

WHO ARE TEMPORARY MIGRANTS IN CANADA?

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Topics of Discussion

- Why temporary labour migration?
- Changes in policies in Canada
- Who are temporary labour migrants?
- Temporality of temporary workers
- Further Research Questions

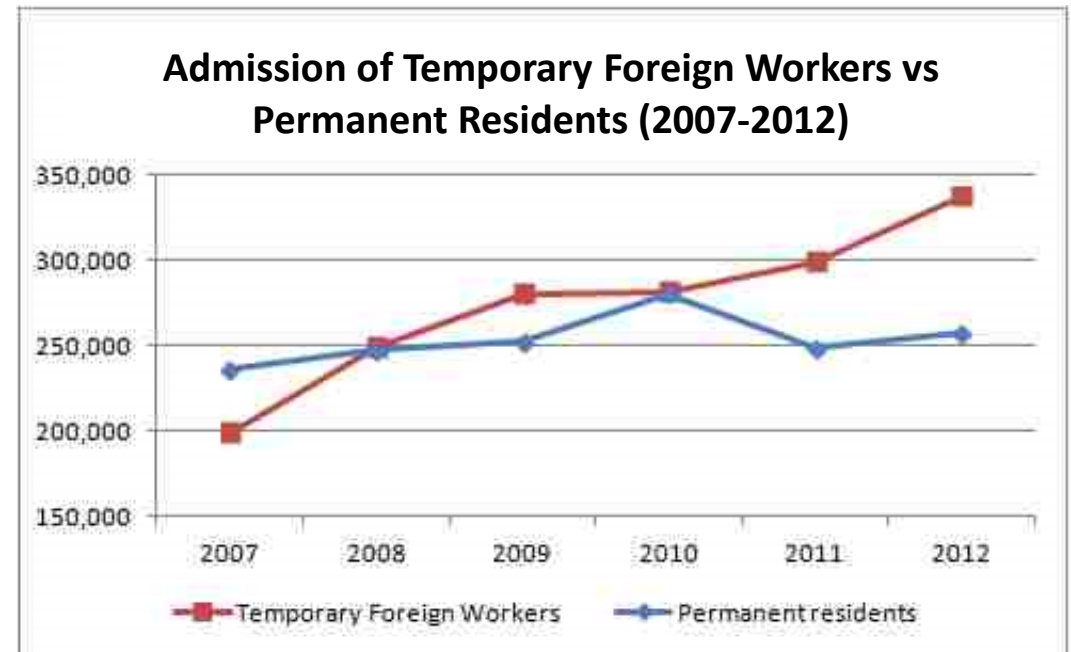
Sources of Data and Information

- Published literature
- Longitudinal Immigration Database (IMDB):
 - ❑ Non-permanent Resident File (NRF)
 - ❑ Integrated Permanent and Non-permanent Resident File PNRF
- Data & Reports:
 - ❑ Immigration, Refugees and Citizenship Canada (IRCC)
 - ❑ Statistics Canada

Temporary Foreign Workers in Canada

Significant increase: the total number of temporary foreign workers in Canada has almost tripled since the early 2010s to more than 450,000

A diverse group: ranging from highly skilled managers and technicians, to semi-skilled agricultural and domestic workers.



Factors influencing temporary labour migration in Canada:

- Growing labour market demand
 - High skilled (STEM)
- Labour market ‘shortage’
 - Low skilled (Agriculture, Mining, Construction, Food and Accommodation)

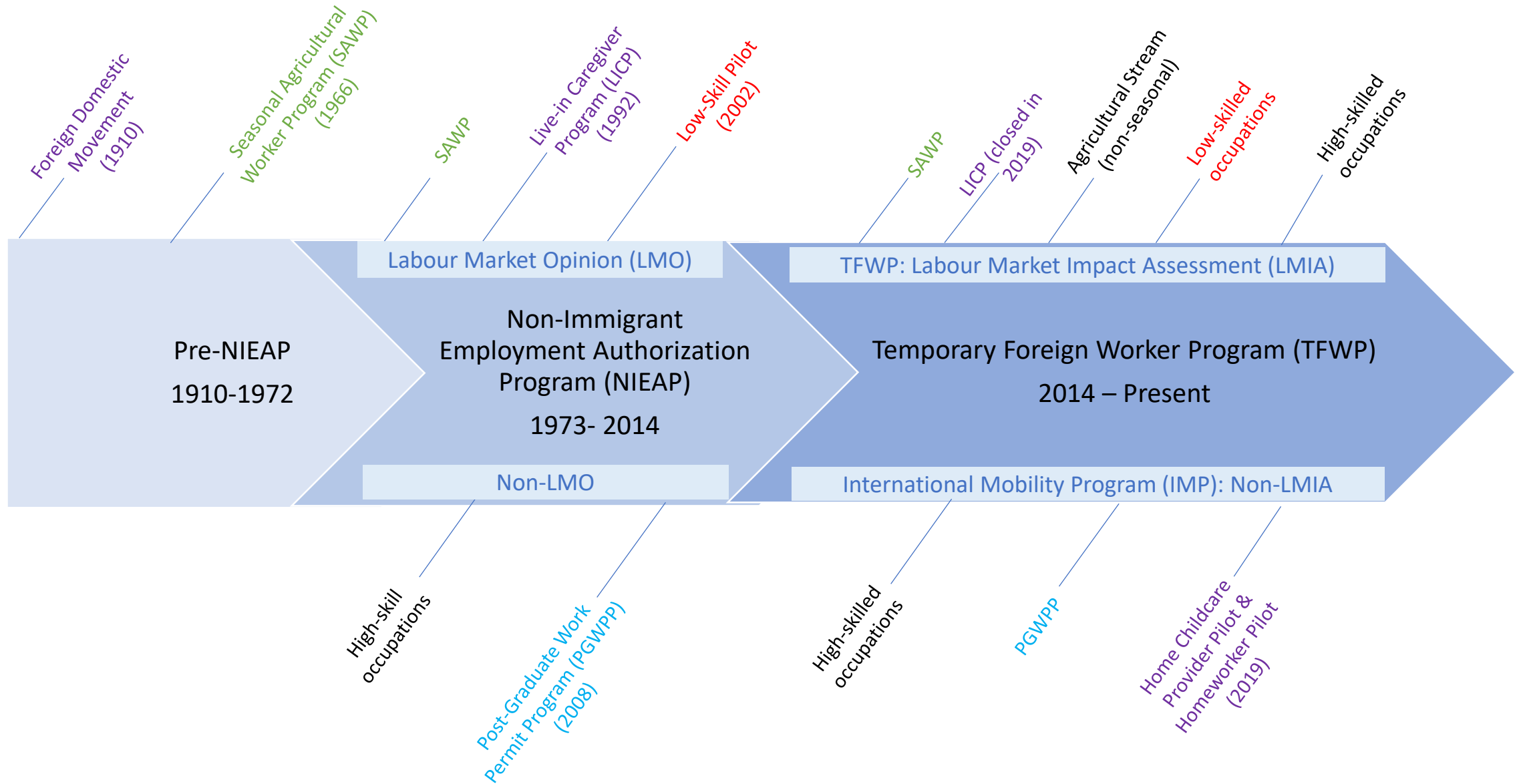
Challenges Facing Temporary Foreign Workers

Restricted work authorizations, access to social services and permanent residency and labour mobility based on:

- entry category
- legal residency status
- socially recognized skills

(Ci, Hou & Morissette 2018 ; Goldring & Landolt 2012; Rajkumar et al. 2012, Strauss & McGrath 2017; Valiani 2008)

CHANGES IN TEMPORARY WORKER PROGRAM IN CANADA OVER TIME (1910-2020)



Temporary Foreign Worker Program

Categories based on Work Permit Type

International Mobility Programs (IMP)

Objective: to advance Canada's broad national and economic interests

- Do not require a LMIA
- Lead department IRCC
- Generally open permits
- Bilateral/multilateral agreements
- Majority are high-skilled migrants under NOC 0, A and B



1. Trade Agreements
2. Intra-company Transfer Program
3. Business People
4. Bridging Open Work Permit
5. Post-Graduation Work Permit
6. Home Child-care Provider Pilot & Home Worker Pilot
7. Mobilité Francophone Initiative
8. Global Talent Stream (GTS)
9. International Experience Canada (IEC)
10. Other high skill occupations

Temporary Foreign Worker Program (TFWP)

Objective: to fill jobs for which qualified Canadians are not available

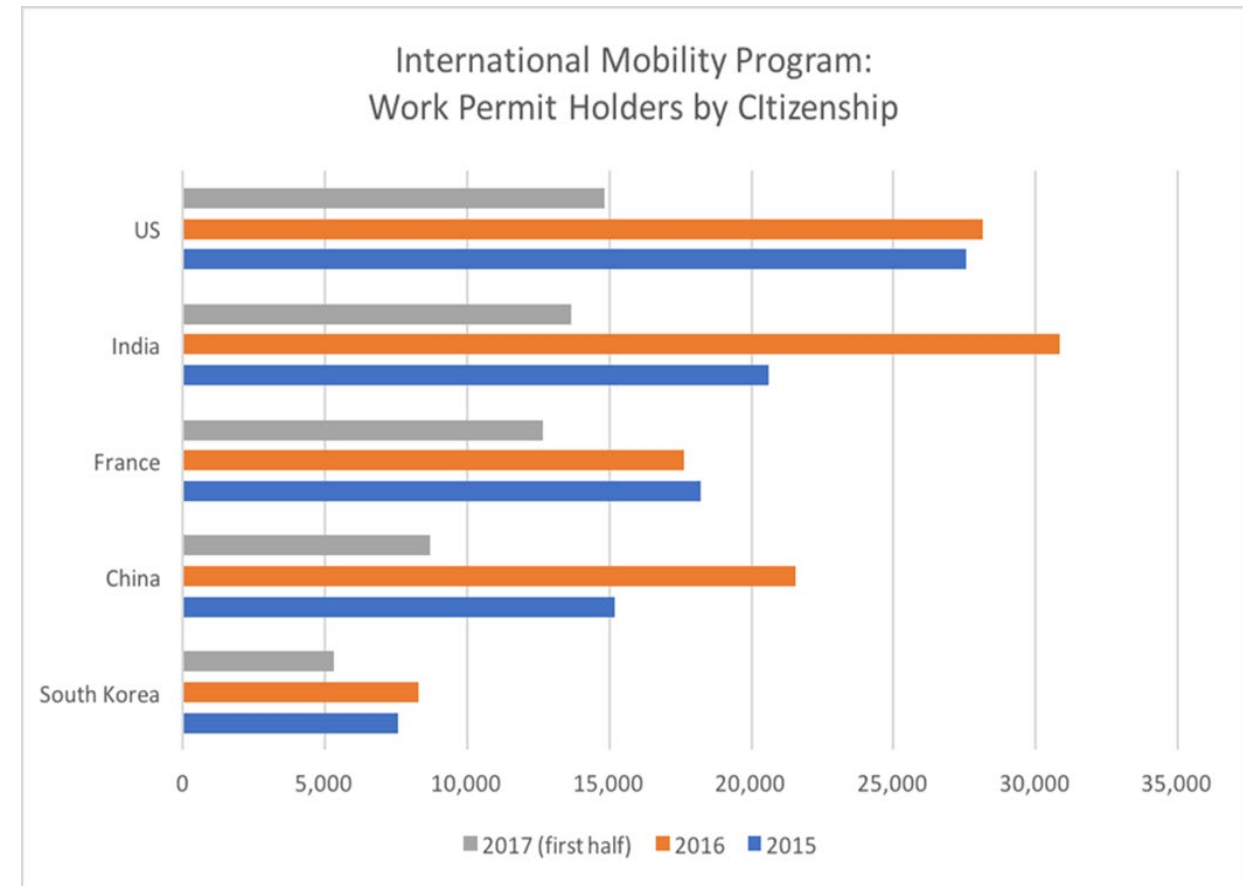
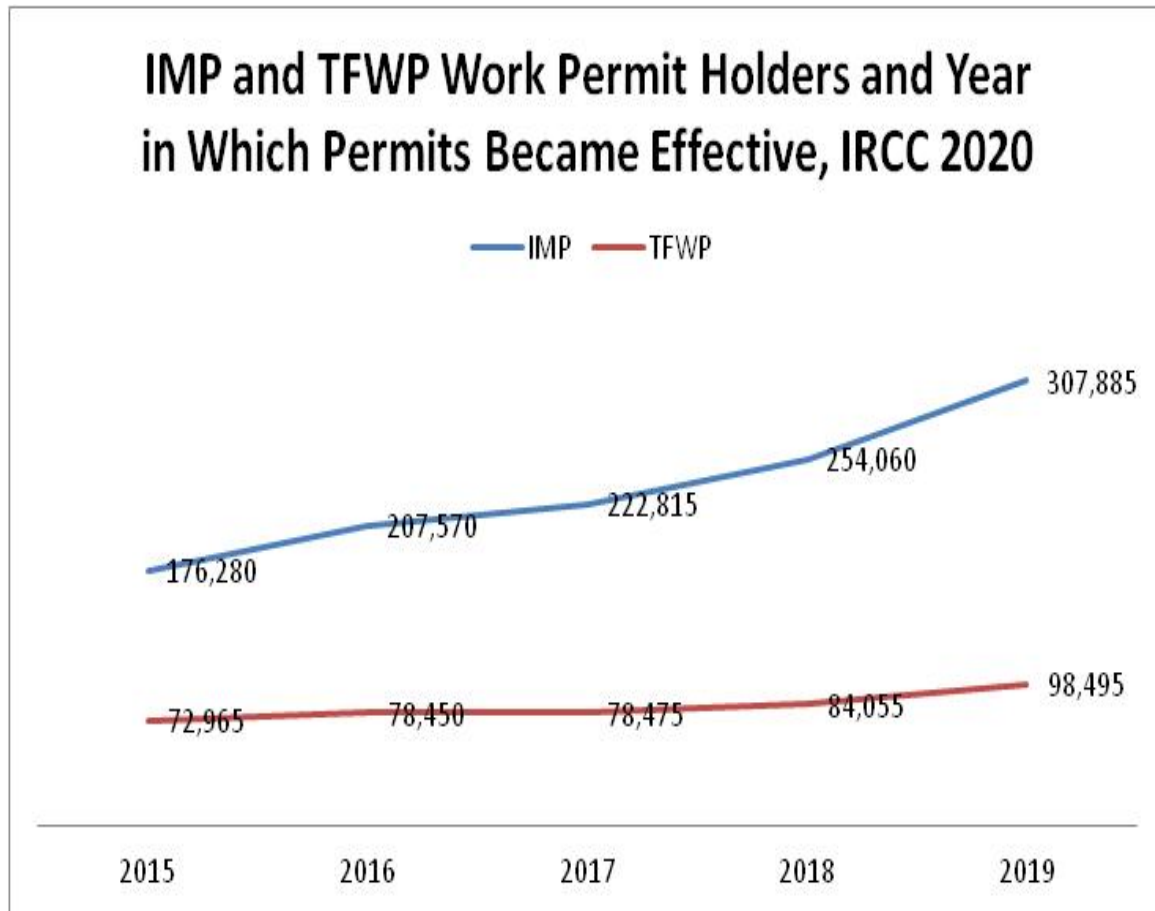
- Require a LMIA
- Overseen by ESDC and IRCC
- Employer specific work permit
- Unilateral and discretionary
- Majority are low-skilled workers under NOC C and D



1. The Primary Agricultural Stream
 - Seasonal Agricultural Worker Program (SAWP)
 - Agricultural Stream
 - High-wage
 - Low-wage
2. Live-in Caregiver Program (closed in 2019)
3. Low Skilled Occupations
4. High Skilled Occupations

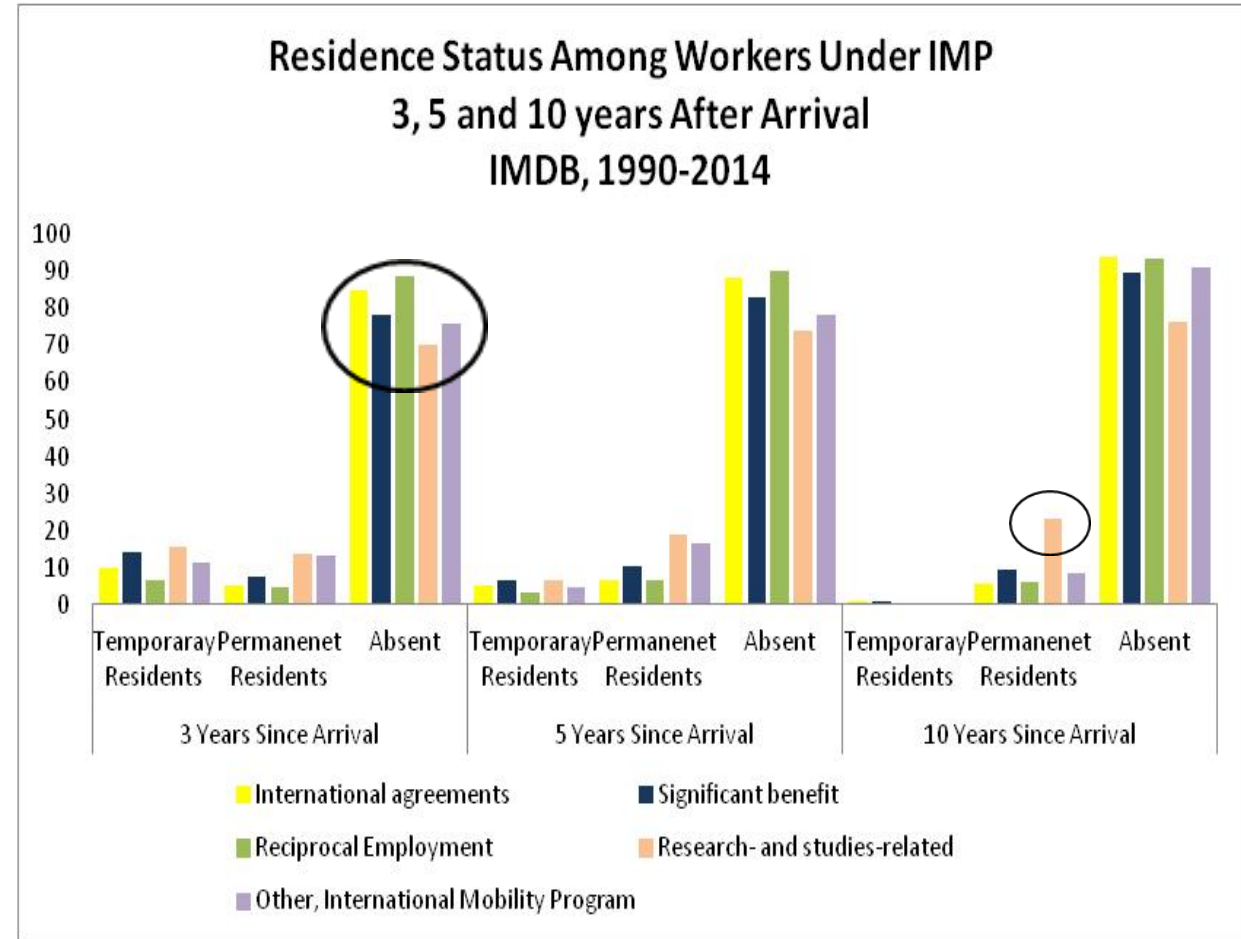
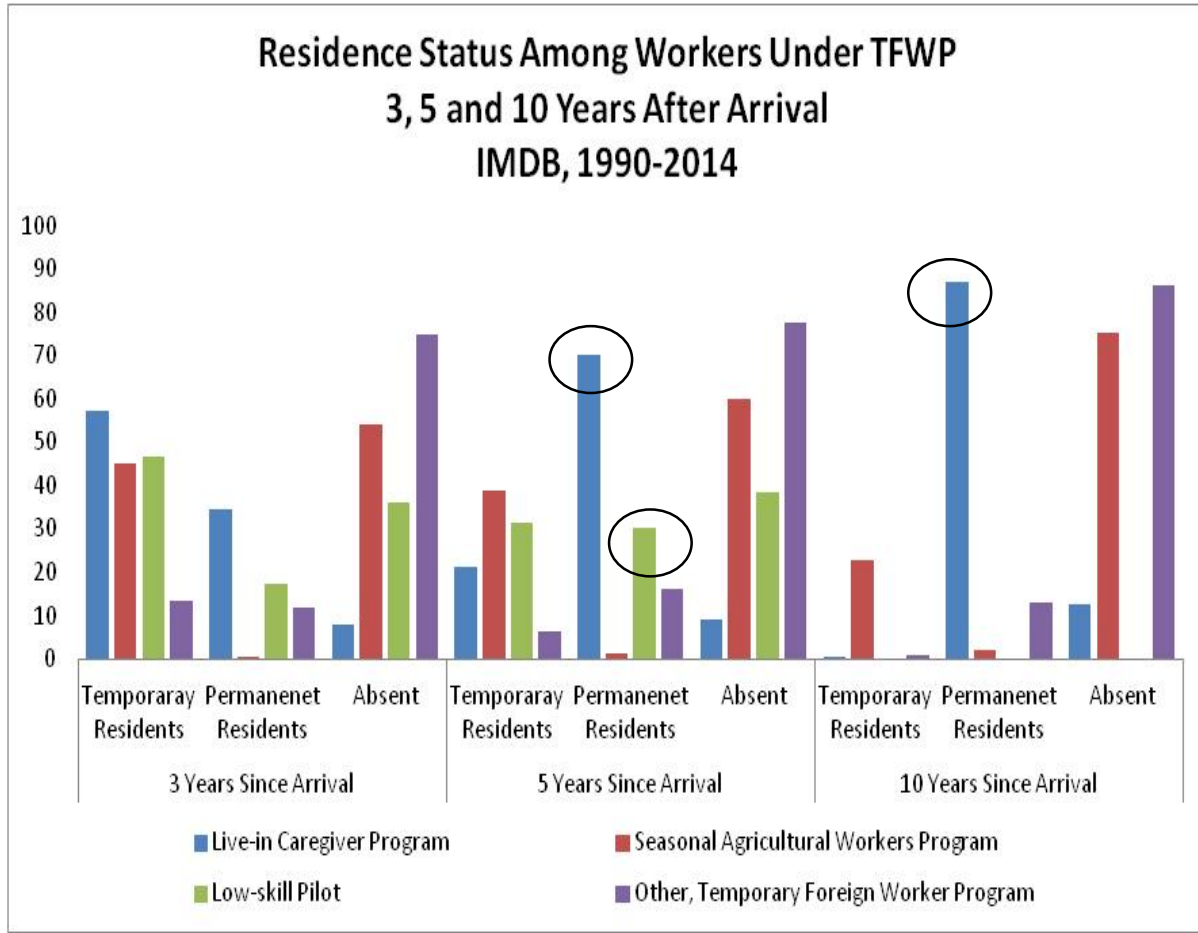
The share of International Mobility workers surpassed the share of TFWP workers around 2010 and the trend has continued....

The number of IMP workers from India and China increased significantly in 2016



TEMPORALITY	Length of Initial Visa	Pathways to PR	Requirements
TFWP (Closed Work Permit)			
Primary Agri. Stream			
<ul style="list-style-type: none"> Seasonal Agricultural Worker Program (SAWP) 	Max of 8 months per year. Eligible for consecutive years	No specific pathways to PR Depend on the employers	
<ul style="list-style-type: none"> Other Agricultural Streams 	Max of 2 yrs	Provincial or Territorial Nominee Program	Work Experience: 1-3 yrs Language Prof.: CLB 4-5 Edu.: High School and on the job training Occu. (NOC C and D) Having a job offer
Low Skilled	Max of 1 year	Provincial Nominee Program	
Former Live-in Caregiver Program	Max of 4 yrs & 3 months	LCP	Work experience: 2 yrs within 4 yrs
High Skilled	Max of 1-7 yrs	Express entry (Canadian experience class)	Work Experience: 1-3 yrs Language Pro. CLB 6-10 Edu.: University and other post-secondary Occu. (NOC 0, A and B) Having a job offer
IMP (Open Work Permit)			
High Skilled	Max of 1-7 yrs	Provincial Nominee Program Start-up Visa Atlantic Migration Program	
Post-Graduation Work Permit (international students)	Max of 3 yrs	Rural and Northern Immigration Pilot Quebec Selected Skilled Workers The Self-employed Persons Program	
Home Child-care Provider Pilot & Home Worker Pilot (HCPP & HWP)	1 year with extension	HCPP & HWP	Work Experience: 2 years within 3 years Language Pro.: CLB 5 Edu.: 1 year of post-secondary Occu. (NOC B)
Bridging Open Work permit	Varies	In between status	

How Temporary Are Canada's Temporary Foreign Workers ?



Prokopenko, E., & Hou, F. (2018).
Statistics Canada

KEY QUESTIONS:

- How do the restrictions based on skill and visa type influence the labour market trajectories of different groups of temporary foreign workers in Canadian Cities?
- Why do most IMP workers who have many avenues to become permanent residents leave/absent in Canada after 3/5/10 years of arrival?
- Is it important to bring equity among workers under IMP and TFWP with regard to accessing social services, PR status, and labour mobility?

SESSION 5



Temporary Migration: Concepts and Policies

Discussant: Shamira Madhany | World Education Services

Audience Q&A