



Global Compact Network Canada created a table that contains information related to pregnancy/maternity and parental leave at the federal level, and for each province and territory in Canada. Pregnancy/maternity leave allows pregnant employees to take leave, and parental leave allows new parents to take leave. The information has been collected from the Canada Labour Code and provincial and territorial Employment Standards Acts (as of May 2020).

	FEDERAL	Ontario	Alberta	British Columbia	Manitoba
Pregnancy/ Maternity Leave Description	Up to 17 weeks starting no earlier than 13 weeks before due date and ending no later than 17 weeks after due date.	Up to 17 weeks (or longer in some circumstances), starting no earlier than 17 weeks before due date.	Up to 16 consecutive weeks starting no earlier than 13 weeks before due date.	Up to 17 consecutive weeks starting no earlier than 13 weeks before due date.	Up to 17 weeks starting no earlier than 17 weeks before due date and ending no later than 17 weeks after delivery date.
Parental Leave Description	Up to 63 weeks during the 78 week period following birth or child coming in to parent's care.	Up to 63 weeks starting within the 78 week period following birth or child coming in to parent's care.	Up to 62 weeks starting any time after birth or child coming in to parent's care, but must be completed 78 weeks following birth or child coming in to parent's care.	Up to 62 consecutive weeks starting within the 78 week period following birth or child coming in to parent's care.	Up to 63 consecutive weeks starting within the 18 month period following birth or child coming in to parent's care.
Shared Parental Leave	If both parents take parental leave, combined periods of leave must not exceed 71 weeks.	All new parents are entitled to take up to 63 weeks of parental leave.	If both parents working for the same employer take parental leave, combined periods must not exceed 62 weeks.	All new parents are entitled to take up to 62 weeks of parental leave.	<i>Not mentioned.</i>
Timing	Maternity and the parental leaves must not exceed 78 weeks when the parental leave is not shared. Maternity and the parental leaves must not exceed 86 weeks when the parental leave is shared.	All new parents who did not take pregnancy leave can take up to 63 weeks of parental leave. Those birth parents that went on pregnancy leave can take up to 61 weeks.	Leave can start any time after the birth or adoption of a child, but must be completed within 78 weeks of the date the baby is born or placed with the parents.	All new parents who did not take pregnancy leave can take up to 62 weeks of parental leave. Those parents who went on pregnancy leave can take up to 61 weeks.	Employees who take both pregnancy and parental leave must do so in one consecutive period unless the employer agrees otherwise.
Notice requirements	For pregnancy leave, provide notice 4 weeks prior accompanied with medical practitioner certificate.	For pregnancy and parental leave, provide written notice 2 weeks prior (and medical documentation upon employer request).	For pregnancy and parental leave, provide written notice 6 weeks prior (and medical documentation upon employer request).	For pregnancy and parental leave, provide written notice 4 weeks prior (and medical documentation upon employer request).	For pregnancy and parental leave, provide written notice 4 weeks prior (and medical documentation upon employer request).
Employment requirements	Must be employed for 6 months to be entitled to pregnancy and parental leave.	Must be employed for 13 weeks before the expected due date to be entitled to pregnancy and parental leave.	Must be employed for 90 days with the same employer to be entitled to pregnancy and parental leave. Birth mothers must take at least 6 weeks after birth.	<i>Not mentioned</i>	Must be employed by the same employer for 7 consecutive months to be entitled to pregnancy and parental leave.
Payment	Unpaid but eligible for Employment Insurance benefits.	Unpaid but eligible for Employment Insurance benefits.	Unpaid but eligible for Employment Insurance benefits.	Unpaid but eligible for Employment Insurance benefits.	Unpaid but eligible for Employment Insurance benefits.
Additional Information	Employees may be entitled to a greater amount of leave due to employer policy or collective agreements or employment contracts.	If a newly born or arrived child is not in the care of a parent (due to medical reasons) an employee can return to work and defer parental leave until the child comes in to parent's care.		Employees can request an additional 5 weeks of parental leave for a child who has physical, psychological, or emotional conditions requiring extra parental care.	



	New Brunswick	Newfoundland and Labrador	Northwest Territories	Nova Scotia
Pregnancy/ Maternity Leave	Up to 17 weeks starting no earlier than 13 weeks before due date.	Up to 17 weeks starting no earlier than 17 weeks before due date (also applies for adoption leave).	Up to 17 weeks starting no earlier than 17 weeks before due date.	Up to 16 weeks.
Parental Leave	Up to 62 consecutive weeks starting within the 78 week period following birth or coming in to parent's care.	Up to 61 weeks starting within the 35 week period following birth or coming in to parent's care. Parental leave may occur within the first 96 weeks after the child is born or comes into care.	Up to 61 weeks immediately following birth or coming into parent's care.	Up to 77 weeks starting within the 18 month period following birth or coming in to parent's care for a parent who did not take pregnancy leave, and 61 weeks following birth or coming in to parent's care for a parent who took pregnancy leave.
Shared Parental Leave	If both parents share parental leave, cumulative leave must not exceed 62 weeks.	The maximum amount of leave available to any one employee is 61 weeks.	Eligible two-parent families can choose to share parental leave up to a maximum of 69 weeks within an 86 week period.	<i>Not mentioned.</i>
Timing	Combined pregnancy and parental leave must not exceed 78 weeks.	Employees who take both pregnancy and parental leave must do so in one consecutive period unless the employer agrees otherwise or the child has not come in to parent's care.	Employees who take both pregnancy and parental leave must do so in one consecutive period. Combined pregnancy and parental leave must not exceed 78 weeks.	Employees who take both pregnancy and parental leave must do so in one consecutive period lasting no longer than 77 weeks.
Notice requirements	For pregnancy and parental leave, provide notice 4 months prior (and medical documentation upon employer request).	For pregnancy leave, provide notice 2 weeks prior (and medical documentation upon employer request).	For pregnancy leave and parental leave, provide notice 4 weeks prior (and medical documentation upon employer request).	For pregnancy and parental leave, provide notice 4 weeks prior (and medical documentation upon employer request).
Employment requirements	<i>Not mentioned</i>	Must be employed by the same employer for 20 consecutive weeks to be entitled to pregnancy and parental leave.	Must be employed for a prescribed length of time determined by employer.	Employees do not need a certain length of service to qualify for pregnancy and parental leaves.
Payment	Unpaid but eligible for Employment Insurance benefits.	Unpaid but eligible for Employment Insurance benefits.	Unpaid but eligible for Employment Insurance benefits.	Unpaid but eligible for Employment Insurance benefits.
Additional Information			If an employee is adopting more than one child and they come in to parent's care at substantially the same time, the employee can take parental leave beginning the day the first child arrives and ending one year after the last child arrives.	If a newly born or arrived child is hospitalized for more than one week, an employee can return to work and defer parental leave until the child leaves the hospital.



	Nunavut	Prince Edward Island	Quebec	Saskatchewan	Yukon
Pregnancy/ Maternity Leave	Up to 17 weeks starting no earlier than 17 weeks before due date.	Up to 17 weeks starting no earlier than 13 weeks before due date.	Up to 18 weeks starting no earlier than 16 weeks before due date and ending within 18 weeks of due date. Paternity leave is 5 weeks starting no earlier than 1 week before due date and ending no later than 52 weeks after birth or coming in to parent's care.	Up to 19 weeks (15 weeks if employee fails to give notice) starting no earlier than 13 weeks before due date.	Up to 17 weeks.
Parental Leave	Up to 37 weeks following birth or coming in to parent's care, and ending no later than 12 months after start date.	Up to 62 weeks starting within the 52 week period following birth or coming in to parent's care.	Up to 52 weeks starting within the 70 week period following birth or coming in to parent's care.	Up to 59 weeks for birth parent or primary caregiver. Up to 63 weeks for parent who did not take pregnancy or adoption leave, beginning no earlier than 13 weeks before due date and ending no later than 78 weeks after birth or coming in to parent's care.	Up to 63 weeks following birth or coming in to parent's care, and ending no later than 78 weeks after birth or coming in to parent's care.
Shared Parental Leave	<i>Not mentioned.</i>	Aggregate amount of pregnancy and parental leave taken by one or two employees cannot exceed 78 weeks.	If both parents share parental leave, cumulative leave must not exceed 52 weeks.	If two employees are taking leave with respect to the same child, parental leave must be taken during the 86 weeks following the actual date of birth or the actual date on which the child comes into the employee's care.	If both parents take parental leave, cumulative leave must not exceed 71 weeks.
Timing	Employees are entitled to a maximum of 52 weeks of combined pregnancy and parental leave. Employees who take pregnancy and parental leave must do so in one consecutive period.	Employees who take both pregnancy and parental leave must do so in one consecutive period.	Pregnancy and paternity leave are in addition to parental leave. If both parents share parental leave, cumulative leave must not exceed 52 weeks.	For one employee, parental leave must be taken during the 13 weeks preceding the estimated date of birth or the estimated date on which the child is to come into the employee's care. Employees who take both pregnancy and parental leave must do so in one consecutive period lasting no longer than 78 weeks after birth or child coming in to parent's care.	Employees who take both pregnancy and parental leave must do so in one consecutive period.
Notice requirements	For pregnancy and parental leave, provide notice 4 weeks prior (and medical documentation upon employer request).	For pregnancy and parental leave, provide notice 4 weeks prior (and medical documentation upon employer request).	For pregnancy and parental leave, provide notice 3 months prior (and medical documentation upon employer request).	For pregnancy and parental leave, provide written notice 4 weeks prior (and medical documentation upon employer request).	For pregnancy and parental leave, provide written notice 4 weeks prior (and medical documentation upon employer request).
Employment requirements	Must be employed by employer for 12 consecutive months.	Must be employed by same employer for any 20 weeks of the 52 weeks prior to proposed leave.	<i>Not mentioned</i>	Must be employed by the same employer for 13 consecutive weeks to be entitled to pregnancy and parental leave.	Must be employed continuously for 12 months to be entitled to pregnancy and parental leave.
Payment	Unpaid but eligible for Employment Insurance benefits.	Unpaid but eligible for Employment Insurance benefits.	Eligible for Quebec Parental Insurance Plan benefits.	Unpaid but eligible for Employment Insurance benefits.	Unpaid but eligible for Employment Insurance benefits.
Additional Information		Additional 5 weeks of parental leave available when child has emotional, physical, or psychological conditions requiring extra parental care.	Pregnancy and parental leave can be extended when a pregnant employee's health necessitates time away from work, or a child is ill.	Pregnancy leave can be extended by 6 weeks in certain circumstances.	



For detailed information, see the following government sources:

- **Federal:** [Read more.](#)
- **Ontario:** [Read more.](#)
- **Alberta:** [Read more.](#)
- **British Columbia:** [Read more.](#)
- **Manitoba:** [Read more.](#)
- **New Brunswick:** [Read more.](#)
- **Newfoundland and Labrador:** [Read more.](#)
- **Nova Scotia:** [Read more.](#)
- **Prince Edward Island:** [Read more.](#)
- **Quebec:** [Read more.](#)
- **Saskatchewan:** [Read more.](#)
- **Northwest Territories:** [Read more.](#)
- **Nunavut:** [Read more.](#)
- **Yukon:** [Read more.](#)