

Proposed Light Work List for Youth Employment

General guidelines

- Employment standards for youth will better protect young workers, while still allowing them to gain valuable work experience.
- Youth aged 13-15 can take jobs on what's called the "light work" list, if they have consent from their parent or guardian. Government permits are not required.
- Youth aged 13-15 are not allowed to work in jobs that are considered [hazardous](#).
- Youth aged 13-14 may be employed in work that is not on the light work list, if the employer obtains a government permit before work begins. To find out more about permits, see the [youth permit page](#).
- Employers must consider the skills and capabilities of each young employee, and complete a hazard assessment before employment begins.
- Youth employees must be given appropriate supervision, safety training and protective equipment, if required.
- For farms and ranches, these standards only apply to waged, non-family employees.
- All Employment Standards and Occupational Health and Safety legislation applies to employment of youth.
- Young people who work independently (in babysitting, dog walking, lawn cutting or snow shovelling) are generally not considered employees and not subject to these rules.

Acceptable light work for youth aged 13-14

- Messenger / courier / delivery person (i.e., by foot, bicycle or public transportation) for items such as flyers, newspapers, or other small goods and retail merchandise.
- Tutoring and teaching (i.e., arts, music and academic)
- Writing, editing, and communications.
- Artistic endeavours as defined by Employment Standards Regulation.
- Retail:
 - cashier
 - laying out displays
 - advertising (i.e. sign waving in safe areas)
 - pricing and tagging goods
 - assembling, sorting, packaging orders
 - light/manual stocking (stairs, manual dolly, and non-motorized lifts)
 - sales
 - light janitorial
 - Excludes the use of commercial/industrial gas/motorized heavy equipment (i.e., floor burnisher, wax/polish machines) and harmful substances defined as [hazardous](#);

- Includes sweeping, non-industrial vacuum, mops, and dusting.
 - Working at a gas station, hand-washing and polishing vehicles, (but not pumping gas, operating or maintaining an automated car wash or industrial power washers)
- Offices and Administration:
 - messenger / courier
 - copying, scanning, data entry, filing, collating, telephone, clerical work
- Restaurants and food services:
 - assembling food orders (i.e., washing, gathering, presenting, portioning and wrapping foods) using manual tools and appliances typically found in a home such as toasters, blenders, microwave, coffee machine/grinder.
 - serving food and beverages (i.e. popcorn, fries, coffee/tea, milkshakes, ice cream cones, warming plates) including the use of warming lamps, steam tables, cafeteria lines, hotdog / nacho dispensers.
 - host/hostess
 - cashier
 - loading and unloading dishwashers
 - bussing tables
 - server or waiter
 - customer service
 - light janitorial
 - Excludes the use of commercial/industrial gas/propane motorized heavy equipment (i.e., floor burnisher, wax/polish machines) and harmful substances defined as [hazardous](#).
 - Includes sweeping, non-industrial vacuuming, mopping, and dusting.
 - May occasionally enter a freezer for a short period of items to retrieve items.
- Recreation, amusement and sports:
 - assistant coaching, or coaching with training and mentorship
 - equipment set-up, cleaning and storage using non-hazardous chemical
 - selling refreshments, tickets and similar products
 - amusement park, ski hills
 - Excludes the maintenance, operation of commercial, motorized equipment (i.e., amusement rides, golf carts and ski lifts).
 - summer camp, recreation/community program attendants
 - Includes ticket-sales, waterslide attendants, arts & music support, day camp leader,
 - golf pro shop assistant, helping customers, cleaning clubs and caddying
- Manual work includes:
 - dog walking, pet feeding, manual snow shovelling, manual leaf raking, wood staking

- weeding, planting and watering, and grounds keeping without the use of gas-powered equipment (i.e., all lawn mowing equipment, snow blowers, leaf blowers, weed-wackers).
 - light assembly (no cutting torches, welding or working with hazardous substances)
 - painting with environmentally friendly substances (no commercial spray painting)
- Animal care (i.e. pet stores, petting zoos, equestrian facilities):
 - leading, grooming, herding, riding, bedding and feeding animals that does not involve heavy lifting or animals that, due to their nature, may injure the youth

Acceptable light work for youth aged 15

Employers must conduct a hazard assessment to determine whether work is safe for youth. An employer must consider the youth's age, size, skills, abilities and maturity. A 15 year old can participate in most jobs *except* work defined as [hazardous](#). Appropriate equipment, training and supervision must take place before work begins.

Acceptable farm and ranch light work for youth aged 13-15

Employers must conduct a hazard assessment to determine whether work is safe for youth. An employer must consider the youth's age, size, skills, abilities and maturity. A 13-15 year old can participate in most jobs on a farm or ranch *except* work defined as [hazardous](#). Appropriate equipment, training and supervision must take place before work begins.