

## What is happening?

The new program that came into place in November 2014 is set to expire on November 29, 2019. Unless the program changes - no applications will be received after November 29, 2019.

### **This is a crisis AND an opportunity.**

The government has promised to review the Caregiver program and make changes before November 29, 2019. Right now, if we work together, we may be able to create a better program.

## What can we do?

Right now we need to bring together issues of low-wages, employer abuse, tied work permits, permanent residency backlog and family reunification. We want a new program with permanent status on arrival for all migrant workers.

We need to tell the government that we want a new program that gives us permanent status, the ability to move between jobs, and to be reunited with our families. Caregiving is real work, it's useful, it's important and Caregivers deserve real worker rights.

Get in touch with your local Caregiver organizations to talk about what a new Caregiver program should look like.



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- 📍 MWACCanada



**Are you a Caregiver in Canada without your PR? Are you worried that the program is being cancelled?**

**DON'T BE AFRAID.  
YOU DESERVE  
TO BE TREATED  
WITH DIGNITY!  
YOU DESERVE  
PERMANENT  
RESIDENT STATUS!**

# There are two Caregiver programs

- 1 The new or the “pathways” program which is for all the Caregivers who came after November 2014
- 2 And the old program or “Live-In Caregiver Program” (LCP) which is for Caregivers who came before November 2014

Some Caregivers who came before November 2014, but had to renew their permits after November 2014, may also be in the “pathways” program, if they chose to switch into it.

All the Caregiver programs are set to expire on November 29, 2019.

**What’s happening right now is important to all caregivers whether you came before November 2014 or after.**

## What might the government do?

### 1. The government could keep the pathways program, without dealing with it’s problems:

A higher English or French score is required to apply for permanent residency (PR). But no free language classes exist.

A one-year post-secondary education is needed to apply for PR. Most Caregivers can’t get a study permit to get this qualification.

Caregivers can only take care of children OR the elderly and the sick. Switching is not an option, which makes it harder to leave bad employers.

Stricter rules and higher costs means it is difficult for employers to get a Labour Market Impact Assessment (LMIA) making it harder for caregivers to get the hours of service needed to apply for PR.

A second medical examination is required before getting PR.

**As a result only 1,955 caregivers and their families got permanent residency in the three years since November 2014. It used to be an average of 10,740 caregivers and their families per year in the old program.**

### 2. Or bring back the Live-In Caregiver program. Like the current system, in the LCP:

Caregivers have to work for the employer listed on their permit for 24 months or 3,900 hours. Caregivers often stay in bad jobs simply to collect these hours.

Caregiver employers have to get a Labour Market Impact Assessment (LMIA) and then the Caregivers have to get a closed work permit to change jobs - this means long periods of unemployment, making it harder to leave bad jobs.

Caregiver families are not allowed to accompany them or visit.

**Both the old and the new program allowed for exploitation of Caregivers, many of whom are racialized women from the Global South.**

### 3. Or create some new program with some major problems:

Some employers and agencies are pushing for the work permit to be tied to an agency instead of an employer. This would create a system where Caregivers would have two employers: the agency and the family employer. Caregivers would have to do as the employer says where they work, and also as the agency says. This means even higher chances of abuse.

Some people are telling the government to use the Express Entry system for Caregivers. The Express Entry is a system of permanent status which is based on points. Points are awarded for high education, for being younger, for speaking English or French at a high level, and for having a high paying job. Most Caregivers would simply not qualify.

**WHICH IS WHY WE MUST  
ORGANIZE TOGETHER  
FOR PERMANENT STATUS.**