



**Legal  
Brief\***

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**CHILDREN AND WORK IN QUÉBEC**

On June 1, 2023, Québec enacted the [Act respecting the regulation of work by children](#). Before this Act came into force, there was no minimum working age in Québec, nor a maximum number of hours of work per week.

Save for certain exceptions, employers are now prohibited from having a child under the age of 14 perform work. The following are the exceptions prescribed by regulation<sup>1</sup> that allow an employee to work even if they are under the age of 14:

- *a creator/performer in an artistic endeavour;*
- *a deliverer of newspapers;*
- *a babysitter;*
- *a child who provides homework assistance or tutoring;*
- *a child working in a family enterprise with fewer than 10 employees if the child is a child of the employer;*
- *a child working in a non-profit organization having social or community purposes, such as a vacation camp or recreational organization;*
- *a child working in a non-profit sports organization to assist another person;*
- *a child 12 years of age or older working in an agricultural enterprise with fewer than 10 employees, where the child performs light manual labour to take care of animals, prepare or maintain soil, or harvest fruits or vegetables.*

In addition, before being entitled to hire a child under the age of 14 to perform one of the jobs listed as exceptions, the employer must first obtain the written consent of the holder of parental authority, and must do so by using the form established by the [Commission des normes, de l'équité, de la santé et de la sécurité du travail](#).

Furthermore, as of September 1, 2023, every child subject to compulsory school attendance<sup>2</sup> may only work a maximum of 17 hours per week while school is in session, including no more than 10 hours from Monday to Friday. They are also prohibited from working between 11 p.m. and 6 a.m. the following morning.

However, these prohibitions do not apply during periods when there is no school for more than seven consecutive days, such as during the holiday season, spring break or summer vacation.

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Don't hesitate to have your eligibility for legal aid evaluated by making an appointment at a legal aid office near you. You can also check your eligibility online [here](#).

To find the contact information for your legal aid office, please click on the following link [www.csj.qc.ca](http://www.csj.qc.ca).

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\* The information set out in this document is not a legal interpretation.

The masculine is used to designate persons solely in order to simplify the text.

<sup>1</sup> Section 35.0.3 of the [Regulation respecting labour standards](#).

<sup>2</sup> According to the [Education Act](#).