Canada's large geographic size, the presence of a significant number of indigenous peoples, the conquest of one European linguistic population by another and relatively open immigration policy have led to an extremely diverse society.

Canada has constitutional protection for policies that promote multiculturalism rather than cultural assimilation or a single national myth.[81] In Quebec, cultural identity is strong, and many commentators speak of a French Canadian culture as distinguished from English Canadian culture.[82] However, as a whole,

Canada is in theory, a cultural mosaic—a collection of several regional, and ethnic subcultures

Though more than half of Canadians live in just two provinces: Ontario and Quebec, each province is largely self-contained due to provincial economic self-sufficiency.

Only 15 percent of Canadians live in a different province from where they were born, and only 10 percent go to another province for university. Canada has always been like that, and stands in sharp contrast to the United States' internal mobility which is much higher.

For example 30 percent live in a different state from where they were born, and 30 percent go away for university. Scott Gilmore in Maclean's argues that "Canada is a nation of strangers", in the sense that for most individuals, the rest of Canada outside their province is little-known. Another factor is the cost of internal travel.

Intra-Canadian airfares are high—it is cheaper and more common to visit the United States than to visit another province. Gilmore argues that the mutual isolation makes it difficult to muster national responses to major national issues

**National Holidays**

As with most countries, Canada's national holidays generally mark religious, quasi-religious or patriotic occasions. Statutory holidays are established by Act of Parliament and are observed, without fail, by federal employees and by most Canadians, although increasingly, statutory holidays are becoming days for shopping and for large sales. Canadian statutory holidays are as follows: New Year's Day; Good Friday (or Easter Monday); Victoria Day; Canada Day (formerly called Dominion Day); Labour Day; Thanksgiving Day; Remembrance Day; Christmas Day; and Boxing Day.

The derivation of the 3 Christian holidays needs no explanation. New Year's Day, January 1, marks the beginning of the new year. [Victoria Day](https://www.thecanadianencyclopedia.ca/article/victoria-day/) (variously known as May 24th, the Queen's Birthday, [Empire Day](https://www.thecanadianencyclopedia.ca/article/empire-day/) or Commonwealth Day) is celebrated in all provinces except Québec (where it is celebrated as Fête de Dollard, since 2002 Journe nationale des patriotes) on the Monday before May 25 and has been a national holiday since 1901. Traditionally, cottages are opened for the summer and gardens planted on this weekend, and the day is still celebrated in some parts of the country with fireworks displays. Canada Day, July 1, commemorates the day on which Canadian [Confederation](https://www.thecanadianencyclopedia.ca/article/confederation/) came into existence in 1867. Originally celebrated in rather quiet - and hence very Canadian - ways, Canada Day is now the occasion for elaborate cultural and entertainment spectacles, many paid for by the federal government to foster Canadian nationalism.

[Labour Day](https://www.thecanadianencyclopedia.ca/article/labour-day/) is celebrated on the first Monday in September, once again providing an occasion for a long summer weekend. The day honours the contribution of organized labour and has been celebrated since at least 1872 and as a statutory holiday since 1894. Labour Day is traditionally celebrated with union-organized parades and picnics, particularly in Ontario where the holiday originated. [Thanksgiving Day](https://www.thecanadianencyclopedia.ca/article/thanksgiving-day/), which provides another long weekend, is observed on the second Monday in October (unlike the holiday in the US that falls on the last Thursday in November) and celebrates the harvest season. The statutory holiday began in 1879, almost certainly as an imitation of the American celebration, but earlier in the year as a recognition of the shorter growing season in Canada.

[Remembrance Day](https://www.thecanadianencyclopedia.ca/article/remembrance-day/) is observed on November 11, the day of the armistice that ended the Great War in 1918 (*see*[World War I](https://www.thecanadianencyclopedia.ca/article/first-world-war-wwi/)). Usually celebrated with ceremonies at cenotaphs in towns and villages and at the National Cenotaph in Confederation Square, Ottawa, the day is marked by a moment of silence at 11 AM and by gatherings or parades of veterans of the world wars and later conflicts such as the [Korean War](https://www.thecanadianencyclopedia.ca/article/korean-war/) and the Afghanistan campaign (*see*[Afghanistan, International Campaign against Terrorism in](https://www.thecanadianencyclopedia.ca/article/international-campaign-against-terrorism-in-afghanistan/)). Boxing Day, December 26, is becoming almost universally observed as a day to recover from the exertions of the Christmas season and for bargain hunting.

A substantial number of holidays are celebrated in the provinces. [Civic Holiday](https://www.thecanadianencyclopedia.ca/article/civic-holiday/), variously called Heritage Day in Alberta, Saskatchewan Day, and Simcoe Day or McLaughlin Day in Ontario, is also celebrated in most provinces and territories and gives a long weekend at the beginning of August. Quebecers celebrate the [Fête nationale du Québec](https://www.thecanadianencyclopedia.ca/article/la-fete-nationale-du-quebec-saint-jean-baptiste-day/) (Québec national holiday) on June 24. Newfoundland and Labrador observe [Memorial Day](https://www.thecanadianencyclopedia.ca/article/commemoration-day-memorial-day/) (July 1), among others. The Northwest Territories celebrates [National Aboriginal Day](https://www.thecanadianencyclopedia.ca/article/national-aboriginal-day/) (June 21) and Yukon has celebrated [Discovery Day](https://www.thecanadianencyclopedia.ca/article/discovery-day/) in August since 1912.

Work ethics

Unemployed Canadian residents may be eligible for [employment insurance](http://www.servicecanada.gc.ca/eng/sc/ei/benefits/regular.shtml), which provides temporary financial assistance for unemployed Canadians while they look for work or upgrade their skills. Canadians who are sick, pregnant or caring for a newborn or adopted child, as well as those who caring for a family member who is seriously ill with a significant risk of death, may also be assisted by employment insurance.

 In Canada we wait until everyone is served before we begin eating.

If you have forgotten to turn off your cell phone, turn it off when it rings and apologize. It is considered rude to answer a phone call when you are in an interview.

**When you see your co-workers for the first time in the day, you will want to offer a greeting (e.g. “Good morning!”). It is not necessary after that to greet them every time you see them, although in some cultures it would seem rude not to.** While Canada is a multicultural environment, there is something to be said for clean, crisp business attire. That doesn’t mean you can’t bring touches of your culture to your appearance, be it in color or jewelers, etc., but subtle is best.

Most of the time they want to present you with a card or a gift basket, to congratulate you on your new home. Be polite to your neighbors, always say hi when you see them on the street. If you do not wish, there is no need to engage in a lengthy conversation, but it is important to acknowledge them when you see them. Many neighbors live side by side many years, and never see the inside of each other’s houses.

If you do happen to invite people over, remember, that in Canada, people gather to socialize, not to feast!

Another interesting thing to note is that neighbors are often very vigilant about rules. Canadians are brought up with an understanding that they must report a crime or any suspicious activity. Do not be surprised that the neighbor who gave you a warm welcome when you just moved in is the same person who called the by-law officer because your car was not parked properly.

 “In the beginning it seemed very confusing to me how often Canadians say ‘Thank you’ to each other. In India, we just nod and smile when a co-worker has done us a little favour. In Canada you have to make a lot of words about it.”

Another big difference between workplace regulations in both countries is the way meetings are scheduled and held. “I wasn’t used to showing up exactly at the time a meeting was set for,” admits Asim. In India, conferences and team discussions are usually not bound to a strict timeframe. The start often gets delayed and generally there is no prearranged ending time, which is why the North-American way of back-to-back conferences wouldn’t even be possible. Also, East Indians tend to emphasize a lot more small talk and exchange of personal information before they get to business. Rarely would someone just dive right into the subject of a meeting without talking first about general and often not even work-related topics. Real decisions are mostly made by the managers behind closed doors anyways, long after they have been discussed by a group. No wonder that workers from the East find it hard to adapt to the Canadian culture of PowerPoint presentations or to follow procedures defined by bullet points on a handout.

 Canada’s multicultural work environment, where it is necessary to develop an understanding for behavioural patterns and sensitivity of workers with very different ethnic backgrounds.

“In Japan, when (or if) I presented my own ideas or suggested changes to my superior, they were often ignored. The only autonomy I had was defined by the structure of prescribed expectations within the organization.” Most Canadian companies that thrive on competitiveness, independence and individuality present a challenge to the Japanese belief that hierarchy and authority must be retained under all circumstances. To Europeans like Manuela, this seems almost impossible. She remembers what she considers her biggest faux-pas so far during her employment at an otherwise rather modern and laid back advertising agency – being bothered by the bone-chilling air conditioning, she sent out a group-mail to all the other workers on the floor asking whether they also would prefer to have it turned down a little and offering to inform the responsible person. Two hours later, her manager showed up at her desk to tell her that the person in charge of the air conditioning settings felt that his authority had been undermined and that the CFO had also sent a note complaining that the company’s email server wasn’t quite the right place for surveys on office temperature.

where office hours are usually between 10 am to 8 pm, including an extended mid-day break with a big meal.

he is allowed to listen to his favourite band at his desk

 In Canada, most full-time workers work between 36 and 40 hours a week

employees are entitled to a [30-minute break](http://hrdailyadvisor.blr.com/2013/07/17/key-differences-in-us-and-canada-employment-laws/) every five hours and for a 24-hour break each week, ensuring that workers aren't on the job around the clock.

workers with less than five years at a company are entitled to [two weeks of paid vacation](http://hrdailyadvisor.blr.com/2013/07/17/key-differences-in-us-and-canada-employment-laws/) a year, and that shoots up to three weeks after their fifth anniversary at their workplace.

workers are entitled to conduct their business in French, and can't be refused a job because they don't speak English.

every person in Quebec has the right to be served in French. That means there's a lot more bilingualism in your average Quebecois workplace.

parental leave is [federally mandated](https://www.canada.ca/en/services/benefits/ei/ei-maternity-parental.html): Mothers are entitled to up to 15 weeks of paid leave, and many new parents get as much as 35 combined weeks off.

* **ndividualism** – Individual contribution is valued even when we are expected to work in teams. Employees are expected to know their responsibilities, be proactive about their work and fulfill their duties.
* **Equality** – Every person is important in the organization. Each of our contributions count. Respect towards others should always be top of mind.
* **Informality** – Hierarchy is not pronounced in Canadian workplaces. You don’t call your boss “sir” or “ma’am”. You are expected to have a collegial relationship with your managers and co-workers. However, casual attitude should not be equated with a lack of respect.
* **Punctuality** – You are expected to show respect for other people’s time. Come to work or to appointments early.
* **nglish language proficiency.** The first and most crucial part of working in Canada is knowing enough English to be able to know how to do our jobs and to effectively communicate to our internal and external clients. The more proficient you are, the better you will be at your work.
* **Professional communication and etiquette**. This includes knowing the local language or jargon (specific terms used in your field or occupation), body language (listening actively, maintaining eye contact), speaking clearly, and using respectful language. This also includes following communication protocol ranging from answering emails promptly to keeping sensitive information confidential.
* **Going beyond the basics**– Effective communication in the Canadian workplace involves learning to navigate the delicate balance between being straightforward and being diplomatic. Consider these examples:
  + Canadians employ indirect communication. For example, most managers will not tell you how to do your job. They will suggest something if they see that your work needs improvement.
  + Decoding the “feedback sandwich” is an essential skill. A feedback sandwich is criticism that is given in between two positive statements. For example, if your boss did not like your report (or thought that it was too long), you may hear: “Thanks for submitting the report on time. I suggest you re-visit pages 5 to 20 because I think it can be improved. But overall, it was comprehensive.” Read [**5 steps to giving constructive feedback at work that really helps**](https://livelearn.ca/article/employment/5-steps-to-giving-constructive-feedback-at-work-that-really-helps/)to learn feedback techniques.
  + You should speak up if it involves your area of your expertise. If you know a better way of doing things, suggest it even if you are going against your boss. You are expected to provide solutions and solve problems. Always remember to do it tactfully.
  + You are expected to speak up immediately if you have concerns, suggestions or questions. You can refuse a job as long as you have a valid reason (for example, if it is unsafe).
  + Learn cross-cultural communication. As most workplaces are diverse, miscommunication can happen. This is why it is important to be aware of cultural differences. Always be understanding and patient, never assume or judge.

.