



Country Snapshot: Canada



Overcoming Workforce Management
Obstacles in Canada

Country Snapshot: Canada

Overcoming workforce management obstacles in Canada

The workforce mosaic

Special language requirements

- Canadian French and English language support

Support for federal and provincial laws, union rules

- Statutory holidays: Eligibility requirements and the computation of holiday pay are governed by complex legislation, requiring the calculation of an employee’s average daily wages on the basis of remuneration earned in a given period

Mobility and self-service

- These help bridge distance gap for employees and managers who cover the large territories inherent to Canada’s size

Business and government¹

Degree of influence

- The government has influence on business in Canada, particularly in terms of restrictions, regulations, and high taxes
- Since Canada has two official languages, companies must ensure packaging and documentation are available in English and French
- Individuals and business are impacted by high taxation rates
- In Canada, the government’s main role is to protect the consumer, the worker, and the environment

Business ethics

- Do not offer a bribe in Canada – not only do most Canadians have an aversion to bribery, but it is also illegal
- Most large Canadian companies have policies regarding the giving or receiving of gifts as a safeguard against accusations of bribery

Attitude toward business

- Business leaders are admired, but many are also mistrusted by the general public
- Legitimate businesses often engage in hidden transactions to avoid paying hefty taxes
 - Canada has a fairly widespread “underground economy”



Having one global solution allows you to address local challenges. Learn how [UKG Dimensions™](#) can meet your global workforce needs.

[Learn more](#) from our customers and global experts on best practices for managing a global workforce.

¹ *GlobeSmart Culture Guides*, GlobeSmart, (April 21, 2020), found at www.globesmart.com/products/culture-guides/.