

Citizenship & Employment Precarity

*A research project on precarious work
and immigration status in the GTA*



Citizenship and Employment Precarity Research Project

**Outreach Kit
2018 – 2019**

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Dear outreach partner

Thank you for your interest in promoting the Citizenship and Employment Precarity (CEP) online survey. We have worked closely with community allies and partners to design the survey. We continue to expand and enrich our partner network. We look forward to working with you.

A growing number of immigrants come to Canada without permanent residence. It is vital to understand how spending time in one or more immigration status impacts work opportunities and well-being. This survey will show the long-term social and economic costs of entering Canada without permanent residence for individuals, families and communities.

The survey will gather quantitative data from 2000 people across the GTA in up to six languages. The CEP survey is aimed at persons who arrived in Canada since 1997 without permanent residence (i.e. persons who arrived as temporary foreign workers, refugee claimants, international students, visitors, visa over-stayers and others), have lived and worked in Canada at least three years and currently reside in the Greater Toronto Area.

What you can do

Become an ambassador for the project. You can play a key role by actively promoting and endorsing the survey to your professional and personal contacts.

- **Promote the survey to potential participants.** Hand out information sheets and/or post-cards to people at work, in community programs, to friends and family or even to people at your place of worship. We can provide you with hard copies of project materials. They are also available in the appendix section of this document.
- **Share the survey on social media.** You can post a message about the survey on your facebook, twitter or snapchat or request that your place of work post it on their social media. Promotional messaging scripts for different audiences are available on the CEP website or upon request. See appendix section.
- **Invite the CEP survey team to your work or community organization.** We can do presentations for participants in community programs or provide more in-depth information at your staff meetings. We can also do face-to-face interviews for individuals who may need language or technology support.
- **Encourage people to complete the ‘Survey Pre-Screening Sheet’ in the appendix section, to see if they qualify.**
- **We welcome questions from persons interested in becoming an Outreach and Research Worker for a catchment area or an ethno-cultural community.** You can

provide specific information about the survey, discuss benefits and/or answer other questions (via email, telephone or in-person). If you speak a language other than English this will be very helpful. Training will be provided in addition to a stipend.

We acknowledge that promoting a survey to vulnerable and hard to reach populations may require additional staff time and resources. We appreciate the efforts of management and front-line staff members who are willing to expand CEP's outreach capacity in a targeted and culturally sensitive manner. We have a very small budget and may be able to provide some assistance for organizations that may require additional resources to conduct targeted outreach.

We thank you for interest and support for the CEP project. If you have any questions or comments, visit our website at www.cep.info.yorku.ca or email us at cep@yorku.ca.

Sincerely,

The CEP Survey Team

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Associate Professor, Sociology
York University

Patricia Landolt Ph.D. - Co-Principal Investigator

Associate Professor, Sociology
University of Toronto, Scarborough

Kamla Ross M.A. - Project Coordinator

Citizenship & Employment Precarity

A research project on precarious work and immigration status in the GTA

Citizenship and Employment Precarity: The Compounding Challenges of Precarious Work and Precarious Legal Status

Project Summary

Research Project

The Citizenship and Employment Precarity (CEP) research project will study how legal status trajectories shape newcomer employment and wellbeing over time. The project will conduct an online survey of persons who live in the GTA and entered Canada without permanent residence. The survey examines changes in immigration status and citizenship, employment precarity, and overall health.

Why study precarious legal status and work?

It is important to understand the impact of immigrant entrance status on long-term job prospects and other quality of life measures. An increasing number of temporary foreign workers, international students, refugee claimants and others come to work, study and perhaps stay in Canada. There is limited data and understanding about pathways and obstacles to permanent residence and citizenship, the costs and time it takes to achieve secure legal status and the impacts of precarious legal status trajectories on work options and treatment at work. This project addresses an important gap in data and research.

Study Participants

Persons who **arrived in Canada with precarious legal status (PLS)**, who have been employed at least 6 of the previous 9 months, have lived in Canada for at least 3 years and currently reside in the GTA. Study participants include:

- Temporary foreign workers
- International students
- Refugees and refugee claimants
- Persons who arrived as visitors
- Denied refugee claimants
- Visa over-stayers
- Canadian citizens or permanent residents who arrived with PLS

CITIZENSHIP PRECARIETY

Refers to insecurities of state-generated forms of immigration status. Recent trends include:

- Pathways to permanent residence and formal citizenship have become narrower, lengthier, more expensive and likely to include extended probationary periods
- Citizenship status is increasingly insecure
- Social citizenship and protections are being eroded

Outcomes

- The collection of empirical evidence on the intersections of precarious legal status and precarious work, over time
- Increased knowledge of the immigration status trajectories of PLS migrants and the impact of different sets of trajectories on long-term employment outcomes
- Increased knowledge of the impact of precarious legal status on financial debt, health and well-being
- Increased knowledge of the role of settlement, employment and social service agencies in helping precarious legal status migrants gain secure status and decent work
- User-friendly resources (such as clear language materials and advocacy tools) for workers, advocacy groups, service providers and policy makers

Get involved – Take the survey

The CEP web survey launched in spring 2018. We would like to connect with managers and front-line staff at settlement, employment, community agencies and academic institutions across the GTA to promote the significance of this research project and recruit qualified participants. Each persons who qualifies and completes the online survey will receive a \$10 Tim Hortons gift card.

To get involved, please contact:

Kamla Ross, Project Coordinator

Email: cep@yorku.ca

Website: <http://cep.info.yorku.ca>

Tel. (416)736-2100 ext. 60311

To take the CEP survey, go to: <http://cep.info.yorku.ca/>

The CEP project is led by [Prof. Luin Goldring](#) at York University and [Prof. Patricia Landolt](#) at the University of Toronto in collaboration with community groups across the GTA. This project is supported by the Social Sciences and Humanities Research Council of Canada.



Social Sciences and Humanities
Research Council of Canada

Conseil de recherches en
sciences humaines du Canada

Canada

Who Qualifies for the CEP Survey

WHO QUALIFIES	WHY THIS IS IMPORTANT
<p>Arrived in or since 1997 & have lived in Canada at least 3 years</p>	<p>Participants need to live in Canada long enough to have some work history (3 years minimum).</p> <p>We will compare participants who arrived more recently to those who arrived up to 20 years ago.</p>
<p>First arrived in Canada as a:</p> <ul style="list-style-type: none"> • Temporary foreign worker • International student • Refugee claimant or refugee (GAR or PSR) • Visitor (tourist, or no need for visa) • Or with no authorization to live in Canada (walked across border, etc.) <p>(Permanent residents and/or Canadian Citizens who first arrived with one of the immigration statuses listed above are also included.)</p>	<p>To understand the relationship between entering Canada without permanent residence and its impact on long-term work opportunities.</p>
<p>Between 16 – 45 years of age when they arrived</p>	<p>To focus on people who were at a young working age.</p>
<p>Work at least 20 hours per week</p> <ul style="list-style-type: none"> • Has worked at least 6 of the last 9 months • Total work hours can be at one or more jobs • Work experience in Canada should be a combined 3 years minimum 	<p>Work experience can include cash and/or under the table jobs. Persons who are recently unemployed or underemployed can participate as they only need to have worked 6 months out of the last 9 months.</p>
<p>Currently live in the GTA for minimum one year</p>	<p>People who entered Canada from another province but have moved to the Greater Toronto Area can participate.</p>
<p>To get a mix of participants that reflect the demographics of the GTA, we will close the survey to specific groups when targets are reached.</p>	

Survey Table of Contents

DEMOGRAPHICS	<ul style="list-style-type: none"> • Information for socio-demographic profile
PRE-ARRIVAL	<ul style="list-style-type: none"> • Education, employment, level of spoken English • Expenses and debt to finance migration
EDUCATION IN CANADA	<ul style="list-style-type: none"> • Certifications, degree programs, etc. • ESL/ELL or French language training in first two years
FIRST YEAR IN GTA	<ul style="list-style-type: none"> • Social networks • Community and neighbourhood programs
EARLY WORK IN CANADA	<ul style="list-style-type: none"> • Broker or recruiter involvement • First job (description, location & year started) • Temporary employment agency • Frequency of cash payment • Wage theft
CURRENT MAIN JOB	<ul style="list-style-type: none"> • To capture terms of employment, work insecurity, predictability, unregulated work, unionization, etc.
OTHER JOBS	<ul style="list-style-type: none"> • Information on multiple job holding (not as extensive as main job)
TOTAL INCOME	<ul style="list-style-type: none"> • Income security • Annual income before tax
LEGAL STATUS HISTORY	<ul style="list-style-type: none"> • Entrance and current status • Other legal statuses held including PR and citizenship • Work permits and work without status
LEGAL STATUS APPLICATIONS	<ul style="list-style-type: none"> • Number of applications for refugee status and Humanitarian and Compassionate Grounds • Time separated from children
COST TO CHANGE LEGAL STATUS	<ul style="list-style-type: none"> • Money spent and owed to seek advice and/or change legal status
HEALTH	<ul style="list-style-type: none"> • Self-rated health and insurance coverage
FINANCES, BORROWING & DEBT	<ul style="list-style-type: none"> • Ability to pay for unexpected expense • Total debt • Able to save regularly for retirement
HOUSEHOLD COMPOSITION & TOTAL INCOME	<ul style="list-style-type: none"> • Total monthly family income • Food and income security • Money sent home to support family

Frequently Asked Questions

Access for Diverse Populations

How have you prepared to deal with the challenges of working with diverse populations?

Research with vulnerable populations requires being attentive and respectful of differences. Our work is informed by the principles of community-engaged research. We rely on an extensive network of partner organizations to conduct research in a culturally competent manner. Members of the team have extensive experience working with diverse ethno-cultural and linguistic groups.

Will the survey be translated into other languages?

Yes – the survey will be translated into 6 languages starting with Simplified Chinese, Spanish, Portuguese, Arabic, Persian and French. The survey may be translated into other languages depending on funding and the needs of each community. We can also provide interpreters for face-to-face interviews as required.

How will you ensure access and participation for hard-to-reach populations?

We are committed to facilitating participation for people who do not have access to the internet, individuals with low levels of literacy, and people who may experience other challenges. We are able to provide some in-person assistance to complete the survey.

Data Security

How will you ensure privacy, anonymity, and confidentiality?

Participants are not required to provide their name or any identifying information to complete the survey. Participants can use any personal device to complete the survey. To provide a high level of privacy, we have disabled the IP address collection feature from the survey so that the participant's device cannot be traced. This measure also provides participants with anonymity.

For in-person assistance with the survey, the research team will provide a high level of confidentiality by working with service providers to provide a safe interview environment, such as a private room at a local agency or public library.

This project has received full approval from the Ethics Review Board at York University and the University of Toronto. This review is designed to ensure that data are collected so as to protect the privacy and confidentiality of participants to the full extent allowed by the law.

Will participants be asked for contact information? How will you protect the information of persons you interview face-to-face?

Upon completion of the survey, participants can choose to submit an email to receive a gift card. To protect participant privacy, participants will be routed to a separate external survey to collect the email for the gift card. This will ensure that email is never associated with their survey responses.

For in-person surveys, members of the research team will be briefed on their obligation to protect participants' rights to privacy and confidentiality. They will be reminded of this obligation on an ongoing basis. Any potentially identifying information will be removed from field notes and in any presentation of data. All electronic data collected will be encrypted, and only members of the research team will have access to this data.

How will participants be informed of their rights?

Once a person qualifies for the survey, they can read the informed consent form or request that someone read the consent form to them. They can also call or email the research team if they have a question about their rights.

Where data will be stored/kept

Where will the data be stored?

All data will be gathered through Qualtrics survey software. The data will be downloaded to a secure York University server once-a-month. The information will then be deleted from Qualtrics.

Can a participant's data be erased if requested?

The research team keeps all surveys with 75% or more answers completed. If a participant completed the survey and would like to have their data erased, they will have to contact the survey team and provide enough information about the data in their survey that it can be identified and deleted.

Benefits for participants

Participants receive a \$10.00 e-gift card from Tim Hortons as a token of appreciation. Participants will have an opportunity to provide information on their settlement and employment experience; to think back on all the work they have done to improve their employment situation and obtain more stable forms of legal status. Participants will contribute information that will inform advocacy and may influence policy.

If you have any questions that have not been answered, please email us at cep@yorku.ca.

Collaboration and Partnership

We are grateful to the following organizations for their expertise and valuable contributions to the CEP project. We welcome new opportunities for collaboration.

- Agincourt Community Services Association
- Albion Neighbourhood Services
- Bangladeshi-Canadian Community Services
- Canadian Centre for Accreditation
- Canadian Centre for Refugee and Immigrant Health
- Catholic Children's Aid Society of Toronto
- Catholic Cross-cultural Services
- Centre for Immigrant and Community Services
- City of Toronto – Family Residence Scarborough
- Colour of Poverty – Colour of Change
- Davenport Perth Neighbourhood and Community Health Centre
- Durham Region Unemployment Help Centre
- East Toronto Metro Youth Services
- Ernestine's Women's Shelter
- FCJ Refugee Centre
- Jane/Finch Family Community Centre
- Harbourfront Community Centre
- Hong Fook Mental Health Association
- Jamaican Canadian Association
- JVS Toronto
- Mathew House Refugee Reception Services
- North York Harvest Food Bank
- North York Community House
- Polycultural Immigrant and Community Services
- Rexdale Community Legal Clinic
- Settlement Assistance and Family Support Services
- Sistering
- South Asian Leal Clinic of Ontario
- Social Planning Toronto
- St. Stephen's Community House
- The Lighthouse
- Toronto South LIP / WoodGreen
- Women's Habitat
- Women's Health in Women's Hands
- WoodGreen Community Services
- Working Women Community Centre
- YMCA of Greater Toronto
- Yonge Street Mission

Survey Working Group

Angela Wong, Staff Lawyer

Yan Chen, Community Legal Worker

Chinese and Southeast Asian Legal Clinic

Karen Lior, Former Executive Director

Toronto Work Force Innovation Group

Fenicia Lewis-Dowlin, Policy Development Officer

Peter Viducis, Manager, Economic Development and Culture

City of Toronto

Tim Owen, Director

Shaunna-Marie Keslick, Program Manager

World Education Service

Sheila Block, Senior Economist

Canadian Centre for Policy Alternatives

Appendices

Use the following materials to provide information about the CEP survey to potential participants.

Appendix A – Survey Pre-Screening Sheet

Appendix B – Information for Participants

Appendix C – Postcard

Appendix D – Promotional Messaging Scripts

Please note that colour copies of promotional materials can be mailed to you. You can make a request at cep@yorku.ca.

Citizenship & Employment Precarity

CEP is an online survey about immigration status and work experiences.

Answer the following questions to see if you qualify.

When you came to Canada... Yes No

1. Did you arrive as a permanent resident/landed immigrant?
2. Did you come between 1997 – 2015?
3. Were you between 16 – 45 years old?

Currently...

4. Have you worked for at least 3 years in Canada?
5. Are you working at least 20 hours per week?
6. Do you live in the Greater Toronto Area?

If you answered No to question #1 and Yes to questions #2 – 6, you likely qualify.

Go to www.cep.info.yorku.ca

Citizenship and Employment Precarity

YOUR EXPERIENCE MATTERS!

What?

An online survey about immigration status and work experiences

Why?

- To understand how different immigration statuses impact work opportunities and well-being
- To show the long-term social and economic costs of entering Canada without permanent residence

Who qualifies?

- Arrived in Canada in or since 1997 (& have lived here at least three years)
- Between 16 – 45 years old at time of arrival
- First arrived in Canada as a:
 - ✓ Temporary foreign worker
 - ✓ International student
 - ✓ Refugee claimant or refugee (GAR/PSR)
 - ✓ Visitor or without status
 (Current Permanent residents and/or Canadian Citizens who arrived in Canada with one of the immigration status categories listed above also qualify)
- Work at least 20 hours per week (& have worked at least 6 out of last 9 months)
- Live in the Greater Toronto Area (minimum one year)

TAKE THE CEP SURVEY

- ✓ **Private and confidential (No name or identifying info. required)**
- ✓ **Survey takes 25 minutes**
- ✓ **Get a \$10 Tim Hortons Card upon completion**

Go to www.cep.info.yorku.ca

Postcard



Citizenship and
Employment
Precarity

An online survey about immigration status and work experiences

YORK 
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UNIVERSITY

 UNIVERSITY OF
TORONTO

cep.info.yorku.ca

YOUR EXPERIENCE MATTERS!

- ⇒ Did you arrive in Canada in or since 1997?
- ⇒ Did you *first* arrive as a: temporary foreign worker, international student, visitor or refugee claimant?
- ⇒ Do you work at least 20 hours per week?
- ⇒ Have you lived in Canada a minimum of 3 years?

You may qualify for the CEP survey.

Survey is private and confidential
Takes 25 minutes

Get \$10 Tim Hortons Card upon completion

www.cep.info.yorku.ca/



Promotional Messaging Scripts

Targeted messaging scripts are available for specific participant groups. Please check our website under Outreach Kit or email cep@yorku.ca

Scripts are available for persons who came to Canada as:

- International students
- Temporary Foreign Workers
- Live-in Caregivers
- Refugee Claimants
- Humanitarian and Compassionate

Note: additional scripts can be developed upon request.