

FACT SHEET

ACT RESPECTING THE REGULATION OF WORK BY CHILDREN

The Act regulating child labour came into force on September 1, 2023.
Read about employers' rights and obligations.

Below age 14

IF YOUNGER THAN AGE 14: WORKING IS PROHIBITED (EXCEPT [FOR LISTED OCCUPATIONS](#))

- Where exceptions apply, the employer must obtain the written consent of the parent or guardian.
- Employers must stop employing young people under age 14 in jobs prohibited by the Act.



CNESST form - Consent to work for a child under the age of 14 (in French).

Age 16 or younger

IF AGE 16 OR YOUNGER: OBLIGED TO ATTEND SCHOOL (EXCEPT [IF SPECIFIED](#))

- The employer must allow these students to be in class during school hours and release them from their employment obligations between 11 p.m. and 6 a.m., [except for certain jobs](#).
- The student may not work more than 17 hours a week during the school term, including a maximum of 10 hours between Monday and Friday. These conditions do not apply when there is no school for more than 7 days, such as during the holiday season, spring break or summer vacation.

Age 17 and over

IF AGE 17 OR OLDER: NO RESTRICTIONS

- No restrictions on working hours.

