

# 9 **RED FLAGS** OF WORKFORCE EXPLOITATION YOU NEED TO KNOW



## TELLTALE SIGNS OF WORKER EXPLOITATION IN CANADA'S HOSPITALITY SECTOR

Human trafficking, a form of modern-day slavery, is a significant issue globally and within Canada's hospitality sector. This white paper sheds light on this pressing concern, drawing insights from CBC Documentaries, the **Hotel Association of Canada (HAC)**, **The British Columbia Hotel Association**, and the RCMP. It provides a comprehensive overview and proposes strategies for prevention and intervention.

# Scope of the Issue



According to the [CBC Documentaries article](#) dated November 9, 2023, human trafficking is one of the fastest-growing crimes in Canada, affecting individuals of all ages and backgrounds. Victims often face coercion, manipulation, and abuse, leading to severe physical and psychological trauma. Despite efforts to combat this crime, it remains vastly underreported.

## Where Hospitality Stands

- The hospitality sector, including hotels, restaurants, bars and motels, is crucial in preventing and detecting exploitation. As highlighted by the Hotel Association of Canada (HAC), hotel employees, due to their frontline positions and access to various areas of the property, are well-placed to identify potential exploitation situations. Recognizing the subtle indicators and implementing proper reporting protocols are essential to combating this issue.
- Social Media platforms have become critical tools for traffickers to lure and exploit victims. - This underscores the need for increased awareness and digital safety measures, especially for vulnerable individuals, to prevent exploitation through online platforms.



## Human Trafficking and Canada

- In Canada, from 2009 to 2016, there were **1,099 police-reported human trafficking incidents**, with **55%** of these incidents occurring between 2015 – 2016.
- The RCMP estimates that there are an additional **1,400 cases** of human trafficking each year in Canada.
- It is estimated that between **1,500 and 2,200 people** are trafficked from Canada into the United States each year.



# Human Trafficking Trends in Canada (2019-2022)

In May 2019, the Canadian Centre to End Human Trafficking launched the Canadian Human Trafficking Hotline (“Hotline”) – a free, nationwide, confidential service that operates 24 hours a day, seven days a week, to connect victims/survivors with the services they need. To make these connections, The Centre maintains a National Referral Directory of 900+ service providers located across the country. Staff collect data through the Hotline to support victims/survivors and identify trends that are occurring.

The information presented here comes from this Hotline data. It is important to note that these figures only capture a very small subset of the total human trafficking cases that occur in Canada. While the Centre does not collect demographic data on all Hotline callers, we know that historically marginalized communities are underrepresented in the data, including Indigenous peoples, members of the 2SLGBTQIA+ community, people of colour, and migrant workers. These and other limitations are highlighted in the hyperlink below.

After reviewing Hotline data collected between May 2019 and December 2022, three broad trends emerged.

## 1 Human trafficking remains a significant challenge in Canada

Between 2019 and 2022, the Canadian Human Trafficking Hotline:

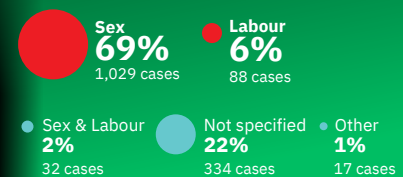


Year	Calls	Trafficking Cases	Victims/Survivors
2019	1,459	251	358
2020	2,637	421	666
2021	3,679	460	628
2022	4,931	368	518

### WHAT IS HUMAN TRAFFICKING?

Human trafficking typically involves the use of force, fraud, or coercion to exploit individuals and force them into providing labour or services (for little to no pay), for the benefit of someone else.

Sex and labour trafficking were the most common forms of human trafficking



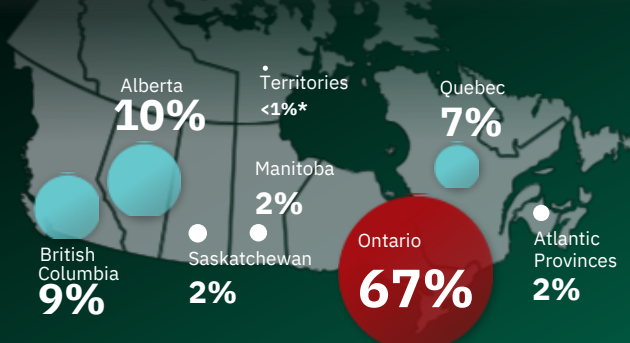
## 2 Human trafficking happens everywhere in Canada

Human trafficking happens in every region and community. Cases identified by the Hotline can include one or more trafficking incidents. Most trafficking incidents reported to the Hotline occurred in large urban centres with populations over 100,000 people.



This data is based on geographic data that callers voluntarily disclose to the Hotline. Not all callers provide this information.

The majority of trafficking incidents disclosed to the Hotline occurred in Ontario, Alberta, British Columbia, and Quebec.



\*Collectively across the Territories, fewer than 10 trafficking incidents were disclosed to the Hotline. It is likely that human trafficking is significantly underreported in the Northwest Territories, Yukon, and Nunavut.

## 3 Victims/survivors depend on social services to heal from human trafficking and other traumas

These supports require additional funding and resources from federal, provincial and municipal governments.

**22%** of service partners in the National Referral Directory list human trafficking as their mission focus.

**16%** of program and service referrals offered by partners in the Directory are human trafficking specific.

Hotline staff provided **1,416 program and service referrals** related to a trafficking case between 2019–2022.



Approximately **37%** of callers that contacted the Hotline about a trafficking case were victims/survivors.

# Exploitation of Migrant Workers

The issue of labour exploitation among temporary foreign workers in Canada has garnered significant attention following reports of potential exploitation in the hospitality and restaurant industries in Hinton, Alberta. A CBC article highlights that labour exploitation in Alberta involves temporary foreign workers in the hospitality and restaurant industries being subjected to illegal practices by employment agencies, such as charging fees for recruitment and immigration services. This exploitation occurs despite workers entering Canada through legal hiring programs, with their legal status manipulated to hold them in unfavorable positions. However, this issue, in reality, is prevalent in other provinces too.

## Systemic Challenges



**Human trafficking** has become more pronounced in the past decade according to law enforcement reporting. Police-reported incidents from **2011 to 2021** across Canada grew from **60 to 386**; within Alberta, it went from **2 to 38**.

## Advocacy and Criticism



The idea of human trafficking makes us suggest that there is something nefarious being done by a few bad actors. While the reality is that the entire system is one of exploitation, abuse and exclusion.



Syed Hussan, executive director of the Migrant Workers Alliance for Change

Temporary foreign workers face numerous systemic barriers, including:

- 1. Language Barriers:** Limited proficiency in English or French restricts access to critical information about workers' rights and available support services.
- 2. Precarious Immigration Status:** Lack of permanent residency and restrictive work permits limit workers' ability to seek better employment opportunities or report abuse without fear of deportation.
- 3. Limited Access to Social Benefits:** Without permanent residency, many temporary workers have limited access to health care, social services, and legal support.
- 4. Isolation:** Workers in remote areas are particularly vulnerable due to their physical and social isolation, which exacerbates their inability to seek help.

Advocates like Syed Hussan from the Migrant Workers Alliance for Change argue that the systemic issues within Canada's temporary foreign worker program foster exploitation. They contend that:

- **Systemic Exploitation:** The entire framework of temporary work visas and restrictive immigration laws perpetuates a cycle of exploitation.
- **Inadequate Policing:** Police interventions are insufficient and often ineffective in addressing labour and immigration violations. The criminal justice system fails to offer tangible benefits or restitution to the exploited workers.
- **Fear of Retribution:** Workers are often afraid to report exploitation due to threats of job loss, homelessness, and deportation.



# A DECADE OF GROWING CONCERN

## WHY IS BC RELYING ON TEMPORARY FOREIGN WORKERS?

NOVEMBER 6, 2012

The latest unemployment figures show the continued use of Temporary Foreign Workers is unnecessary said **BC Federation of Labour President Jim Sinclair**.

According to Statistics Canada, BC lost **10,900 total jobs and 16,200 full-time jobs** last month.

"These numbers reveal we don't have a temporary shortage of workers, we have a shortage of jobs," Sinclair stated.

The Federation has long opposed the Temporary Foreign Worker Program, because the program drives down wages and severely limits the rights of workers entering Canada.

"We know that over the long run with expected retirements and slowing birthrates, our workforce requires continued reliance on immigration," said Sinclair. "But let's invest in real immigration programs that allow prospective citizens the same rights as all Canadian workers. It's how we built Canada and how we should continue to build Canada."

Over 70,000 temporary foreign workers are currently residing in BC.



MAY 17, 2024

## CANADA'S INTERNATIONAL STUDENTS FACE UNPRECEDENTED CHALLENGES

Amid promises of permanent residency, international students in Canada grapple with unethical labor practices and dwindling opportunities. From illegal LMIA schemes to the booming black market, the harsh reality behind the dream is exposed. Discover the alarming details and potential solutions. [Read more](#) to uncover the full story.



## FLOOD OF FOREIGN WORKERS: HAS HARPER'S POLICY GONE TOO FAR?

David Green, Economics Professor at UBC

In a striking policy shift during the Harper era, Canada has seen an unprecedented surge in Temporary Foreign Workers (TFWs). These "guest" workers, tied to specific employers, come to Canada for short stints without prospects for immigration or citizenship, and with limited rights to protect themselves in the workplace.

Between 2004 and 2008, the number of TFWs skyrocketed by 57%, outpacing the admission of traditional economic immigrants. This expansion has prompted concerns about labor market distortions and the exploitation of foreign workers.

Critics argue that the program is more about suppressing wages than addressing labor shortages, pointing out that the influx of TFWs has been significant even in low-skilled jobs, such as janitors and food counter workers.

As Canada heads into an election, the growing reliance on TFWs raises critical questions about the country's immigration policy and its impact on both foreign and domestic workers. The debate continues on whether this policy serves the broader interests of the Canadian economy or merely caters to business interests at the expense of fair wages and labor rights.

APRIL 19, 2011

# JUNE 2024 UPDATE

Calgary

## From fast food to construction, employers turn more and more to temporary foreign workers

Approvals through the temporary foreign worker program rise in variety of sectors, analysis shows

Paula Duhatschek · CBC News · Posted: Jun 24, 2024 1:00 AM PDT | Last Updated: 4 hours ago



Employers have increasingly sought to hire fast food food counter attendants and kitchen helpers through the temporary foreign worker program, analysis by CBC shows. (Ben Nelms/CBC)

In a significant trend reshaping Canada's labor market, businesses are increasingly turning to the Temporary Foreign Worker Program (TFWP) to address staffing shortages. Recent data from Employment and Social Development Canada (ESDC) reveals that employers were authorized to hire 239,646 temporary foreign workers last year, a sharp increase from 108,988 in 2018.

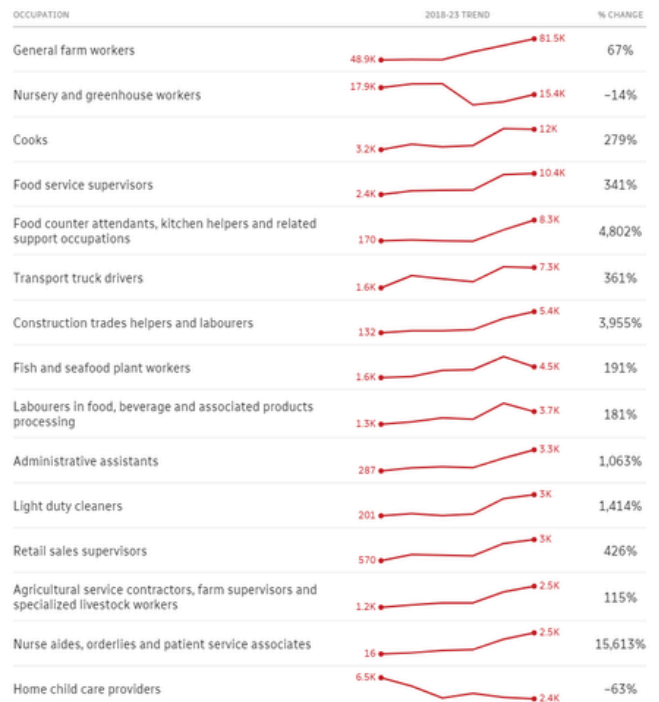
The program's expansion has sparked debate among economists and industry experts. While it offers a solution for employers struggling to fill positions, critics argue it may suppress wage growth and reduce job opportunities for Canadian workers.

### Surge Across Sectors

The data shows a marked rise in temporary foreign workers across various industries. Fast food chains and restaurants have emerged as major players, with approvals for roles such as food counter attendants and kitchen helpers increasing dramatically. For instance, the number of food counter attendant positions approved surged from 170 in 2018 to 8,333 in 2023.

### The top 15 jobs that saw the greatest number of approvals last year

Number of positions approved to be filled by temporary foreign workers



Source: Employment and Social Development Canada (Graeme Bruce/CBC)

Moreover, the construction sector has also seen a notable uptick, with positions for trade helpers and laborers rising from 132 in 2018 to 5,353 in 2023. This shift is driven by post-pandemic labor shortages and recent changes in government policies aimed at easing hiring restrictions for certain industries.

### Mixed Experiences for Workers

While the TFWP offers a pathway to employment and, potentially, permanent residency, the experiences of temporary foreign workers vary widely. Advocacy groups highlight cases of both positive and negative employer practices. Good employers support workers and honor contracts, but instances of exploitation and underpayment persist.

Marco Luciano, director of Migrante Alberta, underscores the importance of addressing these issues to protect workers' rights. "There are good employers who abide by their contracts and support workers," he said, but others "abuse their power and underpay workers."

# JUNE 2024 UPDATE

## The Saretsky Report

### Whistleblower



STEVE SARETSKY  
JUL 08, 2024

24 5

Share

Happy Monday Morning!

Canada is a great country, we are a rich country with an abundance of natural resources, good people, and a generally stable democratic system. There is so much to look forward to, so much potential, however, there's no doubt we have stumbled in recent years. This is largely due to poor policy, which can, thankfully, be fixed. I think it's important to highlight our shortcomings so that we can begin working on solutions.

Type your email...

Subscribe

## THE SARETSKY REPORT:

### THE DARK SIDE OF CANADA'S IMMIGRATION AND EMPLOYMENT SYSTEMS

In a revealing exposé, **Steve Saretsky**, a real estate analyst known for his commentary on housing and economic issues, has shed light on systemic issues plaguing Canada's immigration and labor markets. His latest report, though based on whistleblower accounts and personal analysis, raises pressing concerns about money laundering, extortion, human trafficking, exploitation, and tax evasion. While Saretsky's insights offer a credible starting point, the gravity of these allegations calls for comprehensive investigation and verification by authorities.

#### Money Laundering and Extortion

Saretsky's report highlights rampant fraud in the Labour Market Impact Assessment (LMIA) system, where businesses and immigration consultants are allegedly creating fake jobs and charging immigrants exorbitant fees. This practice, Saretsky argues, is a sophisticated form of money laundering.

“

*A positive LMIA will show that there is a need for a foreign worker to fill the job. It appears businesses are essentially selling work visas by creating fake jobs and then charging these immigrants huge fees under the table.*

”

#### Human Trafficking & Exploitation

Saretsky's analysis suggests that the exploitation of the LMIA system may be contributing to human trafficking. Immigrants, brought to Canada under false pretenses, often find themselves in precarious working conditions.

"They usually have connections in their home country... They post jobs online for a month on Job Bank and some sites specifically designed to technically meet the criteria of the program that nobody uses," Saretsky notes. The lack of checks and balances in the temporary foreign worker program has exacerbated this issue.

#### Tax Evasion

The financial underpinnings of these fraudulent activities also point to widespread tax evasion. Under-the-table payments and fake financial documents help businesses and workers evade taxes, further straining Canada's fiscal resources.

"The worker pays the consultant and owner under the table and really works there until they get PR usually supplementing on gig work," Saretsky writes, highlighting the prevalence of unreported income and fake pay stubs.

“

*The unemployment rate just hit **6.4% in Canada**. We keep adding more people but now there are not enough jobs to go around.*

”

# Role of Labour Market Impact Assessment

## What is LMIA?

The Canadian government defines the **Labour Market Impact Assessment (LMIA)** as a document required by employers who wish to hire temporary foreign workers. The LMIA assesses the impact of hiring a foreign worker on the Canadian labor market, ensuring that there is a need for the worker and that no Canadian workers are available to do the job. It is issued by Employment and Social Development Canada (ESDC) and is a prerequisite for a temporary work permit.

## Perception of LMIA Process:

There is common misconception that paying for an LMIA is inherently wrong. It is important to clarify that the real issue lies with individuals who accept money for providing fake LMIA's, as they are the ones committing a crime. The employee who pays for the LMIA, often unknowingly, is not at fault.

This distinction is crucial to understanding the legality and ethical considerations of the LMIA process, as it highlights the importance of targeting fraudulent practices rather than blaming employees who follow the process in good faith.

## Recent News Regarding LMIA's

On March 21, Immigration Minister Marc Miller and Employment Minister Randy Boissonnault jointly announced several significant changes to Canada's Temporary Foreign Worker Program (TFWP).

One of the key updates is the adjustment of the validity period for each Labour Market Impact Assessment (LMIA). Starting May 1, 2024, the validity period will revert to the pre-pandemic standard of six months.

This policy change marks a return to the original LMIA validity timeframe, which had been temporarily extended to 12 months during the COVID-19 pandemic. The extension was implemented to help alleviate labor market challenges across the country during the crisis.

## Costs Associated with LMIA

### Overview of LMIA Costs

The Labour Market Impact Assessment (LMIA) process involves several costs that employers must bear when hiring temporary foreign workers. These costs include:

- Filing Fee:** The standard fee for processing an LMIA application is CAD \$1,000 per position. This fee is non-refundable, even if the application is denied.
- Advertising Costs:** Employers are required to advertise the position for a minimum of four weeks across various platforms to demonstrate that no Canadian or permanent resident is available to fill the role. The costs of these advertisements can vary significantly depending on the medium and duration.
- Administrative Fees:** Additional costs may include legal or consulting fees for assistance with the application process, which can add several hundred to thousands of dollars to the total expense.

## Legal Perspective on Cost Allocation

According to Canadian regulations, it is illegal for employers to charge these LMIA-related costs back to the employee. This includes the filing fee, advertising costs, and any administrative fees incurred during the application process. The Employment and Social Development Canada (ESDC) explicitly states that these costs must be borne entirely by the employer.



# KEY STAGES OF LMIA PROCESS

1

2

3

4

5

## Registration

Register for a Job Bank employer account and create the LMIA application using the LMIA Online Portal.

## Recruitment

Make effort to recruit Canadians or permanent residents, unless exempt.

## Documents

Assemble business legitimacy documents and complete the LMIA forms for the specific stream.

## Application

Submit the application, pay the fees, attend the ESDC interview, and address any follow-up questions.

## Decision

Obtain the LMIA letter from ESDC/Service Canada, provide it to the TFW for their work visa application.

**LMIA Process employers are require to follow**

LEROMLAW.COM

## Exploitation in the LMIA program

The Labour Market Impact Assessment (LMIA) program in Canada, designed to safeguard the local labor market, has unfortunately become a target for exploitation. Particularly in industries like agriculture, hospitality, and construction, some employers exploit the system by fabricating job offers to secure LMIAs, bringing foreign workers to Canada under false pretenses. Upon arrival, these workers often discover that the promised jobs either do not exist or are significantly different from what was advertised. Consequently, they are coerced into working for little to no pay, enduring harsh working conditions.

Recent reports highlight the plight of these workers who, having paid exorbitant fees to recruitment agencies, find themselves in Canada facing exploitative labor arrangements. Their precarious immigration status and limited access to social services render them vulnerable to exploitation, with employers often using threats of deportation to enforce compliance. As a result, these workers often endure substandard living conditions and are subjected to withheld or severely underpaid wages, ultimately trapping them in a cycle of debt and exploitation.

“

*We were treated like slaves. We were working like 12 hours every night, we don't get paid for overtime, no night differential.*

-Danilo de Leon

”

Danilo de Leon's experience highlights these darker aspects. De Leon came to Edmonton in 2009 to work for Bee Clean, a company contracted by the University of Alberta. He recounts being treated "like slaves," with long hours, no overtime pay, and threats of deportation. Although the company later apologized and corrected the unpaid wages, the ordeal left a lasting impact. De Leon has since become an advocate for migrant workers, driven by his own experiences and the need to support his daughter.

## Knock-on Effects to the Economy

In recent years, the demand for temporary foreign workers across Canada has skyrocketed. Last year, employers were approved to hire 239,646 workers through the federal program, more than double the 108,988 approved in 2018, according to **Employment and Social Development Canada (ESDC)**.

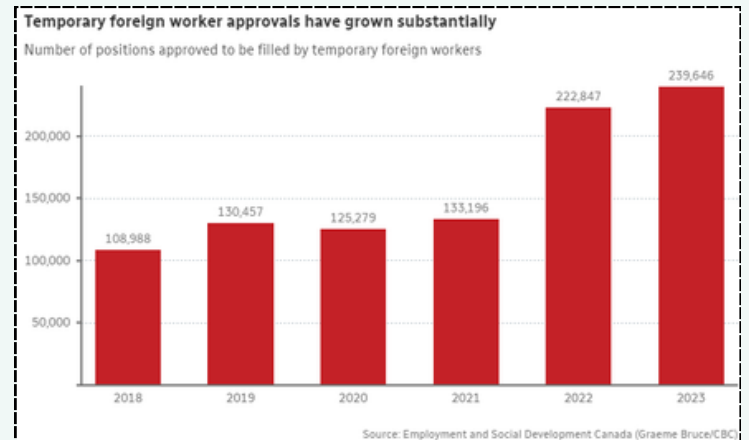
The program, intended as a last resort for employers facing labor shortages, has faced criticism for its broader economic impact and the vulnerability it imposes on workers. The surge in approvals followed the government's decision to relax hiring restrictions post-pandemic to aid businesses.

Some economists argue this move undermines fair competition in the labor market. "All we hear about are labor shortages, but we need to recognize this is largely a narrative driven by corporate Canada," said Mikal Skuterud, a labor economics professor at the University of Waterloo.

The growing reliance on temporary foreign workers raises questions about the broader economic impact. Labor economist **Mikal Skuterud** from the University of Waterloo points out that the influx of temporary workers might depress wages and reduce employment opportunities for Canadians.

An increase in positive LMIA positions doesn't necessarily mean there are more temporary foreign workers in the country. For example, an approved employer might change their mind before actually hiring one.

But it reflects employers' rising interest in the program — which, by any metric, is growing. Work permit data published by Immigration, Refugees and Citizenship Canada shows the number of temporary foreign workers in the country last year hit its highest point since records began in 2015.



## Case of British Columbia

In British Columbia alone, there are approximately 200,000 international students, 62,000 individuals collecting Employment Insurance (excluding maternity/paternity leaves & sickness benefits), 15,000 refugees and asylum seekers (with 3,000 on Government Assistance), and 32,000 single men and women on social assistance deemed employable by the Ministry. This totals to approximately 300,000 individuals available to work in the province. These figures underscore the need for stronger measures to protect vulnerable workers and ensure that the LMIA program is not exploited to the detriment of both local and foreign workers.

# Role of LMIA (Labour Market Impact Assessment)

## Exploitation in the LMIA program, con't

The federal government and advocacy groups have documented numerous instances of LMIA exploitation. Reports from organizations such as the Migrant Workers Alliance for Change indicate that workers are routinely subjected to conditions that violate their basic human rights. These include excessive working hours without overtime pay, unsafe working conditions, and threats of violence or deportation. Despite efforts to tighten regulations and increase penalties for violators, the exploitation persists, largely due to the high demand for cheap labor and the significant profits that unscrupulous employers can make by circumventing the rules. This is a **multi-billion dollar industry** of tax evasion, human trafficking and exploitation, money laundering and extortion.

Aspect	Details
Program	Labour Market Impact Assessment (LMIA)
Purpose	Ensure hiring foreign workers does not negatively impact the Canadian labor market
Common Exploited Industries	Agriculture, Hospitality, Construction
Exploitation Method	Creating fake job offers to secure LMIAs
Worker Experience	Promised job does not exist or is vastly different; Forced to work for free or at discounted rates under poor conditions
Recruitment Agencies	Charge exorbitant fees; Coerce workers into exploitative labor
Vulnerability	Workers have precarious immigration status, lack access to social services or legal recourse
Employer Tactics	Threats of deportation, withholding wages, providing substandard accommodations
Reported Issues	Excessive working hours, unsafe conditions, threats of violence or deportation
Efforts to Address	Tightening regulations, increasing penalties for violators
Challenges	High demand for cheap labor, significant profits for unscrupulous employers

*How to*

**PROTECT**

**YOURSELF FROM**

**EXPLOITATION**





# Awareness and Education

## Empowering Temporary Workers

Temporary workers in Canada face unique challenges that can leave them vulnerable to exploitation. Awareness and education are crucial in protecting your rights and ensuring fair treatment. Here are some smart pointers to help you avoid exploitation and resources available to support you.

### UNDERSTANDING YOUR RIGHTS



**YOUR EMPLOYMENT RIGHTS**

As a temporary worker in Canada, you are entitled to the same rights and protections as Canadian workers. This includes fair wages, safe working conditions, and the right to keep your passport and work permit.

**EMPLOYMENT CONTRACTS**

Ensure you receive a written employment contract before starting your job. The contract should clearly outline your job duties, wages, working hours, vacation days and other conditions of employment.



**PAY AND DEDUCTIONS**

You should be paid for all the work you do, including overtime less statutory deductions for CPP, EI, and income tax. Employers cannot charge you recruitment fees or deduct amounts from your wages without your written consent.

**WORKING CONDITIONS**

You have the right to a safe and healthy work environment. Employers must follow occupational health and safety laws and provide necessary training and protective equipment.



# Pay Rate Requirement for LMIA Employees

## Program Requirements for Different Positions

The wage being offered for the position will determine if you need to apply for a Labour Market Impact Assessment (LMIA) under the stream for high-wage positions or the stream for low-wage positions. Each stream has different requirements.

If you're offering a wage to a temporary foreign worker (TFW) that's:

- at or above the provincial or territorial median hourly wage, you must apply under the stream for high-wage positions
- below the provincial or territorial median hourly wage, you must apply under the stream for low-wage positions

Province/territory	Median hourly wages before April 2, 2024	Median hourly wages as of April 2, 2024
Alberta	\$28.85	\$29.50
British Columbia	\$27.50	\$28.85
Manitoba	\$23.94	\$25.00
New Brunswick	\$23.00	\$24.04
Newfoundland and Labrador	\$25.00	\$26.00
Northwest Territories	\$38.00	\$39.24
Nova Scotia	\$22.97	\$24.00
Nunavut	\$35.90	\$35.00
Ontario	\$27.00	\$28.39
Prince Edward Island	\$22.50	\$24.00
Quebec	\$26.00	\$27.47
Saskatchewan	\$26.22	\$27.00
Yukon	\$35.00	\$36.00

# Program requirements for low-wage positions (LMIA)

## Cap on proportion of low-wage positions

As of April 30, 2022, and until further notice, employers are subject to a **20% cap limit** on the proportion of TFWs they can hire in low-wage positions at a specific work location. The cap is to ensure that Canadians or permanent residents are considered first for available jobs.

For applications received as of May 1, 2024, only employers in the following sectors and sub-sectors are eligible for a **cap limit of 30%**:

- Construction (NAICS 23)
- Hospitals (NAICS 622)
- Nursing and residential care facilities (NAICS 623)

For Exemptions, Please refer to the following [page](#):

## Fees Requirements

Aspect	Description
Cost of using a third-party representative	Employers may choose to use paid or unpaid representatives to assist in the TFWP process. Costs for paid representatives cannot be recovered from the Temporary Foreign Workers (TFWs).
Advertising fees	Employers must conduct at least <b>3 different recruitment activities</b> , including advertising on the <b>Government of Canada's Job Bank</b> and 2 additional methods targeting underrepresented groups.
Fees paid by a foreign national for employment assistance	Fees cannot be charged or recovered directly or indirectly from TFWs by employers or representatives.
Fees paid by an employer for hiring assistance	Employers must not recover fees from TFWs for hiring assistance or advice.

## Other Requirements

### Transportation:

- Employers must pay for round-trip transportation costs for TFWs to and from their work location in Canada.
- If a TFW finds a new employer with a positive Labour Market Impact Assessment (LMIA), the new employer is responsible for transportation costs.
- Transportation costs must not be recovered from the TFWs.

### Housing:

- Employers must provide or ensure suitable and affordable housing.
- Housing must not require major repairs and should cost less than 30% of the TFW's before-tax income.
- Proof of available affordable housing may be required.

### Health Insurance:

- Employers must obtain and pay for private health insurance covering emergency medical care.
- Insurance must correspond with the TFWs' first day of work and not be recovered from the TFWs.
- During an inspection, proof of payment and coverage details must be provided.

# PRACTICAL TIPS TO AVOID EXPLOITATION

05

## VERIFY JOB OFFERS:

Always verify the legitimacy of job offers and recruitment agencies. Research the employer and check for reviews or complaints from previous workers.

## KEEP COPIES OF IMPORTANT DOCUMENTS:

Maintain copies of your employment contract, pay stubs, and any correspondence with your employer. These documents can be crucial if you need to report exploitation or abuse.

06

07

## KNOW WHERE TO GET HELP:

Familiarize yourself with local resources and support organizations that can assist you if you face exploitation. This includes legal aid, migrant worker advocacy groups, and government hotlines.

## DO NOT SURRENDER PERSONAL DOCUMENTS:

Never give your passport or work permit to your employer. You have the right to keep these documents in your possession.

08

09

## STAY INFORMED:

Regularly check official government websites for updates on your rights and any changes to employment laws or regulations that might affect you.

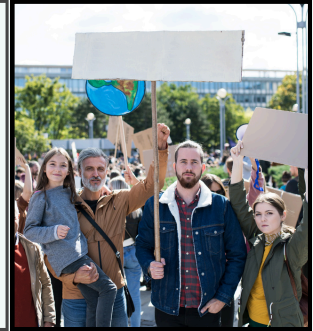


*YOUR GO TO*

# RESOURCE LIST

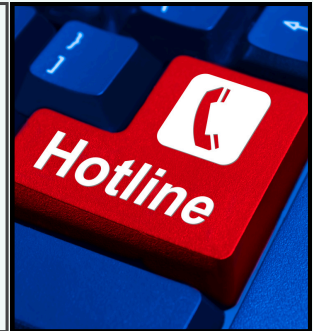
## MIGRANT WORKER ADVOCACY GROUPS:

ORGANIZATIONS SUCH AS THE MIGRANT WORKERS ALLIANCE FOR CHANGE OFFER SUPPORT AND RESOURCES FOR TEMPORARY WORKERS, INCLUDING LEGAL ADVICE AND ASSISTANCE IN CASES OF EXPLOITATION.



## THE CANADIAN CENTRE TO END HUMAN TRAFFICKING

THE CANADIAN CENTRE TO END HUMAN TRAFFICKING IS A NATIONAL CHARITY DEDICATED TO ENDING ALL TYPES OF HUMAN TRAFFICKING IN CANADA.



## WORKSAFE CANADA

WORKSAFE CANADA PROMOTES WORKPLACE SAFETY AND HEALTH, PROVIDING REGULATIONS, RESOURCES, AND SUPPORT TO PREVENT WORK-RELATED INJURIES AND ILLNESSES.



## EMPLOYMENT STANDARDS ACT

THE EMPLOYMENT STANDARDS ACT IN CANADA SETS OUT THE MINIMUM STANDARDS FOR WORKING CONDITIONS, INCLUDING HOURS OF WORK, WAGES, AND EMPLOYEE RIGHTS AND RESPONSIBILITIES.



*YOUR GO TO*

# RESOURCE LIST

## YOUR RIGHTS AS A TEMPORARY FOREIGN WORKER:

THIS PAGE PROVIDES COMPREHENSIVE INFORMATION ABOUT YOUR RIGHTS AND HOW TO PROTECT YOURSELF FROM EXPLOITATION.



## EMPLOYMENT AND SOCIAL DEVELOPMENT CANADA (ESDC) HOTLINE

YOU CAN REPORT ABUSE OR SEEK HELP BY CONTACTING THE ESDC DIRECTLY. THEY CAN PROVIDE GUIDANCE AND CONNECT YOU WITH LOCAL RESOURCES.



## LEGAL AID SERVICES:

MANY PROVINCES OFFER LEGAL AID SERVICES THAT CAN HELP YOU UNDERSTAND YOUR RIGHTS AND PROVIDE REPRESENTATION IF YOU NEED TO TAKE LEGAL ACTION AGAINST AN EMPLOYER.



## RENTAL RIGHTS

MANY PROVINCES OFFER LEGAL AID SERVICES THAT CAN HELP YOU UNDERSTAND YOUR RIGHTS AND PROVIDE REPRESENTATION IF YOU NEED TO TAKE LEGAL ACTION AGAINST AN EMPLOYER.





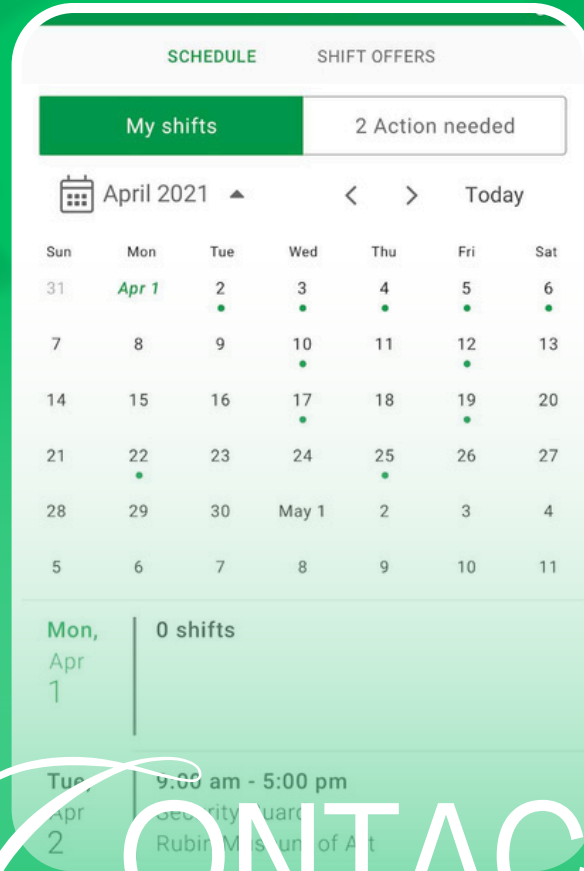
# OUR VISION

At Wyrk, we are passionate about helping wyrkers make a living wage and continuously improve themselves. We allow wyrkers to do that on their own terms by choosing jobs that work for their schedule and determining a fair rate for their talents.

We are passionate about helping businesses achieve their goals by connecting them to a community of qualified professionals, and giving them tools to make an informed decision about which wyrkers are right for their business.

We are passionate about giving choice to participants in our community:  
Giving wyrkers choice about when to work, what type of work and how much is a fair wage. Giving businesses choice about which wyrkers make sense for their business.

We do this by using our technology to create a community where wyrkers and businesses can connect for their mutual benefit. That community connection creates economic opportunity for wyrkers and businesses.



# CONTACT US

 1-888-438-9975 (GET-WYRK)

---

 [info@wyrk.io](mailto:info@wyrk.io)

---

 <https://wyrk.io/>

---

 <https://www.linkedin.com/company/wyrk/>



# BIBLIOGRAPHY

<https://www.cbc.ca/documentaries/the-passionate-eye/human-trafficking-is-one-of-the-fastest-growing-crimes-in-canada-and-anyone-can-be-a-target-1.7023920>

<https://www.canada.ca/en/employment-social-development/services/foreign-workers/median-wage/low/requirements.html>

<https://www.cbc.ca/news/canada/british-columbia/temporary-foreign-workers-charged-exorbitant-fees-1.6591936>

<https://www.canada.ca/en/employment-social-development/news/2024/03/government-of-canada-to-adjust-temporary-measures-under-the-temporary-foreign-worker-program-workforce-solutions-road-map.html>

[https://www.canadiancentretoendhumantrafficking.ca/wp-content/uploads/2023/07/Human-Trafficking-Trends-in-Canada-2019-2022\\_Data-ENG-FINAL.pdf](https://www.canadiancentretoendhumantrafficking.ca/wp-content/uploads/2023/07/Human-Trafficking-Trends-in-Canada-2019-2022_Data-ENG-FINAL.pdf)

<https://bcfed.ca/news/releases/why-bc-relying-temporary-foreign-workers>

<https://immigrationnewscanada.ca/exploitation-of-international-students-in-canada/>

<https://www.migrantworkersrights.net/en/resources/are-there-too-many-foreign-workers>

<https://www.cbc.ca/news/canada/calgary/temporary-foreign-workers-1.7240374>

<https://www2.gov.bc.ca/assets/gov/british-columbians-our-governments/organizational-structure/ministries-organizations/social-development-poverty-reduction/bcea-caseload.pdf>

<https://www.canada.ca/en/employment-social-development/programs/ei/statistics.html>

<https://stevesaretsky.substack.com/p/whistleblower>