



Migrant workers Provincial and federal report cards

Introduction

Increasing numbers of migrant workers in Canada

Traditionally a country of permanent immigration, Canada is becoming a country where migrant workers are brought in on a temporary basis. In 2008, for the first time, the number of Temporary Foreign Workers in Canada exceeded the total number of permanent residents admitted in the same year. The upward trend has continued: at the end of 2012, Canada hosted 338,189 Temporary Foreign Workers.

Challenges for migrants' human rights and for Canadian society

Canada's shift towards temporary labour migration raises serious concerns for the Canadian Council for Refugees, because of its human and social implications. Migrant workers are vulnerable to exploitation because of the precariousness of their status. Furthermore, addressing labour demands through a "disposable" workforce of migrant workers creates a two-tiered society. The effect may be to drive wages down – the perception that this is happening feeds into xenophobic reactions to migrant workers.

The Temporary Foreign Worker Program is itself a two-tiered program, admitting both high-skilled workers, who enjoy a number of advantages, and workers filling positions not requiring formal training, who do not have access to the same conditions. Our concerns – and these report cards – focus on the "low-skilled" streams: the Pilot project for workers with lower levels of formal training, the Seasonal Agricultural Worker Program, and the Live-in Caregiver Program.

Migrant workers: Precarious status and rights abuses

A number of factors open the door to the abuse of migrant workers' rights.

- **Lack of permanent status:** migrant workers may be (and have been) fired and deported for complaining about perceived abuses, or trying to negotiate conditions. In cases where migrant workers have prospects of permanent residence in Canada, it is dependent on their employer.
- **Closed work permits:** not only are migrant workers' permits temporary, but they are tied to a specific employer. This means workers have very limited options if their employer is mistreating them.
- **Living with the employer:** Live-in Caregivers and many agricultural workers live in their employer's house or on their property, making them dependent on them for their home as well as for their job.
- **Isolation:** In many cases migrant workers are socially isolated by their lack of knowledge of English and French, unfamiliarity with Canada and limited information about their rights. Some migrant workers are physically isolated, and without the means of transport to get to services.
- **Complaints systems inaccessible:** all of the above factors contribute to making it extremely difficult for migrant workers to use existing complaints mechanisms. Timelines also mean that a migrant worker is likely to have left Canada long before the complaint has been resolved.
- **Gap between federal and provincial jurisdictions:** The Temporary Foreign Worker Program is federally regulated, but labour standards are a provincial responsibility.
- **Lack of monitoring and enforcement:** There is little monitoring of the workplaces or conditions of employment by the federal or most provincial governments. Employers rarely face serious consequences when rules are breached.

Consequences for migrant workers

The vulnerability inherent in their status means that some migrant workers endure substandard conditions and exploitation, amounting in extreme cases to situations of trafficking in persons.

Even when workers are not mistreated, the features of the program mean that they often experience prolonged separation from their families and long periods living in Canada without being able to participate in and contribute to society, given their isolation and lack of access to the full range of rights and services, including language instruction.

Temporary labour migration is often gendered, racialized, and impacted by other systems of oppression, especially in the case of workers deemed “low-skilled”. We also acknowledge that Canada plays a role in creating the economic, environmental and political realities that force people to migrate in search of work.

EXPLANATION OF GRADES

The grades are intended to give a general indication of where the province stands with respect to protection of migrant workers’ rights, both in relation to actions taken and commitment to improvements. For a detailed evaluation, please refer to the accompanying text.

A	Significant and innovative action taken and commitment to improvement
B	Considerable action taken or planned but significant gaps remain
C	Some limited action taken or commitment made
D	No action or commitment

Report cards

This project focuses on the approaches taken by provincial and federal governments to address the problems outlined above. The CCR welcomes the measures being adopted by some provinces to address the vulnerability of migrant workers. The report cards are intended to identify areas for improvement for provincial and federal governments and to raise awareness among the public and those concerned about migrant workers.

The information in the report cards was compiled from responses received to questionnaires sent by the CCR to federal and provincial governments, CCR members and other groups engaged with migrant workers. These responses were complemented by additional research.

The report cards offer only a summary of a complex and changing reality. More detailed reports exist, from which these cards have benefitted. For links to resources, visit:

<http://ccrweb.ca/en/migrant-worker-documents>

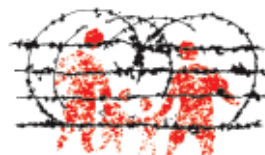
Recommendations

The massive expansion of the TFW program occurred without public discussion and urgently cries out for review. The CCR believes that Canada should return to its traditional policies of bringing in immigrants on a permanent basis, to contribute to all aspects of economic, social and cultural life.

As long as migrant workers are being brought in to fill “low-skilled” positions, the following actions are particularly important to ensure that the basic rights of migrant workers are protected:

- Proactive enforcement of laws protecting against abuse of migrant workers (by employers and recruiters)
- Work permits that are not tied to a single employer
- Avenues to permanent residence
- Access to information and services

The CCR thanks the many organizations and individuals who contributed to these report cards, particularly the CAW Social Justice Fund.



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MAY 2013

Report Card

Migrant workers in British Columbia

SUBJECT	GRADE	COMMENTS
Legislative protection of migrant workers	D	The BC government relies on its Employment Standards Act, which has serious shortcomings with regards to migrant workers. There is no legislation that addresses migrant worker-specific issues.
Enforcement of Employment Standards and related legislation	C	The Employment Standards Branch is responsible for taking action against abusive employers and recruiters. There are some proactive initiatives such as the “farm compliance team” that conducts site visits and payroll audits. However, insufficient resources are allocated for enforcement, and efforts are limited by a lack of information on the whereabouts of migrant workers.
Access to permanent residence	C	Migrant workers in certain low-skilled occupations have access to the BC Provincial Nominee Program. These include tourism, hospitality, food processing and long-haul truck drivers, and those working in the province’s Northeast Development Region. Many of those who are eligible do not meet the level of income required, restricting access.
Welcoming migrant workers (settlement and support services)	C	The BC government funds information and referral services for migrant workers who have applied for the Provincial Nominee Program. Migrant workers not being nominated by their employer don’t receive provincially funded services.
Access to information for migrant workers	C	The province has produced a fact sheet for migrant workers on Employment Standards available online in several languages. The government has an outreach program focusing on key industries, but it is not clear that information on rights and recourses is reaching migrant workers. In the past employers were required to post information on workers’ rights visibly in the workplace, but the government has revoked this requirement.
Awareness raising of responsibilities among employers	B-	The province has made information available online for employers about obligations towards migrant workers. Employment Standards Branch staff conducts educational programs for some employers and employer associations.
Access to healthcare services	B	Migrant workers in the low-skilled streams are covered by provincial health care after a three-month waiting period, during which their employers must provide private health insurance.
Noteworthy	★	BC is the only province to have had a pilot project offering open work permits to spouses, partners and working-age dependants of migrant workers in the low-skilled streams. Unfortunately as of February 2013 migrant workers in the low-skilled streams are no longer eligible.

British Columbia and Migrant Workers: Still a long way to go

British Columbia is second only to Ontario in the number of Temporary Foreign Workers hosted, with 74,216 workers in BC at the end of 2012, representing 1.7% of the overall population. Given the large numbers, it is particularly important that the province commit to protecting migrant workers' rights.

Migrant workers in BC are protected by provincial labour legislation, including the Employment Standards Act and Regulations and the Occupational Health and Safety Regulations. BC labour legislation fails to take into account the vulnerable situation of migrant workers. While the Act prohibits charging a fee to a person seeking employment for finding a job or providing information about jobs available to them, recruitment agencies are permitted to charge migrant workers for a variety of other services, opening the door to recruitment fees disguised as other "immigration services". Furthermore, penalties for infractions are minimal, and employers found guilty of breaking the rules are only required to reimburse the worker for the lost wages; there is thus no financial incentive for employers to follow the law.

Insufficient resources are allocated to the Employment Standards Branch for enforcement, so enforcement remains largely complaint-based. Migrant workers are not being systematically made aware of their rights, and the Branch doesn't provide translation or interpretation for those who face language barriers. Enforcement is also impeded by a lack of information on the whereabouts of migrant workers. The gaps in the system were highlighted by a recent class action suit by a group of workers at Denny's restaurants. The BC Supreme Court approved a settlement in March 2013: the decision addresses the workers' vulnerability to pressure from their employer to withdraw their complaints.

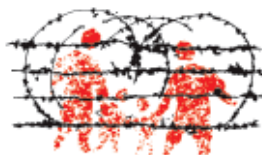
BC could begin to solve these problems by legislating a registration regime for employers and recruiters of migrant workers and imposing more severe consequences for abuses, as has been done in Manitoba.

The BC Provincial Nominee Program is open to certain migrant workers in the low-skilled occupations. However applicants must have a level of income that is higher than the pay expected for these lower-skilled jobs.

The issues facing migrant workers in BC call out for action to be taken, and to this end the BC Employment Standards Coalition has developed a comprehensive model legislation for the government's consideration, with a series of recommendations to improve support and protections for migrant workers, and to hold employers and recruiters accountable for their practices.

NUMBER OF TEMPORARY FOREIGN WORKERS IN BRITISH COLUMBIA

(ON DEC. 1)	2006	2011	2012
	35,072	69,978	74,216



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Migrant workers in Alberta

SUBJECT	GRADE	COMMENTS
Legislative protection of migrant workers	B-	2009 regulatory changes to the Alberta Fair Trading Act require recruiters and employment agencies to obtain licenses with the province, prohibit charging recruitment fees to workers, and provide for penalties for non-compliance. Alberta is one of only two provinces that deny agricultural workers the right to collectively bargain, with adverse consequences for migrant agricultural workers.
Enforcement of Employment Standards and related legislation	C	Proactive employer audits were initiated in 2007, but appear to have stopped. Enforcement of labour standards has become complaint driven rather than being proactive. Even when found to have violated the Employment Standards Code, employers only have to pay owed wages.
Access to permanent residence	C+	With the support of an employer, migrant workers in certain low-skilled occupations can access the Alberta Immigrant Nominee Program. The grade 12 education and provincial language requirements limit many.
Welcoming migrant workers (settlement and support services)	B+	Alberta funds information and referral services for migrant workers via settlement agencies in the six communities with the highest numbers of TFWs. Alberta is also the only province with a Temporary Foreign Worker Advisory Office as well as a helpline to provide information on rights and recourses for workers who have complaints. The province does not fund language instruction for migrant workers.
Access to information for migrant workers	B	Alberta has developed many useful resources for migrant workers about their rights and responsibilities. They are translated into several languages and are largely available online and at various points of contact mentioned above. Since they are not distributed to all migrant workers on arrival, they may not reach those who are more isolated.
Awareness raising of responsibilities among employers	B+	The province has developed a Guide for Employers, as well as an Employment Standards Guide, an Employment Standards Toolkit, and a Tip Sheet on the changes to the Fair Trading Act. The TFW Advisory Offices offer presentations for employers on their rights and responsibilities both on demand and proactively.
Access to healthcare services	B+	The Alberta government provides healthcare to all migrant workers with a 12 month or longer work permit on arrival. Coverage is tied to workers' work permits, but Alberta Health often provides extensions while work permits are being renewed.
Noteworthy	★	Alberta's TFW helpline and TFW Advisory Office are trailblazing initiatives.

Alberta and Migrant Workers: Innovations with unrealized potential

In 2012 there were 68,319 Temporary Foreign Workers present in Alberta, representing close to 2% of the population. With the province's booming economy, whole towns are relying on migrant workers to fill essential low-wage jobs. Alberta responded to this situation with some promising initiatives, including the creation of the TFW Advisory Office and TFW helpline to provide information to migrant workers and support them in making complaints to Employment Standards. However, the capacity of these projects was stretched and their effectiveness has been compromised. For example, a 2007 initiative to conduct employer audits became reactive and complaint-based due to lack of resources.

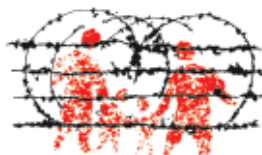
For support and orientation migrant workers can access provincially funded services in the six communities that have the highest number of Temporary Foreign Workers. However, language training is not included, and funding for support services has steadily declined, despite increasing numbers of migrant workers. Despite the useful resources available online and the support services, relatively few migrant workers can effectively pursue complaints based on labour laws. Employment Standards legislation places the burden of proof on workers to document their complaint, and imposes certain protocols that are difficult to follow for workers in precarious situations. In addition, because agricultural workers in Alberta are not permitted to unionize or collectively bargain, migrant agricultural workers have little opportunity to improve their conditions.

Recent regulatory changes under the *Fair Trading Act* aim to address the problem of unscrupulous recruiters, including recruiters outside Canada. While the revisions are a step in the right direction, no enforcement measures have been taken. Alberta should implement the recommendation to require employer registration, made in the 2011 report by the Parliamentary Assistant to the Minister of Employment and Immigration. There is also a need for proactive enforcement of Employment Standards and other labour laws.

Alberta has demonstrated initiative in its approach to dealing with the large influx of migrant workers entering the province in the last decade. However, more must be done to make these measures effective at protecting migrant workers. The province also needs to move away from reliance on vulnerable workers, who are used and then discarded. The aforementioned report also recommended that Alberta develop permanent solutions to labour shortages by expanding pathways to permanent residency for workers, for example by advocating for the federal Canadian Experience Class to expand to give low- and semi-skilled migrant workers the right to apply for permanent residence. The CCR encourages Alberta to follow up on this recommendation.

NUMBER OF TEMPORARY FOREIGN WORKERS IN ALBERTA

(ON DEC. 1)	2006	2011	2012
	21,979	58,193	68,319



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Report Card

Migrant workers in Saskatchewan

SUBJECT	GRADE	COMMENTS
Legislative protection of migrant workers	B+	The proposed Foreign Worker Recruitment and Immigration Services Act introduces compulsory registration of employers and licensing of recruiters, consultants and immigration service providers. It prohibits various abuses commonly faced by migrant workers, and introduces serious penalties, as well as both proactive and complaint-based enforcement.
Enforcement of Employment Standards and related legislation	B+	Saskatchewan's Program Integrity Unit responds to migrant workers' confidential complaints and concerns related to their employment. The new legislation will create powers to conduct random audits of employers, recruiters and consultants to check compliance with the Act. In addition, an Employer Engagement Unit monitors job offers and contracts for workers being nominated for permanent residence and occasionally conducts random audits.
Access to permanent residence	B-	Migrant workers in certain low-skilled occupations can access permanent residence via the Saskatchewan Immigrant Nominee Program (SINP). These occupations are limited to long-haul truck drivers and some hospitality workers.
Welcoming migrant workers (settlement and support services)	B+	Migrant workers in the low-skilled streams have access to provincially funded settlement services including language instruction in major as well as smaller urban centres. Access is a barrier for agricultural workers and others in rural areas.
Access to information for migrant workers	B	Several resources exist and have been translated into 24 languages. They give contact information for various support services and for recourses at the Office of the Workers' Advocate and the Human Rights Commission. The government plans to distribute information on the new legislation through service providers and ethno-cultural organizations. Access to information may remain problematic for migrant workers who are isolated or don't have internet access.
Awareness raising of responsibilities among employers	B	Government officials provide information through workshops across the province and on-site visits. During the upcoming registration of employers and licensing of recruiters and consultants, the province plans to emphasize public education of stakeholders.
Access to healthcare services	B	Migrant workers with a work permit of at least 12 months are covered by provincial healthcare, with no waiting period. Others, including seasonal agricultural workers, who rely on private insurance may be uncertain of what is covered or be reluctant to access health care for a variety of reasons associated with lack information on their rights.

Saskatchewan and Migrant Workers: Bringing legislative efforts to fruition

Saskatchewan's *Foreign Worker Recruitment and Immigration Services (FWRIS) Act*, expected to be passed and implemented this year, is the most progressive piece of legislation in Canada intended to counteract the vulnerabilities migrant workers face. The legislation, which builds on Manitoba's 2009 *Worker Recruitment and Protection Act*, was developed in consultation with migrant workers and community stakeholders. Under the legislation, recruiters, consultants and immigration service providers must obtain a license, while employers must register with the government. The *Act* gives the province the power to reject an employer's job offer, and thus have the final word on the federal Labour Market Opinion process.

The *Act* also prohibits certain practices commonly found in situations of abuse, such as threatening deportation or holding passports. The legislation provides for proactive enforcement to complement the complaint-based method already in place, and for penalties, including substantial fines for those who contravene the *Act*, in addition to compensation to affected workers. The province will publish the identities of the offenders, and can order the offender to reinstate a worker that was fired as reprisal for making a complaint. Finally, the *Act* provides for information-sharing across jurisdictions.

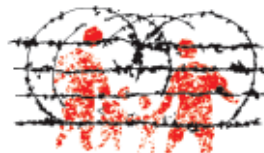
Of course, effectiveness will depend on awareness-raising about and enforcement of the legislation. Adequate resources must be allocated for this, and it will be important to monitor and evaluate successes and gaps, to ensure that all migrant workers, including those who are more isolated and are often the most vulnerable, are able to benefit from enhanced protections resulting from the *FWRIS Act*. More resources should go towards support services outside of big cities to ensure that everyone has access to support and recourses.

Recruitment fees paid in source countries, sometimes reportedly as much as \$15,000, continue to be a serious problem for some migrant workers in the low-skilled categories. To complement the protections promised through the *FWRIS Act*, Saskatchewan will need to seek legislative solutions to unfair recruitment practices abroad.

Saskatchewan views migrant workers as potential immigrants, giving many access to permanent residence. In the low-skilled streams, however, only truck drivers and hospitality workers have access. The province should extend this access to all migrant workers.

NUMBER OF TEMPORARY FOREIGN WORKERS IN SASKATCHEWAN

(ON DEC. 1)	2006	2011	2012
	2,167	6,992	9,349



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Report Card

Migrant workers in Manitoba

SUBJECT	GRADE	COMMENTS
Legislative protection of migrant workers	A-	Manitoba's Worker Recruitment and Protection Act (WRAPA), adopted in 2009, requires employers and recruiters of migrant workers in the province to register with the provincial government, and prohibits the charging of any recruitment fees to workers, with stiff penalties for violations. However, the Act also allows employers to sue workers to recover recruitment fees in certain circumstances.
Enforcement of Employment Standards and related legislation	A-	Manitoba has created a Special Investigations Unit (SIU) to carry out complaint based and proactive investigations of employers of migrant workers, to ensure compliance with employment laws. Since WRAPA was implemented several employers have been ordered to pay wages owing to employees. Repeat offenders have been fined up to \$10,000. The names of these businesses have been published on the Employment Standards website.
Access to permanent residence	A-	Migrant workers in the Pilot Project for low-skilled occupations have access to the Manitoba Provincial Nominee Program (MPNP) with a job offer, or with support from a family member in the province. Manitoba should open pathways to permanent residence for Seasonal Agricultural Workers too.
Welcoming migrant workers (settlement and support services)	C	The Manitoba government only funds settlement services and language instruction for migrant workers who apply for permanent residence, leaving large gaps in access to services.
Access to information for migrant workers	B	Employment Standards (ES) partners with community groups to provide training on rules and protections, and carries out worker awareness raising during its workplace investigations. ES has recently created an information sheet for farm workers in English and Spanish, which workers will receive before arrival or at their workplace. However, this resource leaves out information about workplace safety and health rights. Manitoba's Workplace Safety and Health Division has not made significant efforts to address the needs of migrant workers.
Awareness raising of responsibilities among employers	A	The province informs employers of their obligations and the penalties for non-compliance. Employment Standards does public education sessions for employer groups and offers online resources. Those found to be non-compliant receive education and a formal Notice to Comply to avoid repeat offences. If following review an industry is found to be likely to commit infractions, employers in this industry will be preemptively sent a Notice to Comply.
Access to healthcare services	B	Migrant workers with work permits of one year or more are covered by provincial healthcare. This leaves out Seasonal Agricultural Workers, who must be insured privately by their employers. Those with private health insurance are sometimes uncertain about their coverage.
Noteworthy	★	Manitoba's WRAPA has set a precedent for provinces wanting to improve protections for migrant workers in their jurisdiction, and information-sharing with the federal government.

Manitoba and Migrant Workers: How to deepen protections

In 2009 Manitoba became the first province to implement legislation to improve protections for migrant workers in the Temporary Foreign Worker Program. The *Worker Recruitment and Protection Act* addresses some of the vulnerabilities faced by migrant workers in the “low-skilled” streams. A Special Investigations Unit responds to complaints as well as conducting proactive inspections of employers of migrant workers to enforce labour laws. Repeat violators face penalties. Manitoba has also successfully negotiated with the federal government a requirement that employers of Temporary Foreign Workers be approved by the province before receiving a positive Labour Market Opinion from the federal government. This has become known as the “Manitoba Model”, which advocates in other provinces encourage their governments to follow. These developments are very encouraging, although resources for proactive monitoring are limited and should be increased. WRAPA is not without its flaws: article 16(2) has been identified as problematic because it permits employers to sue workers to recover recruitment fees in cases of certain worker behaviours, including “dishonesty”. There has yet to be a formal evaluation of the legislation and how well it’s working, so it will be important to carry one out to track success and monitor gaps to improve on.

While Manitoba has taken positive steps to protect migrant workers, efforts to inform workers of their rights haven’t kept pace. Manitoba needs to do better in this area and should consider having a migrant worker helpline, with service in various languages.

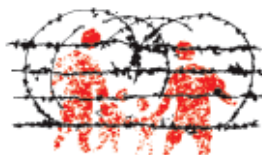
Manitoba began to tackle the issue of recruitment abroad with its Memorandum of Understanding with the Philippines, although that document is not legally binding. Recruitment fees incurred in source countries continue to be one of the most serious issues affecting migrant workers in the low-skilled categories. Fees reportedly reach sums of \$15,000, putting migrants in situations of indentured labour, and thereby making them more vulnerable to abuse. This problem cries out for attention by Manitoba.

Seasonal Agricultural Workers are not covered by provincial healthcare. There are concerns that private health insurance provision generates uncertainty and barriers to access for migrant workers. Workers often don’t know what health services are covered, and they may be reluctant to seek care if they think they will be required to pay up front for the costs. These agricultural workers are generally in isolated areas and require transportation from their employer to visit a health clinic or hospital. Manitoba should also work with the federal government to ensure that Seasonal Agricultural Workers have access to permanent residence, along with other migrant workers in the low-skilled occupations.

Special thanks for contributing to this report card:
Migrant Workers Solidarity Network

NUMBER OF TEMPORARY FOREIGN WORKERS IN MANITOBA

(ON DEC. 1)	2006	2011	2012
	3,286	4,923	5,572



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Report Card

Migrant workers in Ontario

SUBJECT	GRADE	COMMENTS
Legislative protection of migrant workers	C+	The 2009 Employment Protection for Foreign Nationals Act (<i>EPFNA</i>) provides certain protections for live-in caregivers with respect to recruitment issues, including prohibiting recruitment fees. Ontario has no other migrant worker-specific legislation, and is one of only two provinces that deny agricultural workers the right to collectively bargain, which affects many migrant farm workers.
Enforcement of Employment Standards and related legislation	C	Employment Standards officers have the power to conduct proactive investigations for compliance with EPFNA, but in practice enforcement is mostly reactive. Employment Standards legislation also relies on claims or complaints filed by workers to enforce their rights, but migrant workers are deterred by fears of losing their job and being removed. Proactive spot-checks of farms employing migrant workers have been carried out, but employers receive 24-hours notice, reducing effectiveness. There are serious gaps in enforcement of Occupational Health and Safety legislation, but they may be addressed by a proposed new strategy currently under development.
Access to permanent residence	D	In Ontario migrant workers in the low-skilled streams do not have access to permanent residence via the Provincial Nominee Program.
Welcoming migrant workers (settlement and support services)	C-	Migrant workers are eligible for provincially funded immigrant settlement services, but due to limited funding services are not widely available. There used to be a toll-free line for live-in caregivers to receive information and support, and to leave tips about possible violators of EPFNA, but this was discontinued.
Access to information for migrant workers	C	Information on Employment Standards and EPFNA is available online translated into various languages, but many workers don't have internet access or know where to find these resources. Reaching workers is difficult because the information-sharing agreement with the federal government remains unfinished, which means that the province doesn't always know where migrant workers are located.
Awareness raising of responsibilities among employers	C	Most awareness-raising of employers is done during monitoring visits, but these are infrequent. The Ministry of Labour sometimes gives information sessions with employer groups and at industry conferences.
Access to healthcare services	B	Seasonal agricultural workers in Ontario have access to provincial health coverage on arrival. Other migrant workers must wait 3 months for access, during which their employer must provide health insurance.

Ontario and Migrant Workers: Much Work to be Done

Ontario hosts more Temporary Foreign Workers by far than any other province. The large numbers make it all the more important that the province improve protection and support for migrant workers. The urgent need for action is highlighted by the fact that there have been several recent cases of migrant workers being trafficked into Ontario.

The *Employment Protection for Foreign Nationals Act (EPFNA)* currently applies only to workers in the Live-in Caregiver Program, but Ontario could easily extend its coverage to all other migrant workers through regulatory change. The effectiveness of *EPFNA* and of other labour legislation depends on adequately resourced and proactive enforcement, which are absent at this time.

According to the 2012 report *Made in Canada*, "Among the most common complaints that migrant workers raise are that they do not know what their rights are when they arrive in Ontario; they do not know how to find out what their rights are; and they do not know what organizations are available to assist them." The necessary task of improving access to information would be facilitated with increased proactive enforcement and an employer registration regime. Legislation establishing a registration regime for both employers and recruiters, which Ontario currently lacks, could help to address the widespread problem of predatory recruiters as well as non-compliance with labour standards. It would also ensure that the provincial government knows where migrant workers are being employed in Ontario.

Encouragingly, Ontario is moving towards an integrated approach to Occupational Health and Safety enforcement in order to respond to the gaps faced by vulnerable workers, including migrant workers, by developing a province-wide strategy, following a review by an Expert Advisory Panel which included many community partners.

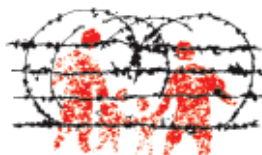
Low-skilled migrant workers, other than seasonal agricultural workers, must wait 3 months before they are eligible for provincial health coverage. During this time employers are responsible for providing coverage, but in many cases it is not as extensive as OHIP, and some workers fall through the cracks. Workers also need a letter from their employer to apply for OHIP, and there have been reports of unscrupulous employers not providing this letter.

Migrant workers who suffer injury while employed in Ontario have been disproportionately affected by the rule which deems a worker ineligible for compensation, if they could theoretically do a job not requiring the injured body part. Neither the job nor the retraining required to carry it out may be available in the worker's home country.

Migrant workers contribute meaningfully to the Ontario economy. They should not simply be used for their labour - Ontario should work with the federal government to open pathways to permanent residence for all migrant workers.

NUMBER OF TEMPORARY FOREIGN WORKERS IN ONTARIO

(ON DEC. 1)	2006	2011	2012
	71,801	106,960	119,899



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Migrant workers in Quebec

SUBJECT	GRADE	COMMENTS
Legislative protection of migrant workers	C	Quebec relies on its Labour Standards and Occupational Health and Safety Standards legislation that cover almost all workers in Quebec. Some agricultural workers are not covered by certain provisions of the Labour Standards legislation. There is no specific legislation regarding migrant workers.
Enforcement of Employment Standards and related legislation	C	Labour Standards and Occupational Health and Safety do complaint based enforcement as well as some proactive monitoring of workplaces employing low-skilled migrant workers, by sending all employers Notices to Comply with legislation, and then conducting random visits of some workplaces to monitor compliance.
Access to permanent residence	D	Workers in the low-skilled streams do not have access to the Québec Experience Class, the immigration program available to temporary foreign workers with higher skill levels.
Welcoming migrant workers (settlement and support services)	C-	Most migrant workers in the low-skilled streams don't have any access to support or settlement services funded by the provincial government. Live-in caregivers in Montreal have access to information, referral services and language instruction, but funding for these services has recently been reduced.
Access to information for migrant workers	C	The government has made a DVD and some pamphlets for Spanish-speaking agricultural workers about their rights under provincial legislation. Live-in Caregivers generally receive information kits designed specifically for them. Many migrant workers however lack access to information on their rights.
Awareness raising of responsibilities among employers	B-	Labour Standards, Occupational Health and Safety and the Human Rights Commission conduct training and awareness-raising events for employers to inform them about their responsibilities. Employers of live-in caregivers received this information during random visits as part of a two year pilot, but this has ended.
Access to healthcare services	B	Migrant workers with a work permit of at least six months are eligible for provincial health insurance coverage, after a 3-month waiting period. SAWP workers have access right away.
Noteworthy	★	The Quebec government announced in April 2013 that it will not appeal a decision by the Quebec Superior Court to allow seasonal agricultural workers in the province to unionize.

Quebec and Migrant Workers: More Protections Needed

The number of Temporary Foreign Workers in Quebec has more than doubled in the last six years. The majority of these workers are in the high-skilled stream and located in Montreal. However, many thousands are in Quebec as part of one of the three “low-skilled” streams. Quebec has undertaken some measures to improve the protections for live-in caregivers in particular, but more must be done.

The mechanisms for rights protection currently in place do not take into account the difficulties migrant workers face in exercising their rights and accessing justice. The province offers some support to Live-in Caregivers through a Montreal-based organization, and sometimes holds information sessions for migrant workers and their employers. Still, most migrant workers are not reached and don’t have access to support through government-funded services. More needs to be done to ensure workers in all the low-skilled programs are aware of their rights and the steps they can take in case of abuse.

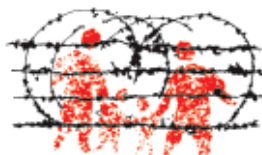
Quebec requires Temporary Foreign Workers to apply for and receive a Certificat d’acceptation du Québec. This means that the province has information on employers who are bringing in migrant workers and their location. The province should take advantage of this information and implement much-needed proactive enforcement of Employment Standards and Occupational Health and Safety Standards, so that the onus of filing a complaint is not on migrant workers whose status and employment is dependent on their employer. In line with this, we welcome the news that the Commission des Normes du Travail’s monitoring plans include initiating “spot-checks” of agricultural migrant workers as well as those working in other sectors such as meat processing, and we encourage the government to devote the resources necessary to make these enforcement visits systematic.

Quebec has not taken action to mitigate the impact of unscrupulous recruiters on migrant workers in the province. There is a need for legislation and enforcement to regulate recruitment and prevent exploitative recruitment practices within the province, as has been done in Manitoba.

Migrant workers contribute meaningfully to the Quebec economy. They should not simply be used for their labour – Quebec should expand access to permanent residence by opening its Quebec Experience Program to migrant workers in NOC C & D skill levels.

NUMBER OF TEMPORARY FOREIGN WORKERS IN QUEBEC

(ON DEC. 1)	2006	2011	2012
	21,545	39,582	44,115



Report Card

Migrant workers in New Brunswick

SUBJECT	GRADE	COMMENTS
Legislative protection of migrant workers	C-	The New Brunswick government relies on its Employment Standards Act, which has shortcomings with regards to the vulnerable situation of many migrant workers. There is no legislation specifically addressing migrant workers, although the government has pledged to conduct a formal review and develop new worker recruitment and protection rules.
Enforcement of Employment Standards and related legislation	D	Employment Standards officers investigate complaints received; however there is no proactive mechanism. Newcomer support organizations are aware of situations of abuse, but workers are reluctant to complain for fear of losing their job and access to permanent residence, so no action is taken.
Access to permanent residence	B+	The New Brunswick Provincial Nominee Program is open to migrant workers in the Pilot Project for lower skill levels with some skill types, with the support of an employer. Migrant workers may also be sponsored by a family member in New Brunswick, rather than by an employer, reducing the dependence on employers.
Welcoming migrant workers (settlement and support services)	B	New Brunswick funds settlement services including language instruction for migrant workers, helping to orient them, inform them of their rights, and prepare them for the language requirements of the Provincial Nominee Program. Still, access remains an issue for those in more isolated rural areas.
Access to information for migrant workers	C	The Population Growth Division created an “Employee Guide” for Temporary Foreign Workers in 2011. It is a comprehensive guide with useful information, but it is not systematically distributed to migrant workers, and is only available in English and French.
Awareness raising of responsibilities among employers	B-	The Population Growth Division also created an “Employer’s Guide” to make employers aware of their rights and responsibilities. Similarly, however, these guides are not distributed systematically to all employers of migrant workers. The Employment Standards Branch also offers workshops to employers on request.
Access to healthcare services	B	Migrant workers including Seasonal Agricultural Workers and Live-in Caregivers are covered by provincial health care after a three-month waiting period. During that period employers must provide private health insurance, but coverage may be less than provincial healthcare, which leads to gaps in service.

New Brunswick and Migrant Workers: Room for improvement

Migrant workers in New Brunswick, who are mostly located in rural areas, are not systematically provided with information about their rights, and face additional barriers like language and isolation. Many do not want to make complaints about abusive employers or recruiters because their chance of obtaining permanent residence depends on sponsorship from their employer. These factors, together with their precarious status, undermine the effectiveness for them of the Employment Standards legislation that applies to all workers in the province.

Although gaps remain, the government of New Brunswick deserves applause for taking important steps in two areas: welcoming and supporting migrant workers by providing them with settlement services and language instruction, and producing information for workers and employers.

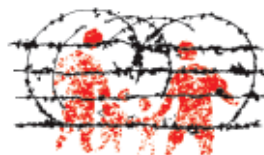
Through settlement services migrant workers can learn about their rights, and are supported in accessing other services or making a complaint to the Employment Standards branch. In some cases settlement workers have acted as mediators between employers and workers who are too frightened to make a formal complaint. Some settlement organizations organize community events with migrant workers which, along with language instruction, help to break the isolation they often face. Services are offered in a number of centres, but access is still an issue for workers in some rural areas, or those who rely on their employer for transportation.

The Population Growth Division's efforts around awareness-raising have been a positive step, but the resources should be systematically distributed to all migrant workers and their employers, and should be available in the languages spoken by workers. As it is, many workers are unaware of their rights and recourses.

The reluctance of migrant workers to make formal complaints highlights their vulnerable situation and the need for legislation that protects their rights. There are reports of abuses in New Brunswick such as workers being illegally charged thousands of dollars in recruitment fees, but these go unchecked because enforcement is complaint-based. New Brunswick can take action by legislating a provincial registration regime for employers and recruiters of migrant workers, implementing proactive enforcement, and imposing meaningful consequences for abuses, as has been done in Manitoba.

An encouraging message came in the 2012 Speech from the Throne, when the government recognized the vulnerability of migrant workers and pledged to conduct a formal review of the program and to conduct consultations to develop new worker recruitment and protection rules. As the number of temporary foreign workers contributing to the New Brunswick economy continues to increase, it is more important than ever that the province be proactive to ensure their well-being.

NUMBER OF TEMPORARY FOREIGN WORKERS IN NEW BRUNSWICK			
(ON DEC. 1)	2006	2011	2012
	1,109	2,661	2,880



Report Card

Migrant workers in Nova Scotia

SUBJECT	GRADE	COMMENTS
Legislative protection of migrant workers	B+	Nova Scotia has developed a very promising amendment to the Labour Standards Code. Passed in 2011, the Worker Recruitment and Protection Act (WRPA) makes it illegal to charge recruitment fees to workers or to confiscate their personal documents, and requires employers to honour the terms and conditions promised at the time of recruitment. A licensing regime for recruiters and a registration regime for employers are to be implemented in Spring 2013.
Enforcement of Employment Standards and related legislation	B	Concerns about inadequate, complaints-based enforcement remain. This may improve with the new legislation, depending on how effectively it is enforced. The plans include a monitoring system that will be facilitated by employer registration and recruiter licensing.
Access to permanent residence	B	Migrant workers in the Pilot Project for low-skilled occupations can access the NS Provincial Nominee Program if they have the support of an employer. The grade 12 education requirement can limit some, and the province focuses more on bringing high-skilled workers through this program.
Welcoming migrant workers (settlement and support services)	B-	Nova Scotia funds some settlement services for migrant workers, including language instruction. More extensive services are limited to those applying for permanent residence. Access to services is problematic for those outside the Halifax area, or for those who need interpretation.
Access to information for migrant workers	C-	Many low-skilled migrant workers are isolated in rural areas, don't have access to settlement services or internet, and don't speak English or French well enough to access what little information on their rights is available online.
Awareness raising of responsibilities among employers	B	Since passing WRPA, the province has taken action to inform employers about their new obligations. They are developing awareness and compliance strategies to further ensure that employers and others are aware of the new protections. Resources on employer responsibilities are available online.
Access to healthcare services	B-	Migrant workers with work permits of over one year are eligible for provincial health coverage after a 6-month waiting period. Other workers are often uncertain of what they are entitled to, since the private insurance provided by the employers need not be equal to provincial coverage. Workers may also be reluctant to access any healthcare for a variety of reasons associated with lack of information on their rights.
Noteworthy	★	Nova Scotia has set a precedent in the Atlantic region by developing legislation based on Manitoba's model.

Nova Scotia and Migrant Workers: High Hopes

All eyes are on Nova Scotia to see how and to what extent their new *Worker Recruitment and Protection Act* will be enforced. The legislation, which rolls out this year, may significantly improve migrant worker protection in Nova Scotia through the registration and monitoring of all employers and recruiters of migrant workers in the province.

Until now the province’s enforcement of migrant rights has been reactive rather than proactive, and thus ineffective in many cases of abuse. Many migrant workers in Nova Scotia don’t have access to information on their rights in their own language, or access to support services.

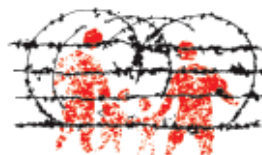
The *Worker Recruitment and Protection Act* will hopefully change this. Nova Scotia is the first in the Atlantic region to adopt legislation that recognizes the vulnerabilities faced by migrant workers. The provincial government must now dedicate resources to proactive enforcement: it is ineffective to place the onus on migrant workers to make a formal complaint against their employers, as in the current situation. It is important to note that this legislation will not address the sometimes exorbitant recruitment fees that many migrant workers pay in their countries of origin.

Nova Scotia has also taken the welcome initiative to fund settlement services for Temporary Foreign Workers. However, following recent funding cuts, a single organization is mandated to carry out this work for the whole province. This leaves gaps in access for migrant workers in more remote areas. More support for services and outreach is required, especially for agricultural workers and Live-in Caregivers, who are isolated because they must live on their employer’s property.

Nova Scotia must begin systematically providing all migrant workers in the province with information in their languages on rights and recourses. If possible, it is suggested that this information be provided before arrival in Nova Scotia. One solution would be to work with community partners to design and deliver information sessions for employers and workers on Employment Standards and Occupational Health and Safety legislation. The increased access to information on the whereabouts of migrant workers that will come with employer registration will facilitate this.

It is hoped that Nova Scotia’s implementation of WRPA will provide a model for the other Atlantic provinces to follow.

NUMBER OF TEMPORARY FOREIGN WORKERS IN NOVA SCOTIA			
(ON DEC. 1)	2006	2011	2012
	1,709	4,254	4,364





Report Card

Migrant workers in Prince Edward Island

SUBJECT	GRADE	COMMENTS
Legislative protection of migrant workers	D+	The PEI government relies on its Employment Standards Act, which has shortcomings with regards to addressing the vulnerable situation of many migrant workers. Farm labourers are excluded from many provisions of the Employment Standards Act. There is no legislation that addresses migrant worker-specific issues, although the government is beginning to consider amendments to the existing legislation to protect migrant workers.
Enforcement of Employment Standards and related legislation	C+	The Employment Standards Branch has made efforts to take action against abusive employers. However, they are seriously limited by a lack of information on the whereabouts of migrant workers.
Access to permanent residence	C	Workers in the stream for lower-skilled occupations are eligible for the Provincial Nominee Program, but many do not meet the financial savings requirements imposed by the province.
Welcoming migrant workers (settlement and support services)	D	The PEI government doesn't fund any services to help support migrant workers.
Access to information for migrant workers	D	The government has taken no action to give migrant workers information on their rights and avenues for recourse.
Awareness raising of responsibilities among employers	C	Employment Standards staff visit work sites known to hire migrant workers to ensure these employers are aware of obligations under the Employment Standards Act.
Access to healthcare services	B	Migrant workers with work permits of longer than 6 months are entitled to provincial health care. There have been cases of employers not providing insurance for workers without provincial coverage - as required under the Temporary Foreign Worker Program regulations.

Prince Edward Island and Migrant Workers: Much Work to be Done

Migrant workers in Prince Edward Island, who are mostly in rural areas have little access to information about their rights, no support services, and face additional barriers like language and isolation. These factors, together with their precarious status, undermine the effectiveness for them of the Employment Standards legislation that covers all Islanders.

The Employment Standards Branch has made efforts to track down abusive employers and have them compensate workers for any losses. However, in the absence of information-sharing from the federal government, the Branch often doesn't know where to find migrant workers. They must rely on tips, or on complaints from abused workers, who often will not speak out for fear of losing their jobs and being forced to leave Canada. Employers who are found to have violated the Employment Standards Code face only payment of owed wages, with no additional penalty. This means that unscrupulous employers have no incentive to treat migrant workers in accordance with provincial laws. One solution would be to legislate a provincial registration regime for employers and recruiters of migrant workers, as well as imposing more severe consequences for abuses, as has been done in Manitoba.

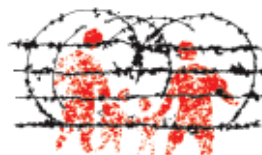
Housing conditions, particularly of farm and fish processing plant workers, are a major source of concern and cry out for action, for example through the creation and enforcement of provincial housing guidelines for migrant workers.

Without access to government-funded settlement or support services, and without information on their rights and recourse, migrant workers in the low-skilled streams have difficulty navigating issues such as obtaining a new work permit if they have to change jobs, applying for permanent residence through the Provincial Nominee Program, accessing appropriate housing, and making a complaint against an abusive employer. Even access to healthcare is difficult in rural areas, where transportation is a barrier.

On an encouraging note, the PEI government is beginning to consider legislative changes to enhance protections for migrant workers on the Island, and to provide improved access to justice. As the number of temporary foreign workers contributing to the PEI economy continues to increase, it is more important than ever that Prince Edward Island be proactive to ensure their well-being.

Special thanks for contributing to this report card: Cooper Institute

NUMBER OF TEMPORARY FOREIGN WORKERS IN PRINCE EDWARD ISLAND			
(ON DEC. 1)	2006	2011	2012
	213	826	1,119





Report Card

Migrant workers in Newfoundland and Labrador

SUBJECT	GRADE	COMMENTS
Legislative protection of migrant workers	D	The Newfoundland and Labrador government relies on its Labour Standards Act, which has shortcomings with regards to migrant workers. There is no legislation that addresses migrant worker-specific issues or vulnerabilities.
Enforcement of Employment Standards and related legislation	D	Labour Standards officers investigate abuse if they receive a complaint; however there is no proactive mechanism. Since abused workers do not want to put their employment at risk, they will often not file a complaint.
Access to permanent residence	C	Workers with some skill types in the stream for lower-skilled occupations are eligible for the Provincial Nominee Program, but many do not meet the financial savings requirements imposed by the province.
Welcoming migrant workers (settlement and support services)	D	The province does not fund settlement or support services for migrant workers.
Access to information for migrant workers	D+	The Labour Relations Agency has information on labour standards available on demand in several languages; however at time of writing this information was not to be found on their website, nor is it provided proactively to migrant workers. Many migrant workers are not aware of their rights and recourses.
Awareness raising of responsibilities among employers	C	Office of Immigration and Multiculturalism staff deliver presentations to employers, and the Labour Relations Agency provides education and outreach to employer organizations and to individual employers. These services are available on demand, but not offered proactively, and there are no printed or online resources by the province for employers.
Access to healthcare services	B	Migrant workers with work permits of at least one year are eligible for provincial health coverage upon arrival. This doesn't cover Seasonal Agricultural Workers, who must be insured privately by their employers. Workers covered by private insurance are often uncertain of what is covered, and workers may also be reluctant to access healthcare for a variety of reasons associated with a lack of information on their rights.

Newfoundland and Labrador and Migrant Workers: Action is overdue

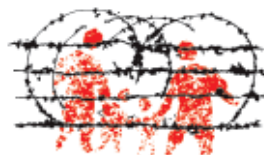
In the past six years, the number of Temporary Foreign Workers in Newfoundland and Labrador has almost tripled. The vast majority of these workers are located outside of St. John's. Lacking information on their rights and recourses, and facing barriers of language and isolation, some workers are at risk of exploitation. Many do not want to make complaints about abusive employers or recruiters because they fear losing their jobs and being forced to leave Canada. In some cases workers are reluctant to complain because they are relying on their employer to sponsor their application for permanent residence. These factors undermine the effectiveness for migrant workers of the Employment Standards legislation that applies to all workers in the province. As the number of workers being brought into the province swells, Newfoundland and Labrador needs to adapt to this reality, by stepping up protections and supports adapted to migrant workers.

While Labour Standards officers will investigate complaints and impose repayment of wages and small penalties where infractions have occurred, enforcement is not proactive, and is therefore ineffective for many migrant workers. An absence of information-sharing with the federal government means that the Labour Relations Agency doesn't know where migrant workers are located in the province. Thus they must rely on complaints and tips. The province could move towards solving these problems by looking to models adopted in Nova Scotia and Manitoba. These provinces have legislated a provincial registration regime for employers and recruiters of migrant workers, imposed more severe consequences for abuses, and provided resources for proactive enforcement.

The province also needs to produce information resources both for employers and workers about their rights and responsibilities under provincial labour laws, and systematically deliver them to all workers and employers of migrant workers in the province.

The Newfoundland and Labrador government has stated that officials are monitoring developments in other jurisdictions to analyse best practices within areas of provincial responsibility. As the number of temporary foreign workers contributing to the Newfoundland and Labrador economy continues to increase, it is more important than ever that the province move forward with implementing existing best practice models in order to ensure workers' well-being.

NUMBER OF TEMPORARY FOREIGN WORKERS IN NEWFOUNDLAND AND LABRADOR			
(ON DEC. 1)	2006	2011	2012
	914	1,822	2,550





Report Card

Migrant workers and the Federal Government

Enforcement of TFWP rules and regulations	In April 2011 the federal government implemented changes to the Temporary Foreign Worker Program intended in part to protect migrant workers from abuse and exploitation. Revised rules include a two-year prohibition for employers who violate obligations, and publication of their names. However, no names have been published. A monitoring initiative was also introduced, but it is voluntary for employers. The federal government notes that enforcement of labour standards is a provincial jurisdiction, but does not facilitate the provincial role through effective information-sharing.
Fair wages and working conditions	Human Resources and Skills Development Canada (HRSDC) is responsible for assessing employers' eligibility to hire migrant workers, and for approving the terms of their contracts. Once contracts have been approved, HRSDC does not follow-up to ensure compliance with contract terms.
Protection from unscrupulous recruiters	The RCMP has taken action after abuses amounting to human trafficking were uncovered through the enforcement of Manitoba's law against predatory recruitment practices. The federal government has not addressed issues relating to recruitment within the structure and rules of the Temporary Foreign Worker Program.
Ensuring decent housing	The federal government has not developed any strategy to address the problems related to housing for migrant workers, notably inappropriate accommodations and excessive rent.
Access to permanent residence	The federal government offers access to permanent residence only to workers in the high-skilled streams of the TFWP, with the exception of Live-in Caregivers. The federal government has also put limits on some provinces' initiatives to allow low-skilled workers to immigrate via their Provincial Nominee Programs by imposing mandatory minimum language requirements for applicants, as well as numerical caps.
Access to benefits	Migrant workers pay into the same Employment Insurance Act benefit schemes as Canadians, and are entitled to receive benefits under these programs. In practice they face barriers to access, because delays in obtaining work permits can leave them technically "unavailable to work" and thus ineligible to claim benefits. In 2012 the federal government restricted eligibility to EI parental, maternal and compassionate benefits to those still in Canada with a valid work permit, making many migrant workers ineligible.
Access to recourses	Migrant workers generally have access in theory to the same recourses as Canadian workers, but federal policies contribute to the barriers migrant workers face in practice. Closed work permits make them dependent on their employer for status and employment, and thus reluctant to make complaints. Where workers do complain, there is no policy to grant them permission to remain in Canada while the complaint is investigated.
Information sharing and transparency	The federal government does not systematically share information with provincial governments about which employers are hiring Temporary Foreign Workers. Migrant workers themselves have limited access to documents concerning their employment.
Access to settlement and support services	Live-in caregivers are eligible for federally funded settlement services, but other migrant workers are not.
Family unity	Temporary Foreign Workers in the high-skilled streams may bring their families with open work permits, but not those in the low-skilled streams.

The Federal Government and Migrant Workers: Need for longer term thinking

In recent years the number of Temporary Foreign Workers in Canada has tripled, as the federal government has facilitated employers' use of the program to address perceived labour shortages.

Unfortunately, the increased reliance on migrant labour has not been accompanied by measures to protect the workers' rights. There have not been meaningful amendments of the regulations to address patterns of abuse against workers, and those rules in place are not proactively enforced. There is little indication that the federal government has worked with provincial governments to ensure that their labour laws are responsive to the particular vulnerability of migrant workers that results from their precarious status.

Migrant workers are issued work permits tied to a specific employer. This makes them dependent on that employer for their employment, their status in Canada, and sometimes their housing and healthcare. Many advocates for migrant workers' rights identify the closed work permit as a primary source of these workers' precarity. Making work permits occupation or region-specific would significantly reduce their vulnerability to exploitation.

Abusive recruitment practices outside of Canada also require urgent action. Migrant workers have reportedly paid up to \$15,000 for minimum-wage work in Canada, often with false promises of good wages and conditions, and access to permanent residence. Unscrupulous recruiters are also responsible for trafficking workers into Canada through the Temporary Foreign Worker Program.

Employers have been known to provide workers with unsuitable housing, or to have profited unfairly by charging exorbitant rent. One solution would be to develop and enforce guidelines on housing for migrant workers.

While workers must be provided with health insurance by their employer when they are not eligible for provincial coverage, it sometimes does not cover services required. One step towards addressing this would be to require that private coverage be commensurate with provincial healthcare.

Lack of information on rights and lack of support services for migrant workers are significant barriers to accessing recourses. Migrant workers are not systematically provided with information on their rights, and most are ineligible for the federally-funded services that offer information and referrals to other newcomers. The federal government should extend eligibility for settlement services and language instruction to all migrant workers.

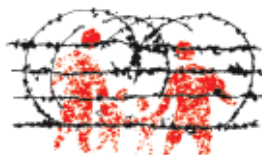
Consideration should also be given to how immigration policy can support meaningful access to recourses in cases of abuse, by ensuring that workers can remain in Canada, for example through the issuance of a Temporary Resident Permit, where necessary to pursue a complaint.

In May 2013, the government announced certain changes aimed at giving Canadians priority for job openings. Absent from the changes are any measures to protect migrant workers from abuses. Nevertheless, it is encouraging to hear that the government expects to introduce regulatory changes to enhance worker protection and program integrity in summer 2013. The cases of grave abuse occurring in the Temporary Worker Program make improvements both crucial and urgent.

NUMBER OF TEMPORARY FOREIGN WORKERS IN CANADA

(ON DEC. 1)

2006	2011	2012
160,780	299,430	338,189



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MAY 2013