, flyers or handbills, or as a clerk in a retail store or office)
   - Under 18 but at least 15: cannot be employed without the written consent from the child’s parent or guardian between 12:01 a.m. and 6:00 a.m. (i.e. premises selling food and or beverages or merchandise; any gasoline product; or any place providing overnight accommodation to the public)

2. Orientation/training and Assessment/examination
   a. Safety Training (, s. 6 a to b))
      - Employers must ensure that workers who use ionizing radiation designated equipment or an ionizing radiation source except if a student undergoing training or under supervision of competent workers
   b. Blaster (Occupational health and safety regulations, s. 17 (1) (4) (a)):
      - A worker who handles, prepares, fires, burns or destroys an explosive must have a blaster’s permit issued for that specific type of blasting and an applicant for a blasting permit must have successfully completed a course and examination acceptable to the director

3. Supervision (Employment standards regulation, s. 52 (3) (a-c), 53 (3) (b))
   - <18 but at least 15: cannot be employed between 9:00 p.m. and 10:01 a.m. without the direct and continuous supervision of an individual at least 18 years of age or older in specified work (i.e. premises selling food and or beverages or merchandise; any gasoline product; or any place providing overnight accommodation to the public)
   - <18 but at least 15: cannot be employed without the direct and continuous supervision of an individual at least 18 years of age or older between 12:01 a.m. and 6:00 a.m.

4. Time blocks (Employment standards regulation, s. 52 (3) (a-b) (4), 53 (1) (a-c) (2) (3) (a-b))
   a. Time of day not permitted to work
      - Children ages 12 to 15 are not to be employed between 9:00 p.m. and 6:00 a.m.
      - Children aged 15 to 18 are not to be employed between 9:00 p.m. and 12:01 a.m. without supervision of an individual at least 18 years of age in several types of work
      - Children aged 15 to 18 are not to be employed between 9:00 p.m. and 12:01 a.m. in any of the types of work already specified
      - Children aged 15 to 18 are not to be employed between 12:01 a.m. and 6:00 a.m. in any of the types of work not listed without consent or supervision
   b. Maximum total hours permitted to work / day / week
      - Children ages 12 to 15 cannot be employed more than 2 hours on a day they are required to attend school and not more than 8 hours on a day when they are not required to attend school
1. Consent of parent/guardian or authority (Employment standards act, s. 9 (1-4))
   - Under 15: cannot be employed without written consent from the child’s parent or guardian
   - Under 12: cannot be employed without the director’s permission and the director can set the conditions for the employment which the employer must comply with

2. Orientation, training, and/or assessment
   a. New and Young Workers (Occupational health and safety regulation, s. 23 (1) (2) (a-m), 24 (a-b)):
      - Employers must ensure that health and safety orientation and training specific to the new or young worker’s workplace is provided before work is begun. There are 13 topics that must be included in this orientation and training (e.g. workplace health and safety rules, hazards, PPE, working alone, emergency procedures, etc.)
      - An employer must provide additional orientation or training if it is observed that the new or young worker is having difficulty in the workplace or if they request it, and keep record of all orientation and training
   b. First Aid Attendants (Occupational health and safety regulation, s. 15):
      - An employer must ensure that a person designated as a first aid attendant is at least 16 and has successfully completed the training or examination required by the board and meets any other requirements
   c. Blaster (Occupational health and safety regulation, s. 21.7):
      - A worker engaged in loading, unloading or conveying explosives must be trained in the proper means for handling the explosives, the hazards of fire and mishandling and the procedures to follow in the event of a fire or explosion
      - An applicant for a blaster’s permit must: (a) have successfully completed a course and examination acceptable to the Director of Inspection, (b) have qualifications acceptable to the Director of Inspection, (c) provide the Director of Inspection with written proof that the applicant (i) has, within the previous 36 months, at least 6 months experience in handling, preparing, firing, burning or destroying explosives as a blaster or an assistant to a blaster, and (ii) is, in the opinion of the applicant’s employer, competent to carry out the blasting operation, (d) satisfy a Director of Inspection that the applicant holds valid and current documentation.

3. Supervision (Employment standards regulation, s. 45.4, 45.13)
   - Children in General: applies to children aged 12 to not less than 15 in all industries except the Entertainment Industry
   - An employer of a child must ensure that the child works under the direct and immediate supervision of a person who has reached 19 years of age
   - Children in the Entertainment Industry: applies to all children employed as actors and extras employed in the film, radio, video or television industry who are under 15 years of age but at least 15 days old, but does not include children employed in general
   - An employer of a child in the entertainment industry must ensure there is a chaperone who is at least 19 years of age on set and that the chaperone does not exceed the number of children aged 12 to not less than 15 they are allowed based on the ages of the children.

4. Time blocks
a. Time of day not permitted to work (Employment standards regulation, s. 45.3 (2) (3) (a-b), 45.8 (3) (4) (a-b))
   - Children cannot be employed on a school day at a time that is compulsory for them to attend
   - Children cannot be employed more than 4 hours on a school day and not more than 7 hours on any other day (unless the employer has written approval from the director)
   - Children cannot be employed later than 10:00 p.m. on a night preceding a school day; later than 12:00 a.m. on a night preceding a day that isn’t a school day; or later than 2:00 a.m. when school is not in session
   - Children cannot be required to work earlier than 5:00 a.m. unless the employer receives prior written approval from the director

b. Maximum total hours permitted to work / day / week (Employment standards regulation, s. 45.3 (3) (c-d), 45.8 (2) (a-b), 45.10, 45.12 (a-b))
   Children in the Entertainment Industry:
   - Children cannot be employed more than 20 hours in a week that has 5 school days and not more than 35 hours in a week in any other case
   - Children cannot be employed more than 8 hours in under 12 years of age, or more than 10 hours if at least 12 but not less than 15 years of age; unless the employer receives prior written approval from the director [Employment Standards Regulation]
   - Children cannot be employed more than 5 days a week, unless with prior written approval from the director for 6 days a week [Employment Standards Regulation]

c. Breaks from work
   - Children must have at least 48 consecutive hours free from work each week or they must be paid 1 ½ times their regular wage for the time worked during the 48 hour period that would otherwise be work free time

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Manitoba System Factors

1. Consent of parent/guardian or authority (Employment standards code, s. 83 (1) (a-b) (3) (b))
   - Under 16 cannot be employed without the consent of the child’s parent or guardian
   - Under 16 cannot be issued a permit from the director to allow employment that may adversely affect the health or well-being of the child (construction, industrial establishment, scaffolding, rig, or arboriculture)
   - Under 12 cannot be issued a permit for employment by the director except in exceptional circumstances

2. Orientation/training and Assessment/examination
   a. Hoist Operator (Operation of mines regulation, s. 169 (a-c))
      - Employers must ensure that no worker shall operate a mine hoist unless the worker is at least 18 and has been examined by a physician and issued a certificate of mental and physical competence and the director has examined the worker’s certificate issued by a mines inspector
      - To be employed to operate a mine hoist the worker must be: (a) 18; (b) have been examined by a physician and issued a certificate; (c) hold a certificate issued by the director certifying that the worker has been examined by a mines inspector as to the worker’s knowledge of regulations and procedures; and (d) is considered competent for the safe discharge of the worker’s duties [s. 169 (1)(c) Operation of mines regulations]
   b. Crane Operator (Operation of mines regulation, s. 244 (a-b))
      - An employer must ensure that no worker operates a power-driven crane operated from a cab unless the worker is at least 18 years of age and is a competent operator or a trainee supervised by a competent operator

3. Supervision (Employment standards code, s. 84 (1))
   - Children under 18 are not to be employed between 11:00 p.m. and 6:00 a.m. without supervision of an individual at least 18 years of age

4. Time blocks (Employment standards code, s. 83 (4) (b), 84 (1) (a))
   a. Time of day not permitted to work
      - Under 16: not to be employed between 11:00 p.m. and 6:00 a.m.
      - Under 18: not to be employed between 11:00 p.m. and 6:00 a.m. without supervision of an individual at least 18 years of age
   b. Maximum total hours permitted to work / day / week
      - Under 16: cannot be employed more than 20 hours a school week, except as permitted by regulations

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New Brunswick System Factors

1. Consent of parent/guardian or authority [Employment standards act, s. 41(c)]
   • Under 16 cannot be employed against regulations without parental consent

2. Orientation/training and Assessment/examination
   a. Hoist operator [Occupational Health and Safety Regulations s. 239(1)]
      • A hoist operator’s certificate must be issued by a medical practitioner and must certify the
        employee’s mental and physical fitness; in addition, the certificate must be kept in a
        public place, and it expires every 12 months

3. Supervision
   • No supervision legislation currently in effect.

4. Time blocks (Employment standards act, s. 39 (a-e))
   a. Time of day not permitted to work
      • Under 16: not permitted to work between the hours of 10:00 p.m. in any day and 6:00 a.m. in
        the following day
   b. Maximum total hours permitted to work / day / week
   c. Under 16: not permitted to work for more than 6 hours in any day, for more than 3 hours on
      any school day, on any day for a period which, when added to the time required for
      attendance at school on that day, would require the person to spend more than a total of 8
      hours attending school and working
   d. Breaks from work

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Newfoundland and Labrador System Factors

1. Consent of parent/guardian or authority (Labour standards code, s. 48 (1))
   • Under 16 years of age require the written consent of their parent/guardian in order to work

2. Orientation/training and Assessment/examination
   • Radiation worker [Radiation health and safety regulations, s. 11]
     • Under 16 cannot prescribe the use of radiation on a non-human source unless undergoing a course of training and has constant supervision

3. Supervision
   • Radiation worker [Radiation health and safety regulations, s. 12]
     • Under 18 cannot be employed as a radiation worker applying radiation to a non-human source unless undergoing a course of training

4. Time blocks (Labour standards code, s. 46 (b))
   d. Time of day not permitted to work
      Under 16: not permitted to work between the hours of 10:00 p.m. of 1 day and 7:00 a.m. of the following day
   e. Maximum total hours permitted to work / day / week
      Under 16: not permitted to work for more than 8 hours a day, for more than 3 hours on a school day unless a certificate covering that day has been issued under section 8 of the School Attendance Act, on a day for a period that, when added to the time required for attendance at school on that day, totals more than 8 hours
   f. Breaks from work
      Under 16: employers must not prevent child from obtaining a rest period of at least 12 consecutive hours a day

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Northwest Territory and Nunavut System Factors

1. Consent of parent/guardian, or authority
   • None

2. Orientation/training and Assessment/examination
   a. Apprentice (Apprenticeship, trades and occupation certification act, s. 12 (a)):
      • No one under 16 shall enter into a written agreement for apprenticeship with the Minister
   b. Hoist Operator (Mine health and safety regulation, s. 7.30 (b)):
      • No one under 20 shall work as a hoist operator
   c. Blaster (Explosives Use Act, s. 6 (1))
      • Every applicant for a permit shall be examined by the Inspector or a deputy inspector as to the applicant's knowledge of commercial explosives, blasting accessories and the transportation, storage, handling and use of explosives

3. Supervision (Asbestos safety regulation, s. 8 (a-b)) and Silica safety regulation s. 8 (a-b)
   • No person under 19 shall be employed where an asbestos process is being conducted unless the process is conducted under constant supervision and the process has been inspected and approved by a safety officer

4. Time Blocks (Labour standards act-employment of young persons regulations, s. 4)
   a. Time of day not permitted to work:
      • Under 17: not permitted to work between the hours of 11:00 p.m. on one day and 6:00 a.m. on the next day unless he/she first obtains the approval in writing of the Labour Standards Officer
      • Only in effect in Nunavut, legislation repealed in Northwest Territories

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Nova Scotia Systems Factors

1. Consent of parent/guardian or authority [Labour standards code, s. 68(5)]
   • Under 16: parents are responsible for ensuring their children are not employed contrary to regulations

2. Orientation/training and Assessment/examination

3. Supervision [Liquor licensing regulations, s. 89(3)]
   • Under 18: can be employed to provide entertainment in a licensed premises if accompanied by an adult over the age of 19

4. Time blocks (Labour standards code, s. 68 (3) (a-d))
   a. Time of day not permitted to work
      • Under 14: not permitted to work between the hours of 10:00 p.m. of any day and 6:00 a.m. the following day
   b. Maximum total hours permitted to work / day / week
      • Under 14: not permitted to work for more than 8 hours in any day, for more than 3 hours on any school day unless an employment certificate authorizing the employment of the child has been issued under the Education Act, and on any day for a period that, when added to the time required for attendance at school on that day, totals more than 8 hours

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Ontario System Factors

COMING INTO EFFECT: Breaks while working (Employment standards act, s. 83.5 (a-b), 83.7))

- Under 3 years of age, child actor must get for every 15 consecutive minutes of time before recording device, 20 consecutive minutes of break
- 3 years of age but less than 6 years of age, child actor must get for every 30 consecutive minutes of time before recording device, 15 consecutive minutes of break
- 6 years of age but less than 12 years of age, child actor must get for every 45 consecutive minutes of time before recording device, 10 consecutive minutes of break
- 12 years of age but less than 15 years of age, child actor must get for every 60 consecutive minutes of time before recording device, 10 consecutive minutes of break
- A person who employs or otherwise contracts for the services of a child actor shall ensure that his or her eating periods are not longer than one hour each

1. Consent of parent/guardian or authority (Trades qualification and apprenticeship act, s. 12 (c) (iii))
   - Under 18 years of age require consent of their parent/guardian to work as an apprentice

2. Course and/or examination

3. Orientation, training, and/or assessment (Child performers guideline, part II)
   - Child performers should be given orientation training to the workplace that is adequate and appropriate to their age

4. Supervision

5. Time blocks (Employment standards act, s. 83.3, 83.4 (1-3), 83.6 (1-2), 83.7)) – COMING INTO EFFECT
   a. Time of day not permitted to work
      - No person shall require or permit a child actor to report for work earlier than 5:00 a.m. on any day, unless the Director gives prior written approval
      - No person shall require or permit a child actor to have a shift that ends later than the following times, unless the Director gives prior written approval. During the school year: 10 p.m. if the next day is a school day, and 12:30 a.m. if the next day is not a school day. At any other time, 2:00 a.m.
      - A person who employs or otherwise contracts for the services of a child actor shall not require or allow him or her to work a split shift
   b. Maximum total hours permitted to work / day / week
      - No person shall require or permit a child actor to work more than 5 days in a week; or if the Director approves in writing, six days in a week
      - Under 12: child actor not permitted to work more than 8 hours in a day, unless the Director gives prior written approval
      - 12 but under 15: child actor not permitted to work more than 10 hours in a day, unless the Director gives prior written approval
   c. Breaks from work
      - A person who employs or otherwise contracts for the services of a child actor shall either, give him or her a period of at least 48 consecutive hours free from the performance of work in every work week or pay him or her 1½ times the regular wage for the time worked during the 48-hour period that he or she would otherwise be entitled to have free from work
      - A person who employs or otherwise contracts for the services of a child actor shall give him or her a period of at least 12 consecutive hours free from the performance of work, between shifts and before he or she is scheduled to attend school

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Prince Edward Island System Factors
1. Consent of parent/guardian or authority
   • Under 16 can work in prohibited employment if the inspector is satisfied that the work (a) will not prejudice the attendance of the young person at school or the capacity of the young person to benefit from instruction at school; and (b) has been consented to by the parent or guardian of the young person (Youth Employment Act, Part 1(6(2a, b))).

2. Orientation/training and Assessment/examination (Youth employment act, s. 8 (d))
   • Young workers under the age of 16 years must receive adequate training and courses of instruction before authorizing them to perform unsupervised work
   • Under 16 cannot be employed as a signaller and have training and a certificate (s. 50.4, OHSA General Regulations). Employers of workers under 16

3. Supervision (Youth employment act, s. 8 (c))
   • An adult who has experience of the work must supervise young workers under 16 years of age

4. Time blocks (Youth employment act, s. 6 (1(a-c))
   a. Time of day not permitted to work
      • Under 16: not permitted to work between the hours of 11:00 p.m. and 7:00 a.m., and during normal school hours except where their work is an approved work study program
   b. Maximum total hours permitted to work / day / week
      • Under 16: not permitted to work for more than 3 hours on any school day, 8 hours on any day other than a school day, and not more than 40 hours in any week

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Quebec System Factors

1. Consent of parent/guardian or authority (An act respecting labour standards, s. 84.3)
   • Under 14 years of age require the written consent of their parent/guardian to work

2. Orientation/training and Assessment/examination
   • Must be 18 to perform work involving concrete pumps or distribution masts, have proper training and a certificate (s. 33 (1-3))

3. Supervision
   • No supervision regulation found

4. Time blocks (An act respecting labour standards, s. 84.6)

3. Time of day not permitted to work
   • Under 17: not permitted to work between 11:00 p.m. on any given day and 6:00 a.m. on the following day, except in the case of a child no longer subject to compulsory school attendance, in the case of newspaper deliveries, or in any other case determined by regulation of the Government

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Saskatchewan System Factors

1. Consent (Minimum wage regulations, s. 9.1 (2-3))
   - Under 14: cannot be employed without first obtaining written consent from the child’s parent or guardian, and this consent must be kept on file if needed by director

2. Orientation/training and Assessment/examination (Minimum wage regulations, s. 9.3 (1))
   1. Work Readiness Program
   2. No employers shall employ a youth aged 14 to 16 unless the youth provides evidence that they have completed a work readiness certificate approved by the minister

3. Supervision

4. Time Blocks (Minimum wage regulations, s. 9.2 (a-c))

   Children in General:
   a. Time of day not permitted to work:
      - Under 16 but at least 14: cannot be employed during the hours that they are required to attend school
      - Under 16 but > 14: cannot be employed after 10:00 p.m. on a school day or until the start of the following school day
   b. Maximum total hours to work:
      - <16 but > 14: cannot be employed more than 16 hours a week in which there is a school day

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Yukon Territory System Factors

1. Consent (Young worker protection act, s. 8 (2) (a-b), (3), 11 (2-3) (7))
   - Under 19 may deliver liquor but must be at least 16, have reasonable adult supervision and have written parental consent
   - Under 19 may deliver liquor in a food primary establishment if: at least 16, has written parental consent, and has reasonable adult supervision; however this doesn’t permit them to open, pour or mix liquor
   - Under 19 may enter liquor primary establishment to provide entertainment but only during time of performance if at least 16, has written parental consent, and has reasonable adult supervision
   - Under 19 may enter liquor primary establishment for purposes of employment if at least 16, has written parental consent, and has reasonable adult supervision and not to open pour or mix liquor
   - Under 16 may enter liquor primary establishment for purposes of employment if director determines conditions of employment

2. Orientation/training and Assessment/examination
   a. Apprentice (Apprenticeship act, s. 6 (1) (b), 12 (a-d))
      - No one under 16 shall enter into a written agreement for apprenticeship with the Minister
      - A person who is the minimum age for a designated trade can become an apprentice for that trade; however, the Director may, on behalf of the employer and consent of the parent or guardian, permit a person to become registered who is no more than 2 years younger than the minimum age, where in the opinion of the Deputy Minister and Director, the training would be in the best interest of the apprentice. Additionally, they must have met (or be about to meet) the minimum educational requirements for the designated trade and be physically capable of performing the work in which they are registered
   b. Radiation Worker (Radiation protection regulation, s. 19 (a))
      - No one under 18 shall work as an X-ray worker unless that person is undergoing a course of training where knowledge of X-rays is required and work is under direct supervision of an X-ray worker
      - Something else?

3. Supervision (Radiation protection regulation, s. 20 (a-b))
   - No person shall operate an X-ray machine or equipment unless they have successfully completed a course of instruction and are certified in accordance with the standards or is in training under the direct supervision of a qualified X-ray worker
   - Supervision is also required for workers under 19 employed in licensed premises; see consent above.

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Time Restrictions

All Provinces and Territories agree that children bound by compulsory school attendance should be prohibited from working during regular school hours except in certain situations (granted a high school diploma, involved in an approved work study program, etc.). In addition, Federal legislation restricts the employment of persons under the age of 17 between the hours of 11:00 p.m. and 6:00 a.m. in an effort to protect their health and development. Most jurisdictions have established additional time restrictions on young workers through various policies in the form of (1) Hourly Limits, (2) Daily Limits, or (3) Weekly Limits.

Hourly limits refer to the hours when a young worker cannot work in their Province or Territory of residence. Some jurisdictions extend the limited hours either earlier or later than the hours prescribed by Federal legislation. At best, these additional restrictions lower the age that the time limits apply to, or extend the time limits by a few hours in either direction. The jurisdictions that include additional time restrictions in the form of hourly blocks are Alberta, British Columbia, Manitoba, Saskatchewan and the Atlantic Provinces. Refer to the large table for specific information regarding the additional hourly limits.

Daily limits refer to the prohibited hours in a day that a young worker must follow in their Province or Territory of residence. Some jurisdictions limit the number of hours that young workers are able to work in a given day. For example, on a school day, young workers might be allowed to work two to four hours and on a non-school day may be allowed to work as many as eight hours. The limit on daily hours for young workers varies by jurisdiction. Refer to the large table for specific legislation regarding the daily limits on hours.

Weekly limits refer to the specific number of hours a young employee can work a week in their Province or Territory of residence. Typical weekly limits might start at 20 hours during a school week and as much as 40 hours during a non-school week. Refer to the large table to find more information about the weekly limits in other jurisdictions.

Not all jurisdictions have included additional restrictions on the times that young people can work. Quebec and Ontario, as well as Nunavut and both Territories do not provide additional time restrictions for the young workers in their respective jurisdictions, but instead default to the time limits provided by the Federal legislation.

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Finally, for the last of the four sections, each Province or Territory must be discussed independently because the inclusions and exclusions to “Worker’s Compensation” vary across Canada.

Beginning with Alberta, compensation is available to every worker (or their dependents) in the province provided that the injury is not attributable to the serious and willful misconduct of the worker. Many occupations are exempt from the provisions of this act, unless the occupation is carried on as part of an industry to which the act applies, or has been approved by the board. Please refer to the notes accompanying the appropriate section in the Mind Maps for the list of exempted occupations.

In British Columbia, the Workers Compensation Act applies to all employers and employees in the province, except employers and workers exempted by order of the Board. As of yet, I have been unable to find any exemptions under the act or its associated regulations. Interestingly, British Columbia makes the provision that any worker under 19 years of age is sui juris, which means they are considered to be of full legal age and capacity, and capable of managing their own affairs, and thus are granted all of the provisions of their adult counterparts if injured or killed on the workplace. Similar allowances are granted for youth classified as young workers or apprentices: if injured or killed, they are granted the same provisions as their adult counterparts. British Columbia even goes as far as to make provisions for causal workers and for workers with no earnings, so volunteers are covered, as are domestics, outworkers, etc.

In Manitoba, the Workers Compensation Act applies to all employers and workers in the province, except those excluded by regulation. Apprentices are covered by the act, as are mechanics and artisans. Schedule A occupations are exempt from the provisions of the act, and these include a longish list that is available in the notes accompany the section in Mind Maps. Some occupations that are commonly exempt in other provinces (but certainly not exhaustive) are: athletes and entertainers, charities, domestic employment, farmers and family members of farmers, religious organizations, teachers, and universities and colleges.

In New Brunswick, the Workers Compensation Act applies to all employers and workers in the province, except for: causal workers, people who play sports for a living, outworkers, members of the family of an employer residing with the employer who are under the age of 16, and domestic workers. Other exclusions include any industry that has less than 3 workers employed at one time; and the fishing industry, unless they have 25 or more workers usually employed at one time.

In Newfoundland and Labrador, the Workplace Health, Safety and Compensation Act applies to all employers and workers in the province, except those the Lieutenant Governor may exclude by regulation. Any youth that is participating in a Worker Training Program is considered to be a worker and is entitled to the provisions of the Workplace Health, Safety and Compensation Act, and, even though the minimum age for such a program is 15 years of age, in exceptional circumstances, the Minister of Education may rule a student to be entitled to the benefits of this section. Exclusions from the Workplace Health, Safety and Compensation Act include: employment of a person in respect of construction or renovation of a private residence, where that residence is, or shall be used as a private residence of that person; employment of a person in respect to a function in a private residence of that person; and professional sports competitors.
In the Northwest Territories, the Worker’s Compensation Act applies to all employers and workers in the territory. A person who harvests wildlife is considered to be a worker and is eligible for compensation. Exclusions under the act have yet to be determined or discovered. In Nunavut, the Worker’s Compensation Act applies to all employers and workers in the territory, except for employees as defined in the Government Employees Compensation Act.

In Nova Scotia, the Worker’s Compensation Act applies to all employers and workers in the province and to any occupation listed in Schedule A (see notes in Mind Map). Certain types of workers who are excluded from the provisions of the act include: casual workers, outworkers, police force and fire department, farm laborers, and domestic servants. In addition, actors, players, artists, and the work performed by a theater or broadcasting station are all excluded from the provisions of the act. The occupations of newspaper carriers and soliciting subscriptions are prohibited from the Worker’s Compensation Act, as are people employed by a telephone company to perform services in a building not owned by the company. Additional exclusions are included in the Regulations, but are lengthy, so refer to the appropriate Mind Map. Finally, certain businesses and occupations are excluded from the act until at least 3 workers are employed there at the same time.

In Ontario, the Workplace Safety and Insurance Act applies to any worker who is injured or to his dependants if he is killed. A minor who is injured or killed while on the workplace is entitled to the act’s provisions, as are apprentices, learners and students. The following occupations are excluded from the provisions of the act: barbering and shoe-shining establishments, educational, veterinary, or dental work, funeral directing and embalming, taxidermy, and the business of a photographer.

On Prince Edward Island, the Worker’s Compensation Act applies to all employers and workers engaged in any industry in the province. Even young workers, who may have been hired contrary to age regulations, and apprentices, are granted the provisions of this act. Exclusions listed in the Regulations are numerous: artists, entertainers, or performers; circus operations, travelling shows, or trade shows; clergy; demonstrating and exhibiting; employment by a person in respect to a function in the private residence of that person; carriers employed in delivering newspapers or other publication; peddling and door-to-door sales; volunteer workers; outworkers, and a number of other occupations. Please refer to the notes accompanying the appropriate section in the Mind Maps for a complete list of exclusions.

In Quebec, the Act Respecting Industrial Accidents and Occupational Diseases applies to all employers and workers in the province. Even if the worker is not in the province of Quebec, but the accident occurred in the province, and the injured has a residence in the province, they are covered by the act. I have been unable to find any regulations or exemptions to this compensation.

In Saskatchewan the Worker’s Compensation Act applies to all employers and workers engaged with any industry in the province except those industries excluded by regulation and section 10. Section 10 excludes casual workers, out workers, household servants employed in a private home by a resident, the industry of farming and ranching and teachers from the provisions of the act. Additional exclusions can be found under the Worker’s Compensation Exclusion Regulations. Industries excluded from the act include artists, entertainers and performers; circus operations, travelling shows and trade shows; clergy; commercial fishing; dairy farming, demonstrating and exhibiting; door-to-door carriers delivering newspapers, flyers or other publications, sports professionals and volunteers (other than mine rescue workers and member of the volunteer fire brigade), to name a few. Other excluded industries can be found under the notes of the appropriate mind map. Also, an employer in forestry operations is excluded from the act as well if it is not
operating as part of another forestry operation or under subcontract, and that operation produces less than a set quantity that the board may specify.

In the Yukon Territory the Worker’s Compensation Act applies to all employers and all workers in all industries. The Director may include casual workers, domestics, clergy, and volunteers as workers to be eligible for the provisions of this act. Currently there are no regulations excluding any industries from the provisions of this act, not that I have discovered anyways. However, the act does not apply to a worker defined in the Government Employees Compensation Act. Workers defined under this act include students who are engaged in programs of training in a workplace. In fact, government employees in all provinces abide by the Government Employees Compensation Act, and have different provisions from the provincial compensation acts.

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International Scan

Overview

The international scan of the occupational health and safety of young workers involved eight jurisdictions including Australia, the European Union, Finland, New Zealand, Norway, Sweden, the United Kingdom and the United States. Information regarding these jurisdictions was probed in terms of their similarities with the Canadian jurisdictions as well as their uniqueness to protecting the health and safety of young workers. This scan relied heavily on identifying, retrieving and reviewing of documents in the public domain as well as direct contact with organizations. Several health and safety features were identified including minimum age by type of task, time of work restrictions and other system factors such as parental consent (Refer to the results of the preliminary scan in the next section for details in each jurisdiction).

While most of the international jurisdictions are geographically distant from Canada, they share a great deal of similarity with our young worker provisions. One of the points of similarity focuses on attendance at school. As stated in the United States Federal Child Labour Provisions, children who are attending school are not permitted to work during school hours in any employment other than work related to work-study programs. The United Kingdom also restricts the amount of hours young workers may work outside of school hours. For example, children under 16 years of age must not work for more than 2 hours on school days and not more than 8 hours on non-school days and before 7:00 a.m. or after 7:00 p.m.

A young worker provision underrepresented in Canada but uniformly available in the United Kingdom is the rest break that young workers may take while working. Ontario is the only province with such provision particularly in the child entertainment industry. In the United Kingdom, they prescribe 1 hour of break to children less than 16 years age for every 4 hours of work. Those between 16-18 years of age may take 30 minutes of break for every 4 ½ hours of work, and may have 12 hours of rest between each working day and two rest days per working week.

Sweden is another leading jurisdiction that restricts the work of young people in the summer differently from rest of the year. Young workers (13-15 years of age) in Sweden must be free from work for at least 4 weeks in a row during the summer. There is no such provision available in Canada.

The types of tasks that are restricted for young workers in the international jurisdictions show similar concern as the ones in Canada. Essentially, occupations considered hazardous or likely to be hazardous are restricted from young workers, with the main age consistency across international regions being under 18 years of age and in some cases under 16. Australia, the European Union, Finland, New Zealand, Norway, Sweden, the United Kingdom and the United States consider mining, construction, radiation work, manufacturing and handling of inflammable substances, work with mechanically driven lifting devices, diving work, and roofing as hazardous tasks for those under 18.

Finally yet importantly, we take a note of a unique young worker provision in Finland, the European Union, and the United Kingdom that calls for risk assessment. The risk assessment must identify possible risks to worker’s health and safety before they employ young workers. Special attention is placed on the worker’s age, lack of experience and other work environment concerns. In the United Kingdom, the outcome of the assessment must be shared with the parent prior to the start of work when the concerned worker is under 16 years of age.
Minimum age by task


14-15 years of age may not be employed in:

- Any manufacturing
- Any mining occupation
- Most processing occupations such as filleting of fish, dressing poultry, cracking nuts
- Occupations involved with the operating, tending, setting up, adjusting, cleaning, oiling or repairing of hoisting apparatus
- Work performed in or about boiler or engine rooms
- The operation of motor vehicles or service as helpers on such vehicles
- Outside window washing
- All work requiring the use ladders or scaffolds
- All baking and most cooking activities
- Work in freezer and meat coolers and all work in the processing of meat for sale
- Youth peddling
- Loading and unloading of goods or property onto or from motor vehicles, railroad cars, and conveyors
- Construction

14-15 years of age may be employed in:

- Office and clerical work, including operation of office machines
- Computer programming or writing of software, teaching or performing as tutor
- Cooking with electric or gas grills that do not involve cooking over an open flame and with deep fat fryers
- Cashiering, selling, modeling, art work
- Price marking and tagging by hand or by machine
- Bagging and carrying out customer orders
- Errand and Delivery work
- Clean up work
- Kitchen work
- Cleaning kitchen equipment
- The occupation of lifeguard (for 15 years of age)

16-17 years of age may not be employed in (HOs):

- Manufacturing and storing of explosives
- Motor-vehicle driving and outside helper on a motor vehicle
- Coal mining
- Occupations in forest fire fighting
- Power-driven woodworking machines
- Exposure to radioactive substances
- Power-driven hoisting apparatus, including forklifts
- Power-driven metal-forming, punching, and shearing machines
- Mining, other than coal mining
- Operating power-driven meat processing equipment
- Power-driven bakery machines
- Power-driven balers, compactors, and paper processing machines
- Manufacturing bricks, tile, and kindred products
- Power-driven circular saws, band saws, chain saws, guillotine shears, wood chippers, and abrasive cutting discs
- Wrecking, demolition, and shipbreaking operations
- Roofing operations and all work on or about a roof
- Excavation operations

Victoria, Australia- Child Employment Act, 2003

This Act regulates the employment of children under the age of 15 years

11 years of age or over:

- May deliver newspapers, pamphlets or other advertising material, or items for a registered pharmacist

Under 15 may not work in these activities which are considered harmful:

- Repetitive bending, twisting or lifting
- Manually lifting heavy items
- Working with or near cooking or any other equipment that may produce high temperatures
- Working with sharp instruments or equipment, power-operated tools, and any other dangerous equipment
- Working near moving vehicles
- Working at heights
- Working with uncontrolled animals
- Working in extreme weather conditions
- Door to door selling
- On a fishing boat
- On a building construction

New Zealand - Health and Safety in Employment Act

12 years of age or over may:

- Drive tractors as a special case, but only for agricultural work and if you are fully trained or being trained. This exemption does not apply If you are an employee

Under 15 years of age may not:

- Operate machinery
- Drive a vehicle
- Lift heavy loads
- Do manufacturing for trade or sale
- Do any construction work
- Do any logging or tree-felling
- Be present in some workplaces without direct adult supervision at all times

Under 15 years of age may work in:
- Office
- In area used for selling goods or services

Under 18 years of age may not work in:

- Any bars, licensed restaurants or clubs
- Prostitution

**Sweden – Working Environment Act**

Under 13 years of age may be employed to do:

- Light tasks, such as planting, or fruit and berry picking on a farm that is run by a family member
- Certain sales work, such as selling Christmas magazines

Under 13 years of age may not be permitted to handle:

- Large sums of money

13-15 years of age may perform:

- Simple office work
- Light work in a business, such as picking up and labelling goods, but teenagers must not do any heavy lifting or work at the till
- Light restaurant work, such as collecting trays
- Light gardening work
- Packaging (but not heavy objects)

Under 16 years of age:

- Must not work full time and if over 16 must have completed the 9 compulsory school years

16-17 years of age may not perform:

- Diving work
- Work carrying the risks or suspected risk of blood infections
- Cancer research with scientific trials

Under 18 years of age may perform these task in exceptional cases, such as undergoing work experience and with direct supervision:

- Mining
- Working where there is a risk of something falling over you
- Working at height
- Loading and unloading ships
- Nursing work
- Work with a risk of violence
- Working with animals
- Working with tractors, agricultural and similar vehicles
- Work with mechanically driven lifting devices, cable transporters and conveyor belts
- Work with mechanically driven technical devices or tools
- Inspection, maintenance and repair work
- Work with hazardous substances
- Heavily controlled work

**Finland – Young Worker’s Act**

**Under 13 years of age may be temporarily employed:**

- As performers or assistants at art or cultural performances or other corresponding events

**Under 15 years of age may be employed to do:**

- Light work which includes messenger’s work, delivery of papers and advertisements, sale of tickets and refreshments at different events, sales work and assistant work in shops, offices and restaurants, as well as in garden and farm work

**Under 16 years of age may not perform:**

- To do work involving machinery and equipment, chemicals, electricity, or biological or physical risk factors (noise, vibration), demounting of buildings or the care of laboratory animals, continuous lifting, where the weight of the load continuously exceeds 20 kg for men and 15 kg for women

**Under 18 years of age may not perform:**

- To do work involving the manufacture, transport and handling of inflammable and explosive substances and flammable liquids of class I, work which is toxic or carcinogenic, work which exposes the worker to hazardous radiation, or noise and vibration, or extreme cold and heat, and the care of psychiatric patients

**United Kingdom**

**Under 13 years of age:**

- May not be employed to do shop work or taking on a paper round, or any other task likely to affect their health, safety or education and if over 13, employers must get a permit signed by the parent from the local authority

**Under 14 years of age:**

- May not be employed to do work in factories or on a building site

**Under 16 years of age:**

- May not be employed to work in a factory or in construction work, in transport, in a mine, on a registered merchant ship

**Under 18 years of age:**

- May not be employed to do work which brings them into contact with chemical agents, toxic material or radiation work or extreme cold, heat or vibration

**European Union – Prescription of Health and Safety for Member States**

**Under 18 years of age must not be allowed to do work which:**

- Exceeds their physical or mental capacities
- Exposes them to substances which are toxic or cause cancer
- Exposes them to radiation
- Involves extreme heat, noise or vibration
- Involves risks that they are unlikely to recognize or avoid because of their lack of experience or training or their sufficient attention to safety

Under 18 years of age but over the minimum school leaving age can do the above work under very special circumstances, where:
- The work is crucial for their vocational training
- The work is performed under the supervision of a competent person
- Risks are reduced to the lowest level possible

**Time limit blocks**

**United States-Federal Child Labour Provisions**

14-15 years of age may not be employed:
- During school hours (except as provided in work experience and career exploration programs and work-study programs)
- Before 7 a.m. or after 7 p.m. (except from June 1 through Labour Day when the evening hour is extended to 9 p.m.
- More than 3 hours a day on a school day, including Fridays
- More than 8 hours a day on a non-school day
- More than 18 hours a week during a school week
- More than 40 hours a week during non-school weeks

**Victoria, Australia- Child Employment Act, 2003**

This Act regulates the employment of children under the age of 15 years

Under 15 years of age may work:
- Three hours per day and 12 hours per week during the school term
- Six hours per day and 30 hours per week outside the school term

**New Zealand - Health and Safety in Employment Act**

Under 16 years of age may not be employed:
- 10 p.m. and 6 a.m.

**Sweden – Working Environment Act**

13-15 years of age may work:
- Maximum of 2 hours per day on schooldays
- Maximum of 7 hours per non-school day
- Maximum of 12 hours per week
- Between 6 a.m. and 8 p.m.
13-14 years of age are permitted to work:
- Maximum of 7 hours a day and no more than 35 hours a week (summer)

15 years of age are permitted to work:
- Maximum of 8 hours a day and no more than 40 hours a week (summer)

16-17 years of age may work:
- Maximum of 8 hours a day and no more than 40 hours a week (summer)

16-17 years of age may not work:
- Between 10 p.m. and 6 a.m. or
- Between 11 p.m. and 7 a.m.

Finland – Young Worker’s Act

Under 16 years of age are permitted to work:
- Maximum of 7 hours on holidays
- Maximum of 2 hours on school days
- The total length of the school day and working hours cannot, however, exceed eight hours or the weekly working hours 12 hours

Under 15 years of age are permitted to work:
- Maximum of 7 hours a day and 35 hours a week during the school holidays and shall not be made to do overtime or emergency work
- Between 8:00 a.m. and 8:00 p.m., except in special circumstances he/she may work between 6:00 a.m. and 8:00 p.m.

15 years of age or over may work:
- Between 6:00 a.m. and 10:00 p.m. on holidays

15-17 years of age may be permitted to work:
- Maximum of 9 hours a day or 48 hours/week on holidays

Norway – The Working Environment Act

Under 15 years of age are permitted to work:
- Maximum of 2 hours per day on school days
- Maximum of 12 hours per week on school days
- Maximum of 7 hours per day on non-school days
- Maximum of 35 hours per week on non-school days
- Maximum of 8 hours a day and 40 hours a week for the total of working hours and school hours where the work is part of an arrangement involving alternating theoretical and practical education

Under 15 years of age are not permitted to work:
- Between 8:00 p.m. and 6:00 a.m.
15-18 years of age (not attending compulsory school):
- Maximum of 8 hours a day and 40 hours a week

**United Kingdom**

Children under the age of 16 years must not work:
- During school hours on any school day
- For more than 2 hours on any school day (1 hour if the child is under 14) or for more than 12 hours in any week in which the student is required to go to school
- For more than 2 hours on a Sunday
- For more than 7-8 hours (five hours if the child is under 15 years) on any day which is not a school day or a Sunday
- Before 7:00 a.m. or after 7:00 p.m.
- For more than 35-37 hours (25-27 if the child is under the age of 15) in any week in which they are not required to go to school

Children (16-17 years of age) must:
- Not work more than eight hours a day, or more than 40 hours a week
- Not work between 10:00 p.m. and 6:00 a.m. If youth is contracted to work after 10:00 p.m., they must stop work at 11:00 p.m., and not start again before 7:00 a.m.
- There are some exceptions for young people who work in hospitals, agriculture, retail, hotels, catering, bakeries, post/newspaper deliveries, or in connection with cultural, artistic, sporting or advertising activities. They are not allowed to work between midnight and 4:00 a.m., except in the most exceptional circumstances

**Rest breaks while working**

**Victoria, Australia- Child Employment Act, 2003**

This Act regulates the employment of children under the age of 15 years

Under 15 years of age must be given a rest break of at least
- 30 minutes after every 3 hours of work

**Sweden – Working Environment Act**

13-15 years of age:
- Must have a break of not less than 30 minutes if the working day is longer than 4 ½ hours

16-17 years of age:
- Must have a break of not less than 30 minutes if the working day is longer than 4 ½ hours (summer)

**Finland – Young Worker’s Act**

15-17 years of age:
- Where the daily working hours of young workers are in excess of 4 ½, employees shall be granted a rest period of at least 30 minutes in the course of their work, during which they shall be free to leave the workplace

Norway – The Working Environment Act

Under 18 years of age:
- May have a rest break of at least 30 minutes, if possible continuous, if daily working hours exceed 4 ½ hours

United Kingdom

Children under the age of 16 years must not work:
- For more than 4 hours in any day without a break of 1 hour

Children (16-17 years of age) must:
- Have 30-minute rest break when they work for longer than 4 1/2 hours

Rest breaks while not working

Victoria, Australia- Child Employment Act, 2003

This Act regulates the employment of children under the age of 15 years

Under 15 years of age must be given a rest break of at least
- 12 hours between finishing one shift and starting the next

Sweden – Working Environment Act

13-15 years of age:
- Must have at least 14 consecutive hours of nightly rest
- Must have at least 36 consecutive hours of rest in a week
- Must be free for at least 4 weeks in a row during the (summer)

16-17 years of age:
- Must have at least 12 hours free for nightly rest and 36 consecutive hours of rest every week (summer)

Finland – Young Worker’s Act

Under 15 years of age:
- At least 14 consecutive hours of rest in every 24 hours

15 years of age or over:
- At least 12 consecutive hours of rest in every 24 hours
15-17 years of age:
- At least granted a weekly break of 38 consecutive hours

Norway – The Working Environment Act

15-18 years of age (not attending compulsory school):
- May have an off-duty period during night time of at least 8 hours including the time between 11:00 p.m. and 6:00 a.m.
- Within each period of 24 hours, there shall be a continuous off-duty period of at least 12 hours

Under 15 years of age:
- Within each period of 24 hours, there shall be a continuous off-duty period of at least 14 hours

15-18 years of age:
- Within each period of 24 hours, there shall be a continuous off-duty period of at least 14 hours

Under 18 years of age:
- May have a continuous off-duty period of at least 48 hours per 7 days. The off-duty period shall as far as possible be on a Sunday or public holiday
- Persons under the age of 18 years who attend school shall have at least four weeks holiday a year, of which at least two weeks shall be taken during the summer holiday

United Kingdom

Children (16-17 years of age) must:
- Have 12 hours rest between each working day, and 2 rest days per working week

Permits

Victoria, Australia- Child Employment Act, 2003

This Act regulates the employment of children under the age of 15 years
- Child under 15 must have permit for employment during school hours, after school hours, on weekends or during school holidays, and for certain school work experience placements

Direct supervision

Victoria, Australia- Child Employment Act, 2003

This Act regulates the employment of children under the age of 15 years

Under 15 years of age:
- A parent or guardian must directly supervise a child employed in a family business
- Must be supervised at all times by a person who has an up-to-date ‘Working with Children’ and
directly and adequately supervised by such a person at all times in the employment, having to regard
to nature and environment of the workplace, nature of the work performed by the child and the
child’s age, sex and physical and emotional development and maturity

**Compulsory school age**

**New Zealand - Health and Safety in Employment Act**

- Under 16, you are considered to be school age and not permitted to work during school hours, except
work study program

**Sweden – Working Environment Act**

- Under 16, children are bound by compulsory school attendance and not permitted to work during
school hours, except in work study programs

**Finland – Young Worker’s Act**

- Under 16, children are bound by compulsory school attendance and not permitted to work during
school hours, except in work study programs

**Norway – The Working Environment Act**

- Under 16, children are bound by compulsory school attendance and not permitted to work during
school hours, except in work study programs

**Consent of parent or guardian**

**Sweden – Working Environment Act**

13-15 years of age and under 18 if the teen still attending school:

- Parents must give consent to their teen’s work

**United Kingdom**

Over 13 years of age:

- Employers must get a permit signed by the parent from the local authority

**Overtime**

**Finland – Young Worker’s Act**

15 years of age or over:

- May, with his/her own consent, do overtime work for no more than 80 hours in the course of one
calendar year, in addition to regular daily working hours or other regular working hours

**Risk assessment**

**Finland – Young Worker’s Act**
Under 18 years of age:

- For a young worker a health examination should be arranged within one month from the beginning of the employment relationship at the expense of the employer. The health examination shows the suitability of the young person for the work in question. A health examination is not required, however, if the work of the young person is light shop or office work or other comparable light work. Nor is a health examination required in employment relationships of less than three months or in situations where a medical certificate given during the last 12 months is available to the employer and which shows the young person’s suitability for the work intended.

United Kingdom

Under 18 years of age:

- Employers employing children under the age of 18 years must do an assessment of possible risks to worker’s health and safety, before they employ. They must pay attention to worker’s age, lack of experience, and other things that could be a risk to the worker’s health and safety and if the worker is under 16 years of age, they must provide this assessment to the parent.

European Union – Prescription of Health and Safety for Member States

- A risk assessment must be carried out before young people start work, covering: the workplace; physical, biological and chemical agents; work equipment and its use; work processes, operations and work organizations; and training and instruction.

- The parents or legal guardians of school-age children must be informed of the outcome of the risk assessment and the control measures adopted concerning their children’s safety, before work starts.

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Critical/Comparative Analysis of the Policies

**Federal Legislation**

In Canada, Federal legislation pertaining to young workers is limited to a select number of acts and regulations. The greatest percentage of legislation affecting young workers originates from the Canadian Labour Standards Code and its accompanying regulation. Simply stated persons under the age of 17 years can work, but only in occupations specified by regulation (any office or plant, in any transportation, communication, maintenance or repair service, or in any construction work or other employment in a federal work, undertaking or business). In addition, they may be employed in such occupations only if they are not required by their Provincial law to be in attendance at school, the work they are employed in is not contrary to prohibitions and it is not likely to be injurious to their health or endanger their safety [Canadian Labour Standards Regulation (s. 10 (1) (a-b))]4. According to the same legislation sources, persons under 17 years of age are restricted from working between 11:00p.m and 6:00a.m in any occupation. [Canadian Labour Standards Regulation (s. 10 (2))]4.

There are several age restrictions with respect to explosives at the Federal level worth mentioning. Persons under 16 years of age are not to be employed or permitted to enter any danger building (except in the presence and direct supervision of an individual over the age of 21) [Explosives Regulation (s. 80)]5. Persons under 18 years of age cannot be in charge of or drive a vehicle transporting explosives or look after vehicle transporting explosives overnight [Explosives Regulation (s. 63)]5. Persons under 21 years of age cannot be employed to drive a land vehicle transporting more than 2,000 kg of explosives [Explosives Regulation (s. 65)]5.

There are a few regulations on young workers with respect to work performed on a ship. Persons under 15 years of age cannot be employed on any vessel (except a vessel employing only family) and those under 18 years of age cannot be employed in any capacity on any vessel (unless the master of the vessel has obtained a medical certificate certifying they are fit to work on the vessel) [Canada Shipping Act (s. 237)].

Only a small percentage of the legislation affecting young workers in Canada is administered at the Federal level. The policy at the Federal level protects persons under 17 from working in prohibited industries or performing work that is injurious to their health or safety, as well from working at night in any occupation.

**Pan-Canadian Legislation**

The majority of legislation pertaining to young workers is administered at the Provincial level. Because of this fact, there is an inherent individuality within jurisdictions, even when the goals of the legislation are similar with respect to young worker policy. Upon analyzing and reviewing the documents, it became evident that several items pertaining to young workers are administered somewhat equally across all of the jurisdictions in Canada, despite any inherent differences.

The young worker policies that stand united across Canada are those that prohibit the employment of children (1) bound by compulsory education, (2) in work that is dangerous to their health, safety, well-being or development, and (3) from handling or serving alcohol in licensed premises. Note that, although these policies are somewhat consistent across the nation, either the language or application of the policy varies by jurisdiction. In some cases, the policy is not in effect in a particular Province or Territory.
All Provinces and Territories determine education standards for their individual jurisdictions, however all follow the Federal legislation that persons bound by compulsory school attendance cannot be employed during the time they are required to be at school. The Northwest Territories, Nunavut and the Yukon Territory have no additional policy in this area at their territorial level aside from setting the age for compulsory attendance to 16 years in their respective Education Acts. The rest of the Provinces, on the other hand, have legislation that provides more details on policy pertaining to young workers.

In Alberta, British Columbia, Manitoba, Saskatchewan, Quebec and the Atlantic Provinces, the age for compulsory attendance is between 6 and 16 years, according to their respective Education or School Acts. In their respective Employment Standards or Labour Standards legislation, each of these Provinces set out written policy putting an onus on employers of young workers to maintain additional responsibilities. New Brunswick and Ontario set the age for compulsory attendance to 18. All Provinces allow exceptions to the compulsory attendance policy for youth if they have obtained their diploma, are participating in an approved work experience program or for few other reasons. In some provinces, an employer (Quebec: In addition, at the request of his/her parents, a student may be exempted from compulsory attendance by the school board, for one or more periods of time not exceeding six weeks in total during the school year, to carry out urgent work. ss.14, 15. Manitoba: However, a child of 15 may obtain a certificate excusing his/her attendance at school signed by a parent or other person having legal charge, the school attendance officer and the superintendent of schools or other designated school official. ss. 258(1), 262(e), 263(1)).

Federal legislation states that no person under 17 shall be employed in work that is injurious to the health and safety of the worker and this applies across the nation. Alberta, British Columbia, Saskatchewan, Ontario and the Territories follow the default to the Federal policy, as they have made no Province-specific policy of their own. However, half of the jurisdictions in Canada have additional policy in force to help protect young workers, usually include in their respective Employment Standards Labour Standards legislation. In Nova Scotia, this policy applies to any person under 14 years of age. In the rest of the Atlantic Provinces (New Brunswick, Newfoundland and Prince Edward Island) and Manitoba, this policy applies to all persons under the age of 16. In Quebec, this policy applies to all persons under the age of 18 years.

Policies on liquor and alcohol are determined at the Provincial level and are somewhat consistent across the nation with minors prohibited from employment to handle or serve alcohol in licensed premises. The majority of the Provinces define a “minor” to be at least 18 years of age: Alberta, Manitoba, Saskatchewan, Ontario, Quebec and Prince Edward Island. The majority of jurisdictions define a “minor” to be at least 19 years of age: British Columbia, New Brunswick, Newfoundland, Nova Scotia, Nunavut, Northwest Territories and Yukon Territory. Note that each jurisdiction sets the age of majority and that the restrictions may extend beyond the ages defined by the definition of a minor.

Most Provinces prohibit minors from serving alcohol while working in licensed premises, but grant exceptions for young workers who are performing work unrelated to serving alcohol, such as to entertain or perform repairs. The jurisdictions that allow minors to work in licensed premises but not to serve are Alberta, British Columbia, Manitoba, Saskatchewan, the Atlantic Provinces, Nunavut and the Northwest Territories. Those that do not allow minors to serve alcohol but for any exceptions where minors can work in the opening or serving of alcohol are Alberta, Manitoba, Saskatchewan, Ontario, Quebec, New Brunswick, Newfoundland and Nova Scotia. The jurisdictions that do not allow minors to work in licensed premises, regardless of exception, are Ontario, Quebec and the Yukon Territory.
The legislation applying to young people across Canada varies considerably. The Federal legislation applies to young workers from coast to coast, regardless of exception. The Pan-Canadian legislation spans the nation but may or may not apply evenly to every jurisdiction. The major policies that stand united across the Provinces and Territories as already mentioned are those that prohibit the employment of children (1) bound by compulsory education, (2) in work that is dangerous to their health, safety, well-being or development, and (3) from handling or serving alcohol in licensed premises. The extent of the application of these policies varies from one jurisdiction to the next.

**Province-Specific Legislation: Task Restrictions**

Certain age groups cannot perform specific tasks and therefore cannot perform that type of work in their Province or Territory of residence. Refer to the large table for assistance with deciphering which jurisdiction restricts a specific task with respect to age.

Recall that Federal legislation prohibits persons under the age of 17 years from work in prohibited regulations. In addition to these restrictions, each jurisdiction has legislation in force to help protect young workers. One of the tasks more often included in Provincial legislation is a provision for Logging and Forestry Operations. A restriction related to this task and age appears in every jurisdiction except for Alberta and Quebec. Most of the restrictions apply to workers who are 16 years of age, but in some jurisdictions, these apply to workers as old as 18.

Mines and mining operations are not suitable occupations for young workers. The majority of the jurisdictions in Canada prohibit workers, usually under the age of 16 but as old as 18, from working at the surface of a mine or underground. The jurisdictions that include this restriction are Alberta, British Columbia, Manitoba, Saskatchewan, Ontario, Quebec, New Brunswick, Newfoundland, Nunavut and the Northwest Territories.

Another task at the Provincial level in many jurisdictions includes prohibitions for hoist operators. Legislation is in force in British Columbia, Manitoba, Saskatchewan, Ontario, Quebec, New Brunswick, Newfoundland, Nunavut, the Northwest Territories and Yukon Territory. The majority of the restrictions apply to workers who are 18 years of age, but in some jurisdictions can be as old as 20 years of age.

Other restricted occupations occur with less frequency. In about half of the nation, the task of Blasting is restricted, usually to workers who are 18 or 19 years of age. Restrictions for this task are in force in Alberta, British Columbia, Quebec, New Brunswick, Newfoundland, Nunavut, and the Northwest Territories.

Similarly, the task of construction projects is prohibited for young workers to perform in half of the nation. Work on construction projects is usually restricted to workers age 16, but can apply to workers as young as 14 and as old as 18. Jurisdictions that include an age restriction on the task of construction work are Manitoba, Saskatchewan, Ontario, Quebec, New Brunswick and Prince Edward Island.

Additionally, the task of radiation worker is prohibited to those at least 18 years of age (except for the purposes of training) in the majority of the jurisdictions that enforce this legislation. The jurisdictions with radiation worker restrictions are Alberta, Saskatchewan, New Brunswick, Newfoundland, Nunavut, Northwest Territories and Yukon Territory.

There are a number of restricted tasks with respect to specific ages in force in one or two jurisdictions, but not others. For example, Quebec prohibits young workers from a number of tasks that no other jurisdictions follow: such as arts and culture performer, boatswain chair work, concrete pump and distribution mast work, construction and police dive work, demolition work, excavation work and work in trenches, and suspended
scaffolding work. Alberta is the only Province to prohibit young workers from work involved with paper delivery and work as a retail or office clerk. Ontario is the only Province to prohibit young workers from shaft attendant work and work as a window cleaner. British Columbia is the only Province to prohibit young workers from first aid work, and smelter, and foundry or metal worker.

**Province-Specific Legislation: System Factors**

Examining the system factors there are a number of consistencies across the country. Specific system factors for each jurisdiction can be referred to for more details as only a brief synopsis is given here. Time restrictions imposed at the Federal level state that no person under 17 years of age may work between 11:00 p.m. and 6:00 a.m. This important occupational provision is added to in every other jurisdiction except the Yukon Territory in some form or another to protect young workers. The Time Limits come in the form of time of day not permitted to work and maximum total hours permitted to work per day or week.

The majority of the jurisdictions require written consent of a parent or guardian, and in some cases permission of the director, for a young worker to enter into a contract of employment. The majority of the time, written consent is required from the parent by the employer in order to permit a person who is younger than the prohibited employment age to work. Provinces where this is the case are Alberta, British Columbia, Manitoba, Saskatchewan, Yukon Territory, Quebec and the Atlantic Provinces. The only jurisdictions where there is no requirement of parental consent are Nunavut and the Northwest Territories.

Courses and/or examinations are other occupational provisions that are embedded within the legislation affecting the employment of young people. Most of the courses and examinations pertain to the blasting occupation, as is the case in Alberta, British Columbia, Northwest Territories and Nunavut, Quebec and Newfoundland. Additional policies that require courses or examinations to work are related to Trades and Apprenticeships. The only jurisdictions found not to require examinations for Apprenticeships are Alberta, British Columbia, Saskatchewan and Newfoundland; the remaining jurisdictions do have some existing policy. Finally, it is worth repeating the new legislation that Saskatchewan has introduced requiring persons under 14 from being employed without training. As of March 31, 2010, 14 and 15 year old workers are required to complete the Young Worker Readiness Certificate Course (YWRCC) and obtain a Certificate of Completion. All young workers (14 and 15) must provide their employer: 1) proof of age; 2) written consent from a parent or guardian; and 3) a copy of their certificate; and the employer must keep the mentioned document on file.

Orientation and Training are not consistent across the nation. British Columbia has recently introduced legislation making provisions for new and young workers. Employers of new or young workers (workers who: are new to the workplace, are returning to the workplace where the hazards have changed, are affected by a change in the hazards of a workplace, are relocated to a new workplace, or are under the age of 25) have very specific responsibilities related to the complex needs of this vulnerable working group. Prince Edward Island also has interesting legislation stating that workers under 16 years of age must receive adequate training and instruction before being allowed to work unsupervised.

Supervision varies across the nation. The most stringent of supervision policies comes from British Columbia where every general worker under the age of 18 must be supervised by an adult at least 19 years of age. British Columbia is unique in that employment legislation is in effect for both children employed generally and for children employed in the Entertainment Industry. The supervision provision extends to this industry with some slight variations, but essentially provides a chaperone for every child working on set, or at least a provision for a chaperone to child ratio. Prince Edward Island is comparable in that it requires supervision of
all work performed by workers less than 16 years of age. The rest of the supervision legislation across the country is limited in the sense that supervision is only required for certain work, age, or time block. For example, in Alberta supervision by someone at who is at least 18 years old is only required when workers between the ages of 15 and 18 work in specific occupations (premises selling food and beverages or other merchandise; any gasoline product; or any place providing overnight accommodation). The other jurisdictions that include some conditional supervision policy similar to Alberta’s are Manitoba, Nunavut, Northwest Territories and Yukon Territory. The jurisdictions that do not have any policy in place related to supervision are Saskatchewan, Ontario, Quebec and the Atlantic Provinces except Prince Edward Island.

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Knowledge Gaps and Areas of Future Consideration

The similarities and differences across the nation have already been mentioned and Province-specific legislation has been noted in detail. What remains to be discussed are the noteworthy legislation in the nation that offer unique policies on occupational health and safety for youth. The three pieces that stand out the most are the Youth Employment Act in Prince Edward Island, and additional policies made to the Occupational Health and Safety legislation in British Columbia and Saskatchewan.

The Youth Employment Act is active in the Province of Prince Edward Island in the sense that the provisions made under the act can serve to have the measures prescribed in the act carried out. The occupational health and safety officer is capable of carrying out measures to ensure a youth’s employment conditions meet the prescriptions of both the Youth Employment Act and the Occupational Health and Safety Act of Prince Edward Island. This is of particular interest because this act is the only one in Canada that pertains only to youth alone with respect to occupational health and safety.

In addition, both British Columbia and Saskatchewan have unique components in their Occupational Health and Safety legislation that have interesting applications to young workers. British Columbia defines “new” workers as any worker who is new to the workplace, returning to a workplace where the hazards have changed, affected by a change in the hazards of a workplace or relocated to a different workplace if the hazards in that workplace are different; and a “young” worker as any worker who is under 25 years of age. The legislation then proceeds to prescribe the orientation and training that an employer of a new or young worker must provide before they begin work in a workplace. Examples of this orientation include workplace health and safety rules, hazards to which the young or new worker may be exposed, working alone or in isolation; personal protective equipment and much more.

Finally, Saskatchewan has new Occupational Health and Safety legislation that requires young workers to obtain a certificate of employment before they can be employed in the Province in most situations. All workers who are 14 years of age will have to provide their employer with a Youth Worker Readiness Certificate Course which includes (1) proof of age, (2) written consent from a parent or guardian and (3) a copy of their certificate. In addition the employer must keep the certificate in the employer record in case of future inspection.

These three pieces of legislation are worth mentioning because they provide significant protection for young workers where they are enforced. Other Provincial and Territorial legislation have been searched for similar legislation but have produced no results. International practice provides an additional interesting area for consideration. Risk assessment is a term that is not frequently encountered in Canadian legislation whereas the European Union has identified the need to conduct a risk assessment before a young worker can begin the job. The UK takes risk assessment to another level, requiring that parents be informed of the outcome of the risk assessment before employment begins. Perhaps exploring the manner in which risk assessment is interpreted and practiced could provide additional opportunities for advancing the occupational health and safety of Canada’s young workers.

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- **Regulation Respecting Concrete Pumps and Distribution Masts, 1992**
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- **Minimum Wage Regulations (Under the Labour Standards Act)**
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- **Apprenticeship Training and Trades Qualification Regulations, 2003**
- **Education Act, 2002**
- **Employment Standards Act**
- **Forest Protection Act, 2002**
- **Liquor Act**
- **Liquor Act Regulations, 2009**
- **Occupational Health and Safety Regulations – Blasting Reg. (Under OHSA)**
- **Occupational Health and Safety Regulations – Surface and Underground Mines or Projects**
- **Radiation Protection Regulations**

**Canadian Legislation**

- **Canadian Labour Code**
  
  - Under 17 can be employed in (a) an occupation specified by the regulations; and (b) subject to the conditions fixed by the regulations for employment in that occupation (Part 3, Division 2 (179a, b))).
Canadian Labour Standards Regulation

- Under 17 can be employed in any office or plant, in any transportation, communication, maintenance or repair service, or in any construction work or other employment in a federal work, undertaking or business if (a) they are not required, under the law of the province in which he is ordinarily resident, to be in attendance at school; and (b) the work in which he is to be employed (i) is not carried on underground in a mine; (ii) would not cause him to be employed in or enter a place that he is prohibited from entering under the Explosives Regulations; (iii) is not work as a nuclear energy worker as defined in the Nuclear Safety and Control Act; (iv) is not work under the Canada Shipping Act that he is prohibited by reason of age from doing; or (v) is not likely to be injurious to his health or to endanger his safety (Part 1 (10(1))).

- Under 17 cannot be employed to work between 11 p.m. on one day and 6 a.m. on the following day (Part 1 (10(2))).

Explosives Regulations

63. When loading, unloading, maintenance and operation of vehicles used in the transportation of explosives: (r) except as provided in paragraph (s.1), every vehicle transporting explosives shall be in the charge of a licensed driver, 18 years of age or over, who shall not leave the vehicle unattended; (s) except as provided in paragraph (s.1), where a vehicle transporting or containing explosives is parked overnight, (ii) the vehicle shall, at all times, be attended by a person who is 18 years of age or over and capable of looking after the vehicle; (v) where it is necessary to keep a vehicle transporting explosives moving on the road for a period in excess of 10 hours, two licensed drivers, 18 years of age or over, shall accompany the vehicle (Part 6 (63)) (s.1) a vehicle transporting or containing 25 kilograms of blasting explosives and 250 detonators or any lesser quantity of such explosives may be left unattended if (i) the blasting explosives and detonators are kept in secure magazines fixed to the vehicle, the vehicle is fitted with an anti-theft system and the magazines are the objects of a temporary magazine licence issued pursuant to these Regulations or of a licence or permit issued by the province in which the vehicle is operating, (ii) all parts of the vehicle are kept clean and free from excess oil and grease, (iii) no article or substance of a highly inflammable nature, or any article liable to spontaneous ignition or likely to cause fire is carried in the vehicle, (iv) the vehicle displays the warning markings prescribed by paragraph (o), and (v) when parked overnight, the vehicle is parked at least 30 metres from any habitation, highway, railway line or location containing substances of a highly inflammable nature (Part 6 (63 (r), (s), and (v))).

65. In addition to all other requirements respecting transportation of explosives by road under these Regulations, the operator of a vehicle to whom an Explosives Transportation Permit has been issued shall, when transporting more than 2 000 kilograms of explosives, observe the following conditions: (b) the vehicle transporting the explosives shall be operated by a licensed driver, 21 years of age or over, who is able to ask for and obtain assistance (i) from a helper, 18 years of age or over, who accompanies the driver, (ii) by staying in constant communication with the driver of another vehicle that does not transport explosives but follows the vehicle transporting the explosives, which driver is 18 years of age or over, or (c) where it is necessary to keep the vehicle moving on the road for a period in excess of 10 hours, two licensed drivers, 21 years of age or over, shall accompany the vehicle (Part 6 (65 (b) and (c))).

- Under the age of 16 years shall not be employed in or enter any danger building except in the presence and under the supervision of some responsible person over the age of 21 years (Part 7 (80)).
-Under the age of 16 years shall not be employed in or enter any danger building, except in the presence and under the supervision of some responsible person over the age of 21 years (Part 8 (101)).

-Under the age of 16 years shall not be employed in or enter any magazine for fireworks, except in the presence and under the supervision of some responsible person over the age of 21 years (part 9 (114)).

-Except as provided in sections 120.1 and 120.2, no person shall knowingly sell any explosive to a person who (a) is under 18 years of age; or (b) appears to be under 18 years of age and does not produce evidence that he is 18 years of age or older (Part 10 (120 1a, b))).

-No person shall knowingly sell safety cartridges to a person who (a) is under 16 years of age, unless he is the holder of a valid permit to possess a firearm issued pursuant to subsection 110(6) of the Criminal Code; or (b) appears to be under 16 years of age and does not produce evidence that he is 16 years of age or older (Part 10 (120.1a, b))).

-No person shall knowingly sell model rocket engines included in Subdivision 3 of Division 2 of Class 7 fireworks to a person who (a) is under 12 years of age; or (b) appears to be under 12 years of age and does not produce evidence that he is 12 years of age or older (Part 10 (120.2a, b))).

-No person shall purchase or attempt to purchase any explosives referred to in sections 120, 120.1 and 120.2 unless the person is (a) in the case of section 120, 18 years of age or older; (b) in the case of section 120.1, 16 years of age or older or is the holder of a permit referred to in paragraph 120.1(a); and (c) in the case of section 120.2, 12 years of age or older (Part 10 (120.3a, b, c)).

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Employment Standards Code, 1996
- No person may employ or permit work on their premises of an individual required to attend because of compulsory attendance, unless as part of an off-campus education program (Part 2, Division 9 (65(1)).
- No one under 15 may be employed without the written consent of the individual’s parent or guardian and the approval of the Director, unless individual is enrolled in an off-campus education program provided under the School Act (Part 2, Division 9 (65(2)).

Employment Standards Regulation, 1997
Adolescents (12-15) and Young Persons (15-18)
- No adolescent maybe employed outside of normal school hours unless as (i) a delivery person for a small retail store; (ii) a clerk or messenger in an office; (iii) a clerk in a retail store; (iv) a delivery person for the distribution of newspapers, flyers or handbills; of (v) other occupation approved by Director (Part 5 (52(1a (i-v))).
- An adolescent maybe employed if employment is not likely to be injurious to health; and parent or guardian has given written consent (Part 5 (52(1b))).
- An adolescent maybe employed if parent or guardian gives written consent (Part 5 (52(1c))).
- No adolescent may be employed more than (a) 2 hours on a school day; (b) 8 hours on a non-school day and never between 9:00pm and 6:00am (Part 5 (52(3a, b))) and (Part 5 (52(4))).
- Young person cannot be employed between 9:00pm and 12:01am without constant supervision of person over 18 in any premise selling food, beverages, petroleum or overnight accommodation (Part 5 (53)(1a, b, c))),
- Young person cannot be employed between 12:01am and 6:00am in any of the above-mentioned industries, but can be employed at any other premises not specified above if under constant supervision of someone over 18 years of age and have written parental consent (Part 5 (53)(2))) and (Part 5 (53)(3))).

Gaming and Liquor Act, 2000
- No minor (under 18) can be permitted to be in a licensed establishment if they are prohibited from doing so (74(1)); (74(2)) and (74(3))

Gaming and Liquor Regulation, 1996
- No minor (under 18) can be employed in a licensed premises except: if they are related to the licensee and are in the premises only during hours when liquor is not sold; if they are providing entertainment approved by board; if they are engaged by licensee to fix or repair furnishings and if supervised by licensee for duration of repair; or if accompanied by an adult who is purchasing liquor (Part 3, Division (94(1) and (94(2))).

Mines and Minerals Act
- No one under 18 can be a lessee or one of the lessees of an agreement (Part 1(23(1))).
Occupational Health and Safety Code Regulation

- An applicant for a blaster’s permit must have successfully completed a course and examination acceptable to the Director of Inspection (Part 2(17(4))).
- No one under 18 may be issued a blaster’s permit (Part 2(17(5(a))).
- A blaster’s permit expires 5 years after it is issued (Part 2(18(5))).

Radiation Protection Regulation, 2003

- No one under 18 shall use ionizing radiation designated equipment or an ionizing radiation source except if a student undergoing training or under supervision of competent workers (while doing course) (Part 1(6 a to b)).

School Act, 2000

- School attendance from age 6 to 16 (unless meet exemptions like education program) (Part 1(13.1b)) and (Part 1(13.1c))
Employment Standards Act, 1996

- No one can employ an individual less than 15 years of age without obtaining written consent from the individual’s parent(s) or guardian (Part 2 (9(1))).

No one can employ an individual under 12 years of age without the permission of the Director, who will set conditions of employment for child which the employer must comply with (Part 2 (9(2, 3 and 4))).

Employment Standards Regulation, 1995

- The Act (ESA) does not apply to certain professions or employees (and for some, only certain parts of the act apply)

Employees exempt from act:
- Students employed as defined by the School Act to work in the Secondary school in which they are enrolled (Part 7 (32(1a))).
- Students enrolled at a secondary school in a work study, work experience or occupational study class (Part 7 (32(1b))).
- Sitters (Part 7 (32(1c))).
- Newspaper carriers, if enrolled in a primary or secondary school and employed less than 15 hours a week (Part 7 (37.4)).

Children Employed in General (NOT in Entertainment Industry):
- An employer cannot require a child to work on a school day during a time they are required for attendance (Part 7.1 Division 1 (45.3(2))).
- An employer cannot require a child to work more than 4 hours on a school day, more than 7 hours on a non-school day; not more than 20 hours a week during a week with 5 school days and not more than 35 hours a week during any other week (Part 7.1 Division 1 (45.3(3a-d))).
- Adult supervision (18+) required for any child working (Part 7.1 Division 1(45.4)).

Children Employed in the Entertainment Industry:
- Cannot employ a child under 15 days old in entertainment industry (Part 7.1 Division 2(45.7))).
- If under 12 must not work longer than 8 hours, unless the employer has written approval from director.
- If under 15 but at least 12, must not work longer than 10 hours, unless the employer has written approval from director (Part 7.1 Division 2(45.8(2a, b)))
- Any child employed in the entertainment industry must not be required to work earlier than 5:00am unless the employer has written approval from director (Part 7.1 Division 2(45.8(3))).
- Any child employed in the entertainment industry must not be required to work later than 10:00pm if the next day is a school day or later than 12:30 if the next day is not a school day when the child’s school is in session; or later than 2:00am if the child’s school is not in session (Part 7.1 Division 2(45.8(4 a, b))).
- Any child employed in the entertainment industry must have a chaperone while on the production set and subject to the conditions found in this section pertaining to the number of chaperones required per age (Part 7.1 Division 2(45.13(1)))).

Forest Act, 1996

- Must be at least 19 years of age to enter into a woodlot licence (area of land subject to a woodlot licence) ((Part 3, Division 8 (44(4)))).
Liquor Control and Licensing Act, 1996
-No minor may enter into a licensed establishment or liquor store (convictions for minors); the only exceptions are for prescribed situations (police training, accompanied by parent or has lawful excuse (Prohibitions of Minors: Sections 34 and 35).

Liquor Control and Licensing Regulations, 2002
-A minor may not be present in an endorsement area unless (a) accompanied by a guardian or (b) employed as an entertainer (18(4a)) and (18(4b))
-A minor cannot be employed in the operation of a U Brew or U Vin unless the minor is under direct and continual supervision of the licensee or an adult employee of the licensee, however minors are not to produce or manufacture beer, wine or cider at a U Brew or U Vin and a minor is allowed to be in these premises if accompanied by an adult (Division 5 (30(1))); (Division 5 (30(2))) and (Division 5 (30(3))).
-No minor can have liquor in their possession in the licensed establishment unless the licence issued for that establishment is a food primary licence or a liquor primary licence for a stadium and the minor is working as a server in the establishment (Division 6 (45(4))).

Occupational Health and Safety Regulations, 1997
-New worker: a worker who is new to the workplace; (b) returning to a workplace where the hazards in that workplace have changed during the worker's absence, (c) affected by a change in the hazards of a workplace, or (d) relocated to a new workplace if the hazards in that workplace are different from the hazards in the worker's previous workplace;
-Young worker: <25 years of age (Part 3 (22(1))).
-An employer must ensure that before a young or new worker begins work in the workplace that they are given health and safety orientation and training specific to their workplace. Several topics must be included in the young or new worker’s orientation and training (Part 3 (23(1))) and (Part 3 (22(2a-m))).

Occupational Health and Safety Regulations- Part 3 Rights and Responsibilities
-No one under 16 can be employed as a first aid attendant [Part 3 (3.15 a)] and must have other conditions met [b to d]
Occupational Health and Safety Regulations – Part 21 Blasting Regulations
-No one under 18 to be a candidate for a blaster’s certificate and must meet additional conditions [Part 21 (21.8a)].

School Act, 1996
-Must attend school until they are at least 16 years of age (Part 2 (3b)))
Apprenticeship and Trades Qualification Regulations

- An apprentice must (a) have completed their high school diploma or equivalent; (b) have the educational prerequisites prescribed in the relevant trade regulation; (c) be a high school apprentice; or (c.1) be an access program trainee (Part 1 (3a, b, c, c.1)).

Employment Standards Code

- Under 16 cannot be employed against regulations or without written parental consent (Part 2, Division 14(83(1a, b)))
- The director may issue a permit for employment of child under 16 but at least 12 against prescriptions if the director receives an application signed by the employer and the parent or guardian (Part 2, Division 14(83(2))).
- The director may not issue a permit for employment (a) if it is the director’s opinion that the work is likely to adversely affect the safety, health or well-being of the child; or (b) to a child under 12, except in exceptional circumstances (Part 2, Division 14(83(3a, b))).
- No employment of children under 16 (a) between 11:00pm and 6:00am; or (b) for more than 20 hours during a week of school, except as permitted by regulations or the director in special circumstances (Part 2, Division 14(83(4a, b))).
- No employment of 18 or younger alone between 11:00pm and 6:00am (Part 2, Division 14(84(1))).
- No employment of 18 or younger in a prescribed industry (Part 2, Division 14(84(2))).

Employment Standards Regulation, 2007

- Director cannot issue permit for employment of child under 16 in construction, industrial or manufacturing production process, scaffolding or swing stages work, or work on a drilling or servicing rig, in arboriculture if there are dangerous tools or machinery, unless the employer has satisfied the director that the employment is not likely to adversely affect the safety, health or well-being of the child (Part 1(26(2a-e)))
- Cannot allow child under 16 to work in an occupation prescribed: forestry industry, pulp mill or saw mill, underground mine or working surface of an open-pit quarry, removal of asbestos, partially enclosed space, unless director issues permit unless the employer has satisfied the director that the employment is not likely to adversely affect the safety, health or well-being of the child (Part 1(25(2a-e))) and (Part 1(25(2))).

Forest Use and Management Regulation, 1988

- Under 18, no timber cutting rights, including a forest management licence, timber sale, or timber permit for a major forestry development program covering an area of more than 65 square kilometres all or part of which is north of the fifty-third parallel of Latitude, shall be granted to, held or maintained by, transferred or assigned to, or owned by (Part 1, 79(a)).
**Liquor Control Act**

- No minor (under 18) shall be issued a permit to sell liquor (Part 2(42(1a))).
- Except where permitted, no minor shall be in a licensed beverage room at any time when liquor may be lawfully sold or consumed therein (Part 3(72(6))) and no licensee of a beverage room shall permit a person under the age of 18 to be in the beverage room at any time when liquor may be lawfully sold or consumed therein (Part 3(72(6.1))).
- No licensee shall employ or allow a person under the age of 18 to act in any way in connection with the sale, handling or serving of liquor in any licensed premises (Part 3(91(1))).
- Minors can be present in some licensed premises if accompanied by their parent, spouse, common-law partner or guardian who is at least 18 years of age (Part 3(93)).

**Liquor Licensing Regulations, 1994**

- Entertainers hired to perform in a beverage room must be 18 or older and in a cocktail lounge or cabaret must be 18 or older or if under 18 accompanied by a parent, spouse, common-law partner or guardian (Part 1(13a, b)).
- No licensee shall allow a person under 18 to perform adult entertainment in a beverage room or club (Part 1(15.1)(12)).

**Operation of Mines Regulation, 1994**

- Under 18 cannot work underground in mine or at working surface of a quarry (Part 2(5)).
- Must have a hoist certificate and be (a) at least 18; (b) have been examined by a physician and issued a certificate that the worker is not subject to any mental or physical infirmity to such a degree that it might interfere with the worker’s duties; and (c) hold a certificate issued by the director certifying that the worker has been examined by a mines inspector as to the worker’s knowledge of regulations and procedures and is considered to be a competent to perform the worker’s duties (Part 2(169(1a, b, c))).
- To operate a power-driven cab must be (a) 18 years of age; and (b) be a competent operator or a trainee being supervised by a competent operator (Part 2(244(a))).

**Public School Act**

- Compulsory attendance for ages 6 to 16 (Part 14(258(1))) and (Part 14(259(1))).
- Child who has reached 15 can be exempt from attendance with a certificate signed by his parent or guardian, the school attendance office and the superintendent of the school (Part 14(262e)).
- No employer shall employ an individual during the hours that the individual is required to be in attendance at school (Part 14(263(1))).

**X-Ray Safety Regulation**

- No one under 18 may operate X-ray equipment unless as a student in training and under safe supervision (Part 1(7)).
Apprenticeship, Trades and Occupation Certification Act, 1988
-A person must be at least 16 years of age to enter into a contract (12(a)).

Asbestos Safety Regulation (under the Safety Act)
-No person shall employ a minor (under 19) where an asbestos process is being conducted unless the process is conducted under constant supervision and the process has been inspected and approved by a safety officer (Part 1 (8a, b)).

Education Act
-Compulsory attendance age 6 to 16 (Part, (12a)).

Employment of Young Persons Regulation (repealed in NWT)
-No one under 17 can be employed in construction unless employer obtains permission from employment standards officer (Part 1(2)).

Explosives Use Act, 1988
-No one under 19 shall be issued a blaster’s permit (Part 1(5(4))).

Forest Management Regulations, 1990
-No one under 19 may be eligible for a permit or licence (Part 1(3(1))).

Forest Protection Act, 1988
-Anyone over 16 may be employed or summoned by the forest supervisor, a forest officer, judge or justice of the peace if they consider it necessary for the purposes of controlling or extinguishing fires (Part 1, 14(1)).

Liquor Act, 2007
-Under 19 cannot be issued a permit (to sell liquor) (Part, Division 3 (19(2))).
Liquor Regulations, 2008
-No holder of a premises licence shall allow a minor to prepare or serve liquor (Part, (64)).
-A minor in licensed premises shall vacate the premises when not authorized to be present under the Act or these regulations (Part, (65))
-A minor is allowed to enter and remain in premises licensed under a Class A (liquor-primary) licence if
  (a) the minor is present only for the purpose of providing entertainment, delivering goods other than liquor or performing repairs to the licensed premises;
  (b) the minor works only in the kitchen of the licensed premises;
  (c) the minor is attending a liquor free event on the premises and is not otherwise prohibited by law from being present; or
  (d) an authorization for this purpose has been granted by the Board under subsection (2) (Part, (66 a-d))).

Mine Health and Safety Regulations, 1995
-No one under 20 may be granted a hoist operator’s permit, along with a number of other conditions (Part 1(7.30)).
-No one under 16 employed in or about mine, no one under 18 employed underground or at working face of any open pit (Part 1(8.01))

Silica Sandblasting Safety Regulation (under the Safety Act)
- No person shall employ a minor (under 19) where a silica process is being conducted unless the process is conducted under constant supervision and the process has been inspected and approved by a safety officer (Part 1 (8a, b)).
Boiler and Pressure Vessel Regulations, 1984
-No one under 20 may be employed to work with a riveted high-pressure boiler (Part 1(108)).

Education Act, 1997
-Compulsory attendance from age 5 to 18 (or graduates) (Part 1 (15(1a, b))).
-Where a child is required to attend school, no person shall employ the child during the child’s school hours (Part 1 (17 (1))).

Employment Standards Act
-No employment of children under 16:
  -In employment that is likely to be(a)unwholesome or harmful to the person’s health, welfare or moral or physical development; (b)for more than six hours in any day; (c)for more than three hours on any school day; (d)on any day for a period which, when added to the time required for attendance at school on that day, would require the person to spend more than a total of eight hours attending school and working; (e)between the hour of ten o’clock in the afternoon of any day and the hour of six o’clock in the forenoon of the following day (Part 3, 39(a-e)).
-No employment of children under 14:
  -In (a)in any industrial undertaking; (b)in the forest industry; (c)in the construction industry; (d)in a garage or automotive service station; (e)in a hotel or restaurant; (f)in a theatre, dance hall or shooting gallery; (g)as an elevator operator; (h)in any location or occupation prescribed by regulation (Part 3, 40(a-h)).
-The Director may, on application, issue a permit allowing the employment of a person where he is satisfied on reasonable grounds that the employment of the person: (a) will not be in contravention of paragraph 39(a) or of the Occupational Health and Safety Act; (b) will not prejudice the person’s attendance at school or his capacity to benefit from instruction at school; and (c) has been assented to by the person’s guardian (Part 3, 41).

First Aid Regulations (under the OHSA), 2004
-A first aid attendant must have at least 6 hours of first aid skills every year that they hold a valid first aid certificate (Part 1(8(7))).
-The first aid certificate expires every 3 years (Part 1(8(6))).

General Regulation (under Apprenticeship and Occupational Certification Act)
-A candidate for a blaster must (a) file an application with the director; (b) is 18 years of age or over at the time of application; (c) proves to director they have knowledge of the properties, care, use, storage and transportation of explosives; (d) meets the requirements for the category of certification in question, and (e) pays the fee for the examination for the certificate of qualification (Part 1 (10(3a-d))).
-The requirements for each category of certification of the blaster occupation are listed, and many include certificates and examinations that must be passed (Part 1 (10(4a-d))).
Liquor Control Act, 1990
- No licence to sell, serve or give liquor shall be granted to an individual until that individual has reached the full age of 19 years (Part 3 (69(1(b)))).
- A dining room licence authorizes the licensee to purchase and sell liquor for consumption in the dining-room, together with meals, or in any other dining or reception area of the premises of the licensee, by persons who are of the full age of 19 and are not otherwise disqualified under the Act from consuming liquor (Part 3 (89(1))).
- A lounge licence authorizes the licensee to purchase and sell liquor for consumption only in the licensed lounge and other areas of the premises of the licence, with or without meals, by persons who are of the full age of 19 and are not otherwise disqualified under the Act from consuming liquor (Part 3 (91))).
- A special facility licence authorized the licensee to purchase and sell liquor, with or without meals, for consumption only in those areas of the premises of the licensee by persons who are of the full age of 19 and are not other otherwise disqualified under the Act from consuming liquor (Part 3 (99.1(3))).
- No person under 19 shall enter, be in, or remain in, a licensed lounge unless accompanied by a parent or spouse and they are not to consume liquor in the premises (Part 3 (126(2))).
- A person under 19 may enter, be in or remain in, and an owner or operator may permit a person under 19 to enter, be in or remain in, a licensed lounge for purposes of his employment (Part 3(126.1)).
- A lounge licensee may apply for a temporary exemption from the licensee’s lounge licence, for the purpose of using the premises for the holding of a non-alcoholic event that may be attended by persons under 19 (Part 3(126.2)).

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OHSA Regulations, 1996
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- The hoist operator’s certificate must be issued by a medical practitioner certifying the employee’s metal and physical fitness, which shall be kept posted in the hoist room and expires every 12 months (Part 3(239(2))) and (Part 3(239(4))).

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- No one under 18 may apply for a domestic cutting permit, unless they can show that they are the head of the household (Part 1 (4(1))).

Health and Safety Regulation (under the OHSA)
- No one under 18 shall be employed in a silica process nor in cleaning or maintenance work likely to involve exposure to silica dust except work that is a recognized part of apprenticeship or comparable course of training (Part 6 (46(11))).

Labour Standards Code
- No one under 16 employed in: work that is unwholesome or harmful to the child’s health or normal development or will prejudice to attendance at school or capacity to benefit from instructions therein (Part 9 (46a(i-ii))).
- No one under 16 employed in for (i) more than 8 hours a day; (ii) for more than 3 hours on a school day unless a certificate covering that day has been issued under section 8 of the School Attendance Act; (iii) on a day for a period that, when added to the time required for attendance at school on that day, totals more than 8 hours; (iv) between the hours of 10 p.m. of 1 day and 7 a.m. of the following day; (v) in circumstances that would prevent the child from obtaining a rest period of at least 12 consecutive hours a day; or (vi) occupations that are prescribed as hazardous occupations or undertakings (Part 9 (46b(i-vi))).
- No one under 14 can be employed unless the work is within prescribed undertakings (Part 9 (46c)).
- No one can employ a child under 16 while a strike by employees of a lockout of employees by the employer is in progress (Part 9 (46d)).
- Parental consent: before entering into contract of employment, employer must obtain written consent of child’s parent or guardian and if fails to obtain consent, is liable for an offence (Part 1(48(1))) and (Part 1(48(2))).

Liquor Act
- 19 to get a liquor license (Part 1 (32(a))
- under 19 cannot enter liquor store, buy liquor, apply for permit or enter, be, remain or work in a licensed premise except by regulation (Part 1 (72a-d)).

Mines Safety of Workers Regulation
- No one under 18 can work underground (Part 1(5(1)))
- No one under 20 can work with machinery for hoisting, lifting or haulage; for blasting holes with explosives; with transmission signals (Part 1(5(2, 4 and 5)))
- No one under 21 can work with a hoist that lowers men (Part 1(5(3))).
Radiation Health and Safety Regulations, 1996

-Medical radiation technologist in training: means a person 16 years of age or over who is exposed routinely to ionizing radiation while receiving instruction in radiation technology and who is under the direct supervision of a fully qualified worker (Part 1 (2d.1)).

-No one under 16 can be employed to prescribe or use any radiation equipment for the irradiation of other than human subjects unless (a) is registered in the province as a veterinarian; (b) is authorized by the minister to operate the equipment; (c) is certified as a senior industrial radiographer or junior radiographer in accordance with the current standards for certification of industrial radiographer personnel issued by the Canadian Government Specification Board; or (d) is (i) acting under the direct supervision of a person referred to in paragraph (a), (b) or (c); (ii) over 16 years of age, and (iii) a student undergoing a genuine course in a radiation installation relating to the operation of radiation equipment under safety supervision satisfactory to the minister (Part 1 (11a-d)).

-No one under 18 shall be employed as a radiation worker unless they are employed as a medical radiation technologist in training (Part 1 (12(1))).

-No one under 18 may use or prescribe the use of a radiation installation or any radiation equipment for the irradiation on a human unless that person certified; or is acting under the direct supervision of a qualified person, is at least 16 and is undergoing training (Part 1(11a-d)).

-No one under 18 may be employed as a radiation worker unless undergoing training (Part 1(12)).

School Act, 1997

-Compulsory attendance for ages 6 to 16 (Part 1 (4a-d)).
Apprenticeship and Trades Qualification Regulations
-Under 16 cannot enter into a contract of apprenticeship for the following trades: engine operators; floor covering installer; fitters; insulators (heat and frost); lathers (interior systems mechanics) (part 1 (3)).

Education Act
-Compulsory attendance for ages 5 to 16 (Part 1 (111)).
- No person shall employ in any work during school hours a child who has not attained the age up to which attendance at school is required by regulations made pursuant to this Act unless an employment certificate authorizing the employment has been issued (Part 1 (115)).

Labour Standards Code, 2010
-No one under 14 can do work that is unwholesome to their health or normal development; or contradicts their attendance at school or capacity to benefit from its instruction (Part, (681((a, b))).
-No one under 16 can be employed in: (a) an industrial undertaking; (b) the forest industry; (c) garages and automobile service stations; (d) hotels; (da) restaurants, except where an employee is not operating cooking equipment and where safety training on all equipment and adequate supervision is provided and the person is at least fourteen years of age; (e) the operating of elevators; (f) theatres, dance halls, shooting galleries, bowling-alleys, billiard and pool rooms; (g) work or class of work in which the employment of a child under sixteen years of age is prohibited by regulation.
-Parent is liable to a fine if child is found employed contrary to conditions unless parent proves did not give consent or connivance (Part 1(68(5))).
-No one under 14 shall be employed for (a) for more than eight hours in any day; (b) for more than three hours on any school day unless an employment certificate authorizing the employment of the child has been issued under the Education Act; (c) on any day for a period that, when added to the time required for attendance at school on that day, totals more than eight hours; (d) between the hour of ten o'clock in the afternoon of any day and the hour of six o'clock in the forenoon of the following day; (e) in any work or class of work in which the employment of a child under fourteen years of age is prohibited by regulation (Part 1(68(3a-e))).

Liquor Control Act, 1989
-Liquor shall not be sold, supplied or given to or procured for or by any person under the age of nineteen years, except for medicinal purposes only as provided for by this Act (Part, (89(1))).
-Every person who knowingly sells or supplies liquor to any person under the age of nineteen years or knowingly gives liquor to or procures liquor for any person under the age of nineteen years, except for medicinal purposes only as provided by this Act, shall be liable to the penalties mentioned in Section 104 (Part, (89(2))).
-Except as authorized by the regulations, no person who is under the age of nineteen years shall enter or be in a tavern, beverage room, lounge, or cabaret in respect of which a tavern license, beverage room license, lounge license or cabaret license is in effect (Part, (89(3))).
Except as authorized by the regulations, the holder of a tavern license, beverage room license, lounge license or cabaret license shall not permit a person who is under the age of nineteen years to be or remain in the tavern, beverage room, lounge or cabaret (Part, (89(4))).
Ontario Legislation

Age of Majority and Accountability Act, 1990
-The age of majority is 18 years of age (stops being a ‘minor’) (S.1).

Apprenticeship and Certification Act, 1998
-An apprenticeship shall be registered with an individual at least 16 (Part 1(6(2))). Or if under 18, provide written consent of parent (Trades qualification and apprenticeship act, s. 12 (c) (iii))

Construction Projects, 1991 (under the OHSA)
-No one under 16 may be employed to work or be permitted to be present in or about the workplace while work is being performed (Part1, 16).
-No one under 19 may be employed to work as a shaft attendant by a supervisor of a construction project (Part IV, Tunnels, Shafts, Caissons, and Cofferdams, 295(2)).

Education Act, 1990
-The age of compulsory attendance is 6 to 18 (Part 2, S. 21(1))
-Participation in an equivalent learning satisfies the compulsory attendance criteria (Part 2, S. 21(1.1)).
-Students can be excused from compulsory attendance if: receiving home schooling, they are sick, transportation is not provided by the board, the student has received their diploma, etc. (see highlighted document) (Part 2, S. 21(2)).
-Parents can be fined up to $1000.00 for not enforcing compulsory attendance (up to age 16) (Part 2, S. 21(5)) and (Part 2, S. 30(1)).
- A bond for attendance can be made up to $1,000.00 (Part 2, S. 30(2)).
-Employment of students bound by compulsory attendance during school hours results in a fine of $1,000.00 (Part 2, S. 30(3)).
-Offences made by corporations for employing during school hours (Part 2, S. 30(4)).
-Habitually absent students can have their licenses suspended (Part 2, S. 30(5)) and (Part 2, S. 30(6)).

Employment Standards Act, 2000
-Pertaining to records, employers must keep record of the employee’s date of birth, if the employee is under 18 years of age (Part 5, S.15 (1)2)

Gaming Control Act, 1992
-No one under 18 can apply to the Register to be registered as a supplier or as a gaming assistant or to have a registration renewed (Part 2, S. 6(1)).
-No one under 19 years of age shall be permitted to play games of chance at the premises (32 (1)).
**Industrial Establishments Regulation, 1990 (under the OHSA)**

- No one under 16 may be employed or permitted to be in or about a logging operation (Part 1 (4.1a, b, c))
- If under 15, can be employed in a factory but not a logging operation (Part 1 (4.1d))
- If under 14, can be employed in a workplace but not a factory (Part 1 (4.1e))
- The above doesn’t apply if the person permitted to be in or about in the industrial establishment is (a) accompanied by an adult; (b) is in a location open to the public; (c) or in an area used for sale purposes (Part 1, 4(2a, b, c)).
- An entertainment or advertisement-industry worker is allowed to be employed where prohibited in (4.1d or 4.1e)

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**Liquor Licence Act, 1990**

- No person under 19 years of age is to be sold or supplied with liquor (30(1)).
- No person under 19 years of age is to be sold or supplied with liquor within licensed premises (30(3)).
- No person under 19 shall be allowed to use a facility for the purposes of making alcohol (30(4)).
- However, 30(3) and 30(4) do not prohibit a person 18 years of age from being in possession of alcohol for purposes of their employment (30(5)).

**License to Sell Liquor Regulation**

- The licence holder shall not employ a person under 18 years of age to sell or serve liquor on the premises to which the licence applies. (Part 1 (30(2))).
- The licence holder shall ensure that a key or other security device for access to the contents of a dispenser in a room with mini bar service is not given to a person who is under 19 years of age. (Part 1 (73 (1))
- The holder of a liquor sales licence with a golf course endorsement shall ensure that motorized vending carts used for the sale and service of liquor must be operated by an employee of the holder who is 18 years of age or older (Part 1 (75.1 (1))

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**Liquor Licence Act, 1990; Ontario Regulation 58/00**

- To prevent persons under 19 years of age from making beer or wine on licensed premises, the licensee shall ask for suitable identification (11(1)).

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**Liquor Licence Act, 1990; Ontario Regulation 718**

- Any restrictions placed on alcohol by the Liquor Licence Act do not apply to anyone who is at least 18 years of age undergoing training and education related to the service or production of alcohol (6(3.2)).

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**Mines and Mining Plants Regulation, 1990 (under the OHSA)**

- If 16, may be employed to work at a mining plant or surface mine but not at the working surface.
- If 18, may be employed at an underground mine or at the working face of a surface mine (Part 1 (8(1))) and (Part 1 (8(2))).
- No one under 18 shall operate or be permitted to operate a hoist, and they must be competent, in possession of a subsisting hoist operator’s medical certificates, and must reapply for a new certificate every twelve months (Part 10, 238 (1))) and (Part 10, 238(2))).
Oil and Gas – Offshore Regulation, 1990 (under the OHSA)
-No one under 18 may perform work from offshore or from a rig (Part 1, 4).

Window Cleaning Regulation, 1990 (under the OHSA)
-No one under 18 may be employed in window cleaning (Part 1 (8)).
General Regulations (under the Apprenticeship and Trades Qualification Act)
- No one under 16 can become an apprentice in a designated trade (Part 1 (2a)).
- Designated trades include: interprovincial trades, drafting, motor vehicle mechanic, electrical and fuel technician, motor vehicle transmission mechanic, service station mechanic, secretary, and others designated by the minister.

Liquor Control Act, 1988
- No person under the age of nineteen years shall enter, be in, or remain in the licensed premises of the holder of a liquor license except as provided by the Act or the regulations (Part (40(2))).
- The holder of a liquor license shall not permit any person under the age of nineteen years to enter, be in, or remain in the licensed premises except as provided by the Act or regulations (Part (40(3))).
- No permit shall be issued to any person under the age of nineteen years, and every person under the age of nineteen years who makes application for a permit, or, subject to subsection (1.1), who enters or is found upon the premises of any store is guilty of an offence. (Part (43(1))).

Liquor Control General Regulations
- The holder of a dining room license may permit persons under the age of nineteen years to be in a licensed dining room for the service of food or to provide entertainment under the conditions specified in clause (Part, (16)).
- The holder of a lounge license shall not permit any person under the age of nineteen years to enter the licensed premises during the hours liquor is being consumed except where that person enters and is present on the premises under direct parental supervision or under the conditions set out above (Part, (24))
- A licensee shall not (e) employ any person under nineteen years of age in the handling of liquor in his licensed premises (Part, (70e)).

Youth Employment Act
- No one under 16 shall be employed in employment that is or is likely to be harmful to the health, safety, or moral or physical development of the young person (Part 1(4)).
- No one under 16 shall be employed in construction (Part 1(5)).
- No one under 16 shall be employed: (a) between the hours of 11:00 p.m. and 7:00 a.m.; (b) during normal school hours except pursuant to a recognized vocational training or apprenticeship program; or (c) for more than (i) three hours on any school day, (ii) eight hours on any day other than a school day, (iii) forty hours in any week (Part 1(6(1a, b, c))).

- A young person can work in employment prohibited in (6(1a, b, c)) if the inspector is satisfied that the work (a) will not prejudice the attendance of the young person at school or the capacity of the young person to benefit from instruction at school; and (b) has been consented to by the parent or guardian of the young person (Part 1(6(2a, b))).

- An employer of a young person must (a) act reasonably in assigning duties taking into account the age, knowledge, education and work experience of the young person; (b) identify any potential danger to health and safety known to him and give appropriate instruction to the young person; (c) personally supervise the work of the young person or ensure that at all times the work of the young person is supervised by an adult who has experience of the work; and (d) provide adequate training and courses of instruction before authorizing the young person to perform unsupervised work (Part 1(8a, b, c, d))).

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An Act Respecting Labour Standards

- No employer may have work performed by a child under 14 without obtaining written parental or tutor consent (Chapter 4 (6.2(84.3))).

An Act Respecting Liquor Permits, 1979

- No one who has not yet reached full age (18) may obtain a permit [of any type to sell or serve liquor] (Chapter 3, Division 2 (36)).
- A pub, tavern or bar permit must be revoked or suspended if the permit holder has been convicted of an offence for having employed a minor or for having allowed a minor to present or to participate in a show, in a room or on a terrace of his/her establishment where alcoholic beverages may be sold (Chapter 3, Division 3 (86)).

Regulation Respecting Concrete Pumps and Distribution Masts, 1992

- Employers must ensure the responsibility for and maintenance of a concrete pump or a distribution mast are entrusted only to persons: over 18 years of age, have received the proper training and have a competency certificate required where the work is subject to the Act respecting labour relations and manpower management in the construction industry (Part 1 (33(1to 3))).

Regulation Respecting Labour Standards

- No employer may have work performed by a child (under 18) that is disproportionate to the child's capacity, or that is likely to be detrimental to the child's education, health or physical or moral development (Part 1(84.2)).
- No employer may have work performed during school hours by a child (under 17) subject to compulsory school attendance (Part 1(84.4)).
- The restriction of employment of children between 11:00pm and 6:00am does not apply to newspaper carriers or work that is creation or interpretation in the following fields of artistic endeavor: the performing arts including theatre, opera, music, dance and variety entertainment, the making of films and records and other sound recordings, dubbing and the recording of commercials (Part 1(35.1)).
- The requirement that an employer schedule a child's working hours so that, having regard to the location of the child's family residence, the child may be at that residence between 11 p.m. on any given day and 6 a.m. on the following day does not apply in the following cases, circumstances, periods or conditions:
  1. creation or interpretation in the following fields of artistic endeavor: the performing arts including theatre, opera, music, dance and variety entertainment, the making of films and records and other sound recordings, dubbing and the recording of commercials; and
  2. work for a social or community organization, such as a summer camp or a recreational organization, if the working conditions involve lodging at the employer's establishment, provided the child is not required to attend school on the following day (Part 1(35.2(1))) and (Part 1(35.2(2))).
Regulation Respecting OHS, 2002
-No one under 16 can operate a forklift truck (Part 1 (256.2)).
-Must be at least 18 to perform blasting work or work requiring explosives (Part 1 (294)).
-A dive team member must be at least 18 years of age (Part 1 (312.9)).

Regulation Respecting OHS in Mines
-No one under 16 may do work in an open-pit mine, in a concentrator, in a plant
-No one under 18 may do work in an underground mine, on the working face of an open-pit mine, or use equipment that hoists or moves objects
-No one under 20 may act as a blaster, unless acting as a blaster’s assistant, or act as a hoistman. (Part 1(26(1 to 3))).

-No worker under 18 shall perform work by means of a motorized hoisting apparatus (2.15.10).
-No worker under 18 shall work on suspended scaffolding (3.9.16(1(a))).
-No worker under 18 shall work on a boatswain’s chair (3.9.17(1(a))).
-No worker under 18 shall work in excavations or trenches (3.15.10)).
-No worker under 18 shall perform work as a shot-firer
-No worker under 18 shall perform demolition work
-No worker under 18 shall perform work operating a low-velocity explosive actuated tool
-No worker under 18 shall perform work underwater, underground or at the face of an open pit

School Act, 2009
-Compulsory Education ages 6 to 16 (Part 1, Division 2 (14))).
-A child is excused from attending public school if he/she attends a vocational training center or receives instruction in an enterprise that meets the conditions set by the Minister. In addition, at the request of his/her parents, a student may be exempted from compulsory attendance by the school board, for one or more periods of time not exceeding six weeks in total during the school year, to carry out urgent work (Part 1, Division 2 (15))).

Youth Employment Act
-The security or development of a child is considered to be in danger where he/she is forced or induced to do work disproportionate to his/her capacity or to perform for the public in a manner that is unacceptable for his/her age (Part 1 (38(f))).
Alcohol and Gaming Regulation Act, 1997

- A permit may be issued by the authority to a person who is not a minor (Part 1(59)).
- No minor shall act in any way in the sale, handling or serving of beverage alcohol in or about a permitted premises or any place covered by a permit issued for the sale and consumption of beverage alcohol at special occasion (Part 1(113(1a))).

Education Act, 1995

Compulsory school age: means having attained the age of 7 years but not having attained the age of 16 years.
- Except as otherwise provided in this Act, no person shall employ a pupil under the age of 16 years during the hours that school is in session, without the approval of the principal (Part 4(149(1))).
- A person who contravenes subsection (1) is guilty of an offence and liable on summary conviction to a fine of not more than $100 (Part 4(194(2))) and (Part 4(156)).

Minimum Wage Regulations (Under the Labour Standards Act)

- Youth: means a person who is 14 years of age or older but less than 16 years of age. (Part 1(9.1(1d))).
- No person shall employ a youth unless that person has obtained the written consent of the youth’s parent (Part 1(9.1(2))). This written consent must be kept in the place of business operated by the employer, and made available for inspection by the minister or their representative (Part 1(9.1(3))).
- No one under 14 can be employed (a) after 10:00pm on a day preceding a school day and until the start of the hours that the school the youth attends is in session during the school day; (b) for more than 16 hours during a week in which there is a school day for the school that the youth attends; or (c) during the hours that the school the youth attends is in session (Part 1(9.2a, b, c)).
- No employer shall employ a youth unless the youth provides the employer with evidence satisfactory to the employer that the youth has completed a work readiness certificate approved by the minister for the purposes of this section (Part 1(9.3(1))).
- Under 14 cannot be employed in any class of employment (Part 1(9.4)).
- Young person: a person who is less than 16 years of age (Part 1(9.5(1))).
- On receipt of an application signed by a young person’s parent or guardian, the director may issue a written authorization exempting the young person from any restrictions in 9.2 to 9.4 (hour restrictions and prohibited industries) and impose conditions the director considers appropriate (Part 1(9.5(2a, b))).

OHS Regulations (under the OHSA)

- Under 16 cannot be employed or permitted to work: (a) on a construction site; (b) in a production process at a pulp mill, sawmill or woodworking establishment; (c) in a production process at a smelter, foundry, refinery or metal processing or fabricating operation; (d) in a confined space; (e) in a production process in a meat, fish or poultry processing plant; (f) in a forestry or logging operation; (g) on a drilling or servicing rig; (h) on a drilling or servicing rig; (i) where exposure to a chemical or biological substance is likely to endanger the health or safety of the person; or (j) in power line construction or maintenance (Part 3(14(1a-j))).
-No one under 18 shall be employed: (a) underground or in an open pit at a mine; (b) as a radiation worker; (c) in an asbestos process as defined in section 330; (d) in a silica process as defined in section 346; or (e) in any activity for which these regulations or any other regulations made pursuant to the Act require the use of an atmosphere-supplying respirator (Part 3 (14(2a-e))).
Apprenticeship Act
-Under 16 cannot enter into a written agreement with the Minister for an Apprenticeship in a designated trade (Part 1(6(1b))).

Apprenticeship Training and Trades Qualification Regulations, 2003
-An apprenticeship may be entered between an employer and an apprentice, and when apprentice is less than 19, by the parent or guardian, or Director (Part 1(8(b))).
-Person may enter into apprenticeship if they reach the minimum age as specified by schedule, but director may, on request of employer and consent of parent permit a person to become registered who Is not more than 2 years younger than the minimum age if they meet a number of other conditions (Part 1 (12(a-c))).

Education Act, 2002
-Compulsory education is for ages 6 to 16, unless otherwise excused from attendance (Part 3 Division 4 (22(1))).

Employment Standards Act
-No employment under 17: (a) in any occupations prescribed by regulations  (b) at a wage less than minimum wage; (c) contrary to conditions of regulations (Part 3 (6(a-c))).

Forest Protection Act, 2002
-18 and older may be employed or summoned orally or in writing by a forest supervisor, forest officer or judge of the territorial court for the purposes of extinguishing a fire (Part 1 (20(1(a))).

Liquor Act
-No one under 19 shall consume, purchase, or attempt to purchase or otherwise obtain or be in possession of liquor (Part 1 (90(1))).
-No one under 19 shall enter, be in, or remain in any tavern or cocktail lounge (Part 1 (90(4))).
-More to legislation (highlighted in saved act) but not noted here yet

Liquor Regulations, 2009
-Under 19 may deliver liquor but must be at least 16, have reasonable adult supervision and have written parental consent (Part 1(8(2))).
-Under 19 may deliver liquor in a food primary establishment if: at least 16, has written parental consent, and has reasonable adult supervision. Doesn’t permit them to open, pour or mix liquor (Part 1(8(2(a&b))) and (Part 1(8(3))).
-Under 16 may deliver liquor if director determines conditions (Part 1(8(8))).
- Under 19 may enter liquor primary establishment to provide entertainment but only during time of performance if at least 16, has written parental consent, and has reasonable adult supervision (Part 1(11(2))).
- Under 19 may enter liquor primary establishment for purposes of employment if at least 16, has written parental consent, and has reasonable adult supervision and not to open, pour or mix liquor (Part 1(11(3))).
- Under 16 enter liquor primary establishment for purposes of employment if director determines conditions of employment (Part 1(11(7))).
- No special occasion permits to anyone under 19 (Part 1(37(2))).

Occupational Health and Safety Regulations – Blasting Reg. (Under OHSA)
- No one under 18 can be a candidate for a blaster’s permit, have suitable experience or equivalent training (Part 14 (14.05a))). In addition, a blaster must be (b) physically capable of carrying out the duties of a blaster; and (c) have at least six months experience in connection with blasting operations or have equivalent training and experience acceptable to an examiner to qualify for a blaster’s permit (Part 14 (14.05b,c))).
- No one under 18 can be in charge of and attend a conveyance carrying explosive material, whether parked or mobile and must have (b) a valid driver’s license and (c) instructions on the transportation of explosive materials (Part 14 (14.20(1a, b, c))).

Occupational Health and Safety Regulations – Surface and Underground Mines or Projects (Under OHSA)
- No one under 16 can be employed at the surface of a mine or project, excluding at the working face (Part, (15.10(1a))
- No one under 18 can be employed at an underground mine or project or at the mine or project (Part, (15.10(1b)))

Radiation Protection Regulations
- No one under 18 can be employed as a radiation worker (unless as undergoing a form of approved training) (Part 1(19(a))).