



The Land of Milk and Honey?

Findings, Implications & Recommendations

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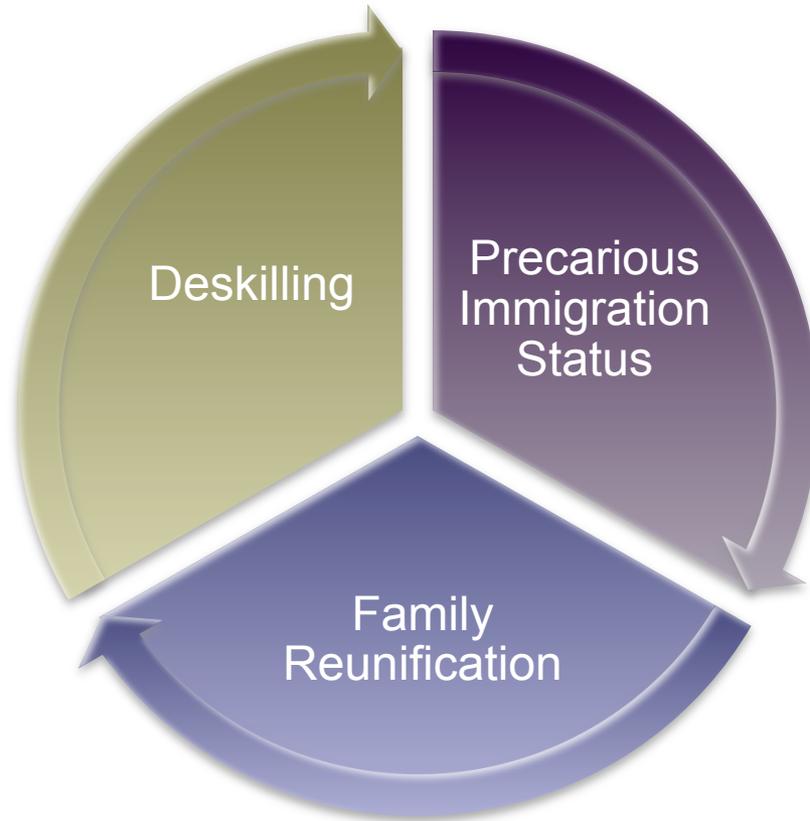
Karen Hughes—University of Alberta

Jacqueline Oxman-Martinez—l' Université de Montréal

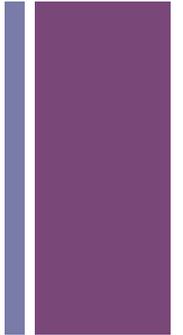
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+ Overview of Findings & Implications



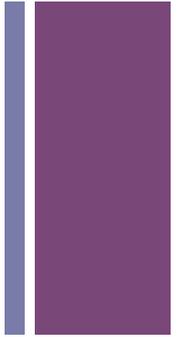
+ Deskillling



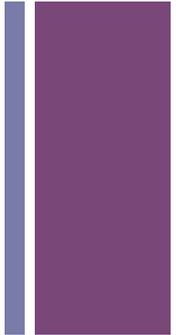
- Trapped in low wage jobs
- Unable to pursue academic courses
- Barriers to post-LCP education
 - Visa
 - Children
 - Student loans
- “Reality Check”
- Lack of recognition of credentials
- Training ≠ Remunerative & meaningful employment

+ Pia on her declining socioeconomic status

- “It’s kind of... we’re basically paid \$8 to \$10 an hour, and it is the minimum wage. It’s kind of how are we going to budget this one if you want to save at least 50% or 40% without compromising your lifestyle, if you want to go for a vacation or a holiday, you want to visit places like this or like that.”

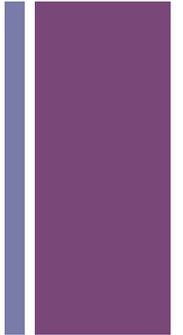


+ Serena on dreams deferred



- “You forgot the way that “Oh, my dream to study here again”. Or you have to suffer for your financial, get a student loan and upgrade yourself right away and then there be more future ... for your family, for yourself here, if you study. That’s all I find here and it’s very hard for all the...caregivers who cannot decide right away.”

+ Precarious Immigration Status



- Waiting for open work permit & permanent residency status
 - Impact on work, education, family reunification
- Post-LCP existence
 - Greater freedom
 - Greater insecurity
 - Health and Stress
- Time and financial demands
- Doubling of immigration process
 - Social exclusion

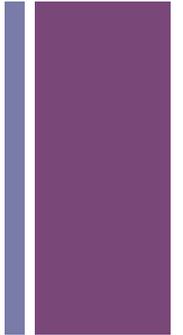
+ Tasha's take on the bureaucratic process

- "...it's just you have to collect too many papers. I'm not used to that and it's very hard when you are here to get papers from your country. You need to be there to get all that because it took me very long to contact even the university where I studied to send me my papers back. It just takes months and months. It's very hard."

+ Cora comments on stress:

- “Oh gosh, my cholesterol’s high. [laughs]. I’m having [pause] – I get depressed when I think of my parents in the Philippines and I’m facing a big amount of student loans in the future, so I think mentally that is affecting me, psychologically that’s affecting me. Um, what else? Like, having a part-time job only, I only get like \$300 a month so how will you be able to survive with that kind of money?”

+ Familial Reunification



- Length of separation
- Bureaucratic process
 - Constructing dependents
 - Sponsoring relations
- Contesting financial/familial demands
- Mother and child reunions

+ Tammy talks of finances

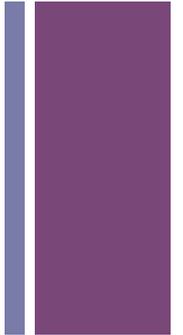
- “By the time you pay your rent you can’t even buy food, and then you have to buy metro pass and like if you don’t have a roommate it’s impossible for you to be healthy because it’s crazy like the rent like rent like say you make 1500 a month. Out of that you have to take 800 dollars for rent and then what’s left, you need a metro pass, that’s a hundred dollars, that’s \$900 out of \$1500.” -

+ Annie on parenting at a distance

- “Well, we are like strangers. Everything is adjusting and they keep complaining and then they feel that I am no longer the same mom I used to be and then I said, ‘I am the same but then how can I – my last vacation was 1999?’ My children are growing up without me and I am not there when they are sick... It’s been 8 years that I’ve been away from them. Yeah, and now I am – I am trying my best to – you know – to catch up those long times that I am away”.



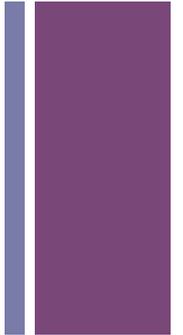
Manon reflects on policy making



- ... it's not a real collective bargaining where you have several employees in a workplace; you're in different workplaces so maybe a hybrid way of maybe trying to better the conditions ... but the problem I think is that fragments of the issues lie in different mandates and various government departments and provinces and territories. There is really no mechanism to pull all the players together and say, "Listen, you know we can't slice a human being: head here, arm there, leg there, and so can we at least coordinate." . . . I don't think government departments or provinces and federal government have ever come together to say, "Okay, we want to deal with the issue in a concerted holistic way." I think that is the major obstacle is the compartmentalized approach though we have traditionally historically approached even immigrant integration where we look at just the labour market and not the social side of things.



Policies & Recommendations: De-Skilling



- Preparation
 - Timely processing of applications
 - Advance information
 - Accreditation process
 - Eliminate fees

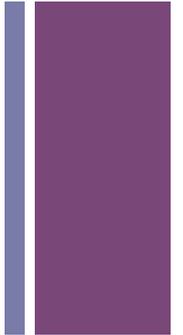
- Education
 - Allow LCP workers to take academic courses
 - Tuition = permanent residents
 - Access to student loans
 - Increased recognition

- Time delays
 - Work Visa , Open Visa, PR Status



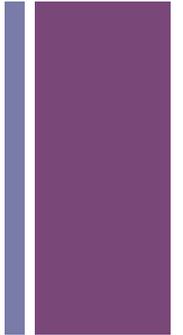
Helen

- I guess the tradeoff they're making is for a potentially expedited process into Canada . . . instead of going through the skilled immigrant class . . . but I think that's the tradeoff they're making to get into Canada faster through a program such as this— at the same time they risk atrophying their skills. . . that's a hard dynamic there . . . it comes down to choice on their part but that two years in the program really obviously inhibits the future potential of their skills that they are bringing with them. . . I would see that as something that other foreign workers don't face – I mean a lot of highly skilled immigrants are obviously coming to Canada and because of issues of foreign credential recognition, language barriers and whatnot they are not working in their intended professions but they are working maybe in some survival jobs. That is valued by employers as Canadian work experience. . . You have demonstrated that you can function in a Canadian labour market and a Canadian workplace, so they value as that but . . . employers do not value live-in caregiving as Canadian work experience so it's almost that double barrier . . . in that they all seem to go into a survival job and start where a skilled permanent resident immigrant might have to and then try and meander their way through so . . . I think . . . awareness and information should be really key here in terms of at least the pathways or future pathways that the potential LCP participants could take and what they can do before arrival, during arrival and after the program in some way would be helpful.





Policies & Recommendations: Precarious Immigration Status



- Monitoring LCP contracts
 - Employer obligations
 - Health benefits
 - Work permits ≠ single employer

- Skilled immigrants
 - Family, housing & education

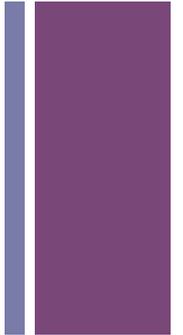
- Supports through community organizations
 - Ombudsmen

- Changes to regulations

- Address processing delays

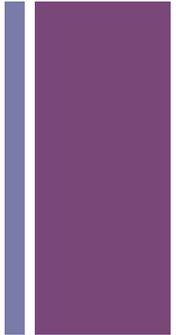


Policies & Recommendations: Family Reunification



- Hasten visa/immigration process
- Enable family members to settle before the end of their LCP contract
- Allow applicants to nominate family members for reunification
 - Single workers should be able to bring family
- High costs of application fees, medical screening

+ Conclusions



- The land of milk and honey?
- From poverty in the Philippines to...
- Poverty in Canada
- Despite obstacles, newfound confidence



Nothing lights a fire like
a dream deferred...