

# Canada

*Women, Business and the Law 2023* (WBL2023) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across 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 OECD high-income economies (95.3). Within the OECD high-income region, there are 14 economies that score 100 out of 100.

## Canada - Scores for *Women, Business and the Law 2023*

								
Mobility	Workplace	Pay	Marriage	Parenthood	Entrepreneurship	Assets	Pension	WBL 2023 Index Score
<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

## 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 starting and running a business, gender differences in property and inheritance, and laws affecting the size of a woman's pension, Canada gets a perfect score.

## Areas for Improvement

Canada attains a perfect score on all of the WBL2023 indicators.

## Recent Reforms

No reforms were observed during the past year (October 2nd, 2021 – October 1st, 2022).



Further data details for Canada are available at:  
<https://wbl.worldbank.org/en/data/exploreeconomies/canada/2023>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Family Law Act, Sec. 64
	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	Canadian Passport Order, Art. 5; 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	Ontario Human Rights Code, Secs. 5 and 23
	Is there legislation on sexual harassment in employment?	Yes	Canadian Human Rights Act, Sec. 14(1) and (2); Ontario Occupational Health and Safety Act, Sec. 1 and 32.0.1; Ontario Human Rights Code, Sec. 7(2) and 7(3)
	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
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Ontario Pay Equity Act, Sec. 6
	Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
Marriage	Is the law free of legal provisions that require 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; Divorce Act, Sec. 2(1)
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Divorce Act, Art. 8
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)(a)
	Does the government pay 100% of maternity leave benefits?	Yes	Employment Insurance Act, Sec. 22
	Is paid leave available to fathers?	Yes	see parental leave
Entrepreneurship	Is there paid parental leave?	Yes	Employment Insurance Act, Secs. 12(4) and 23
	Is dismissal of pregnant workers prohibited?	Yes	Labor Code of Canada, Sec. 209.3(1); Employment Standards Act, Sec. 53
	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	Family Law Act, Sec. 3
Assets	Can a woman register a business in the same way as a man?	Yes	Business Corporations Act, Art. 5
	Can a woman open a bank account in the same way as man?	Yes	No restrictions could be located
	Do men and women have equal ownership rights to immovable property?	Yes	Family Law Act, Sec. 5(3)
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Succession Law Reform Act, Secs. 46-47
Pension	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Succession Law Reform Act, Secs. 46-47
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Family Law Act, Sec. 5(3)
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Law Act, Sec. 5(7)
	Is the age at which men and women can retire with full pension benefits the same?	Yes	Pension Benefits Act of 1990, Sec. 35(1)
Pension	Is the age at which men and women can retire with partial pension benefits the same?	Yes	Pension Benefits Act of 1990, Secs. 41(1) and 74(1.3)(c)
	Is the mandatory retirement age for men and women the same?	Yes	No applicable provisions could be located
	Are periods of absence due to childcare accounted for in pension benefits?	Yes	Canada Pension Plan of 1985, Sec. 48(2)