

Canada

Women, Business and the Law 2020 presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Toronto). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Canada scores 100 out of 100**. The overall score for Canada is higher than the regional average observed across High income (OECD) countries (94.7).

Canada - Scores for Women, Business and the Law 2020

								
Mobility	Workplace	Pay	Marriage	Parenthood	Entrepreneurship	Assets	Pension	WBL 2020 Index Score
100	100	100	100	100	100	100	100	100

Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, constraints on women's starting and running a business, gender differences in property and inheritance, and laws affecting the size of a women's pension, Canada gets a perfect score.

Areas for Improvement

Canada attains a perfect score on all of the WBL2020 indicators.

Recent Reforms (2018-2019)

Parenthood: Canada introduced a new parental leave sharing benefit that reserves 35 days of paid parental leave for the father.



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	No restrictions could be located
	Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
	Can a woman apply for a passport in the same way as a man?	Yes	Passport application form
	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
Workplace	Can a woman get a job in the same way as a man?	Yes	No restrictions could be located
	Does the law prohibit discrimination in employment based on gender?	Yes	Human Rights Code, Sec. 5
	Is there legislation on sexual harassment in employment?	Yes	Canadian Human Rights Act, Sec. 14(1) and (2); Canada Labour Code, Sec. 247.1-247.3; Ontario Occupational Health and Safety Act, Sec. 1 and 32.0.1; Ontario Human Rights Code, Sec. 7(2) and 7(3)
Pay	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Ontario Human Rights Code, Sec. 9 and 46.2(1); Occupational Health and Safety Act, Sec. 66 <i>Civil:</i> Ontario Human Rights Code, Sec. 45.2 and 46.1
	Does the law mandate equal remuneration for work of equal value?	Yes	Pay Equity Act, Sec. 6
	Can women work the same night hours as men?	Yes	No restrictions could be located
	Can women work in jobs dangerous in the same way as men?	Yes	Jobs deemed hazardous: No restrictions could be located Jobs deemed arduous: No restrictions could be located Jobs deemed morally inappropriate: No restrictions could be located
Marriage	Are women able to work in the same industries as men?	Yes	Mining: No restrictions could be located Construction: No restrictions could be located Factories: No restrictions could be located Agriculture: No restrictions could be located Energy: No restrictions could be located Water: No restrictions could be located Transportation: No restrictions could be located Other: No restrictions could be located
	Is there no legal provision that requires a married woman to obey her husband?	Yes	No applicable provisions could be located
	Can a woman be head of household in the same way as a man?	Yes	No restrictions could be located
	Is there legislation specifically addressing domestic violence?	Yes	Family Law Act, Secs. 24 and 46
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	No restrictions could be located
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	No restrictions could be located
	Is paid leave of at least 14 weeks available to mothers?	Yes	Employment Insurance Act, Secs. 12(3)(a) and 12(4)
	Does the government pay 100% of maternity leave benefits?	Yes	Employment Insurance Act, Sec. 22
	Is there paid paternity leave?	Yes	No applicable provisions could be located
	Is there paid parental leave?	Yes	Employment Insurance Act, Secs. 12(4.01) and 23
	Is dismissal of pregnant workers prohibited?	Yes	Canada Labour Code, Sec. 209.3 (1); Employment Standards Act, Sec. 53
Entrepren.	Does the law prohibit discrimination in access to credit based on gender?	Yes	Canadian Human Rights Act, Arts. 3 and 5
	Can a woman sign a contract in the same way as a man?	Yes	No restrictions could be located
	Can a woman register a business in the same way as a man?	Yes	No restrictions could be located
	Can a woman open a bank account in the same way as man?	Yes	No restrictions could be located
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Constitution Act of Canada, Secs. 15 and 28
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Succession Law Reform Act of 1990, Secs. 46-47
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Succession Law Reform Act of 1990, Secs. 44-47
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Family Law Act, R.S.O. 1990, Sec. 5.3
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Law Act, R.S.O. 1990, Sec. 5(7)
Pension	Are the ages at which men and women can retire with full pension benefits equal?	Yes	Women: Pension Benefits Act of 1990, Sec. 35(1) Men: Pension Benefits Act of 1990, Sec. 35(1)
	Are the ages at which men and women can retire with partial pension benefits equal?	Yes	Women: Pension Benefits Act of 1990, Secs. 41(1) and 74(1.3)(c) Men: Pension Benefits Act of 1990, Secs. 41(1) and 74(1.3)(c)
	Are the mandatory retirement ages for men and women equal?	Yes	Women: No applicable provisions could be located Men: No applicable provisions could be located
	Are periods of absence due to child care accounted for in pension benefits?	Yes	Canada Pension Plan of 1985, Sec. 48(2)