

Temporary Foreign Workers: Health and Wellness

Dalia Gesualdi-Fecteau, Université de Québec à
Montréal

Adam Perry, St Francis Xavier University

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- Mobility as vulnerability for health and wellness and the added effect of precarious status and international migration
- Since 2006, the number of workers with a temporary work permit has increased over 60%
- Workers with a temporary working permit are employed in a variety of sectors
- In 2015, 154 859 temporary foreign workers (TFWs) held work permits
 - 46 827 were seasonal agricultural workers
 - From 2006 to 2015, the number of seasonal agricultural workers almost doubled
- Temporary foreign worker programs (TFWPs) predetermine several conditions with which workers will have to cope
- Several have documented that TFWs are at higher risk of experiencing negative health and wellness effects (Cedillo, Lippel & Nakache, forthcoming; Hanley et al., 2014; Sargeant & Tucker, 2009)

Temporary Foreign Workers in Canada

An Overview



Main Pathways

- **Profession-specific program: the Seasonal Agricultural Worker Program (SAWP)**
 - Exists since 1966
 - Bilateral state-agreement between Canada and Mexico and some Caribbean countries
- **Temporary Foreign Worker Program (TFWP)**
 - High-wage stream (if the employer is offering a wage that is above the provincial or territorial median hourly wage)
 - Low-wage stream (if the employer is offering a wage that is below the provincial or territorial median hourly wage)
 - Agricultural stream

Temporary Foreign Workers in Canada

An Overview

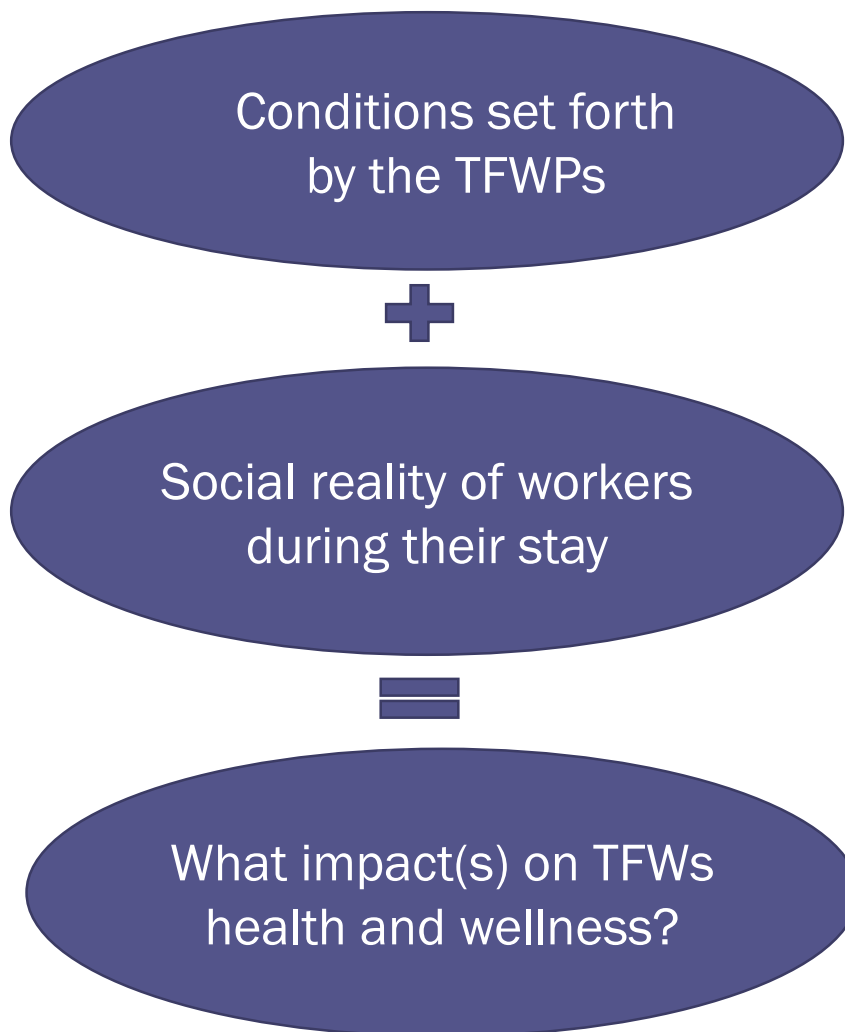


- Employers who wish to employ TFWPs must receive a positive Labour Market Impact Assessment (LMIA) from the federal authorities: “a positive LMIA will show that there is a need for a foreign worker to fill the job. It will also show that no Canadian worker is available to do the job” (CIC, “What is a Labour Market Impact Assessment”)
- The work permits are employer-specific
- The length of their employment (and their stay) is limited and predetermined
- Precarious citizenship status, what is it?

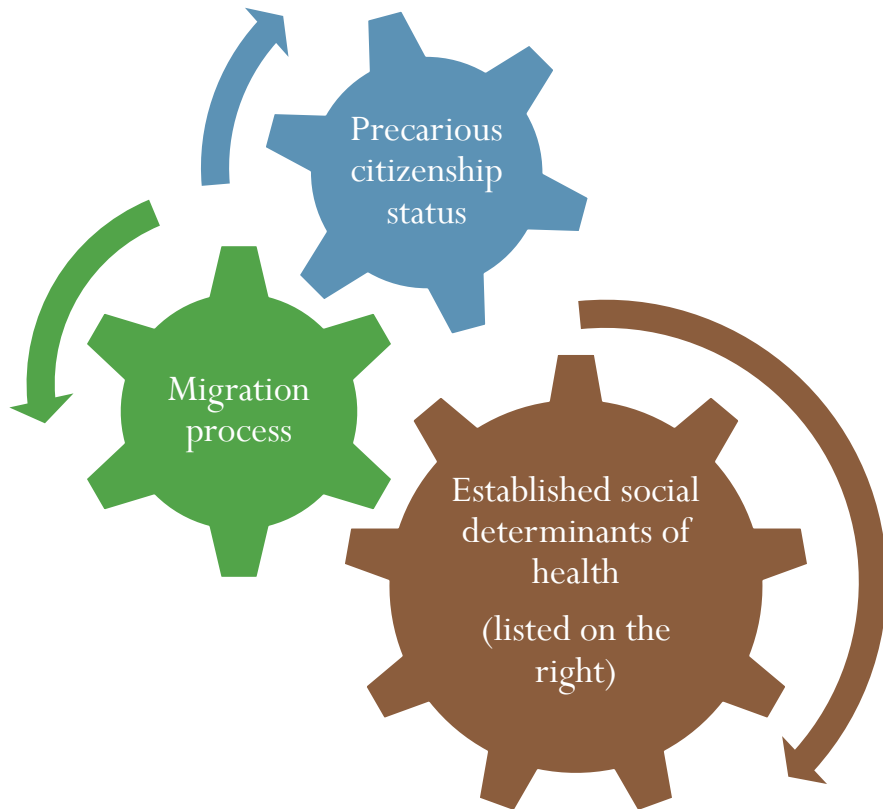
Vignettes – Dalia and Adam’s Connection to the Topic

- Dalia
- Adam
- How do we make sense of of this situation?
- Precarious citizenship status and the international migration process – what is the connection to health and wellbeing?

How do We Make Sense of TFWs' Health and Wellbeing?



Social Determinants of Health and TFWs



Income and Income Distribution	Social Exclusion
Education	Social Safety Network
Job Security	Health Services
Employment and Working Conditions	Gender
Food Insecurity	Race
Housing	Indigenous positionality

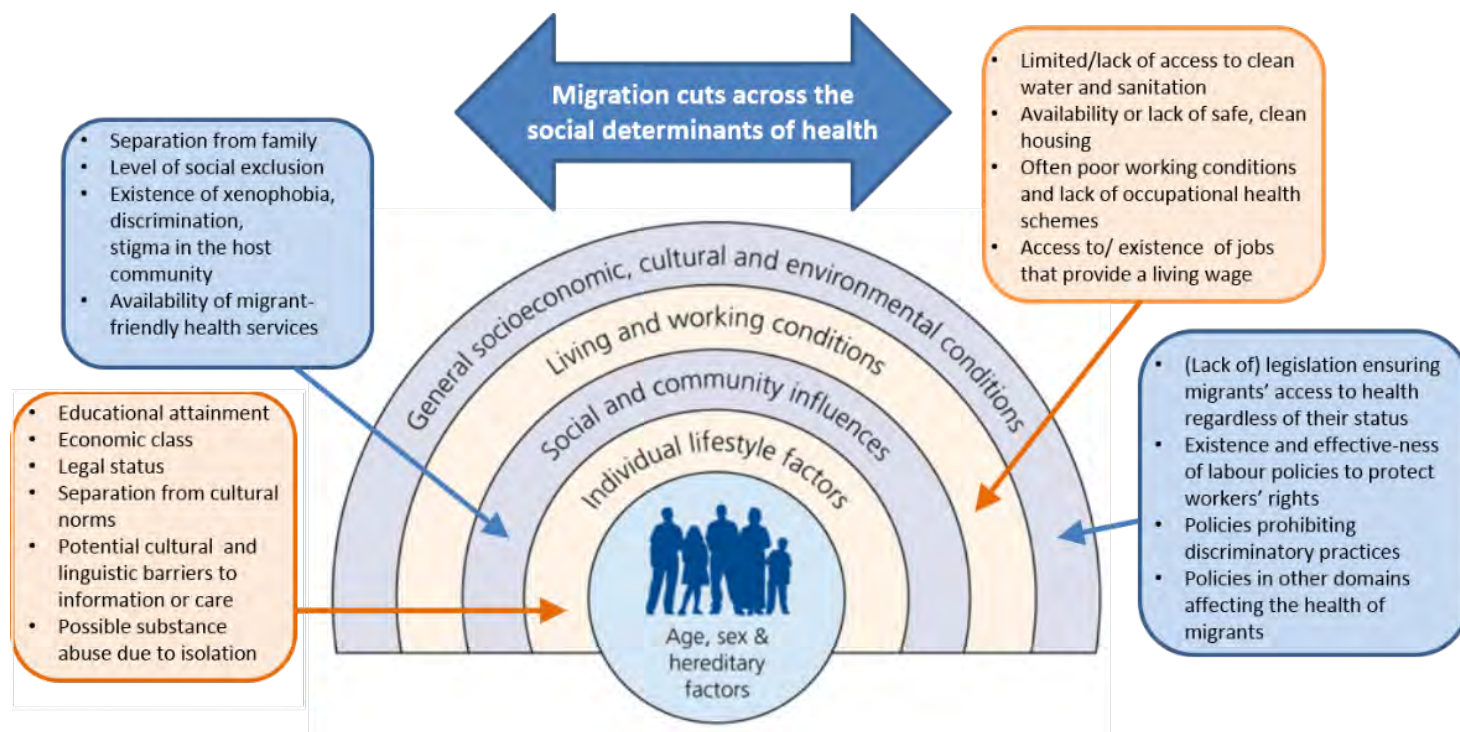
Uncertainty and Employment

- Employment subject to a lot of uncertainty
 - Initially, employment will depend upon the recruitment intermediary and Canadian government officials
 - The renewal of the employment contract will depend upon the employer and Canadian government officials
- The recruitment process can have unintended consequences
- Temporary status and fixed-term employment
- Working conditions and proper training
- Access to health services

Social Isolation

- Family separation
- Social, geographical and linguistic isolation in Canada
- In some cases, their housing will be chosen by the employer

Migration as a Social Determinant of Health



What's ahead?



- An increasing number of workers integrate the Canadian Labour market through the **the International Experience Canada (IEC) category of the International Mobility Program (IMP)**
- The IEC sets forth 3 sub-categories:
 - International Internship (Co-op)
 - Young Professionals
 - Working Holiday Visa
- **This program is designed to** to enhance “key bilateral relationships between Canada and other countries and emphasize the importance of improved reciprocity”
- In 2015, 101 126 work permit holders came through the International Experience Canada

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