



CANADA

Migration and **WOMEN** HEALTH WORKERS

Pre-decision and Information Kit

Cost of Living in Canada **Cost estimates as of July, 2006

Canada is a large country with vast differences between its regions. It is a federal democracy with ten provinces and 3 territories, all of which have elected parliaments. The country touches the Pacific, Atlantic and Arctic oceans. While the standard of living is considered high in world terms, there are regular reports of high levels of child poverty, low income single-parent families, and homelessness in every region of the country.

The **cost** of housing, household goods, and groceries also varies from region to region. For example, the average house price in Winnipeg in central Canada is CA\$155,546 and winter weather can go as low as -23°C. In Vancouver on the west coast, an average house costs CA\$508,435 and winter

weather is more moderate, but still cool. Summer temperatures vary across the country from highs of 35°C to a more moderate 22°C. Prices of the household goods and groceries also vary from province to province.

Average Climate

	Toronto	Vancouver	Winnipeg
Spring (Apr.-May)	-3°C to 8°C	5°C to 16°C	-1°C to 19°C
Summer (Jun.-Aug.)	13°C to 26°C	11°C to 22°C	5°C to 29°C
Fall (Sep.-Nov.)	11°C to 0°C	10°C to 9°C	6°C to 11°C
Winter (Dec.-Mar.)	- 2°C to -10°C	1°C to 10°C	0°C to -23°C

Average Housing Prices (owner) CA\$

Canadian Average	CA\$284,620		
	Toronto, ON	Vancouver, BC	Winnipeg, NB
	CA\$358,035	CA\$508,435	CA\$155,546



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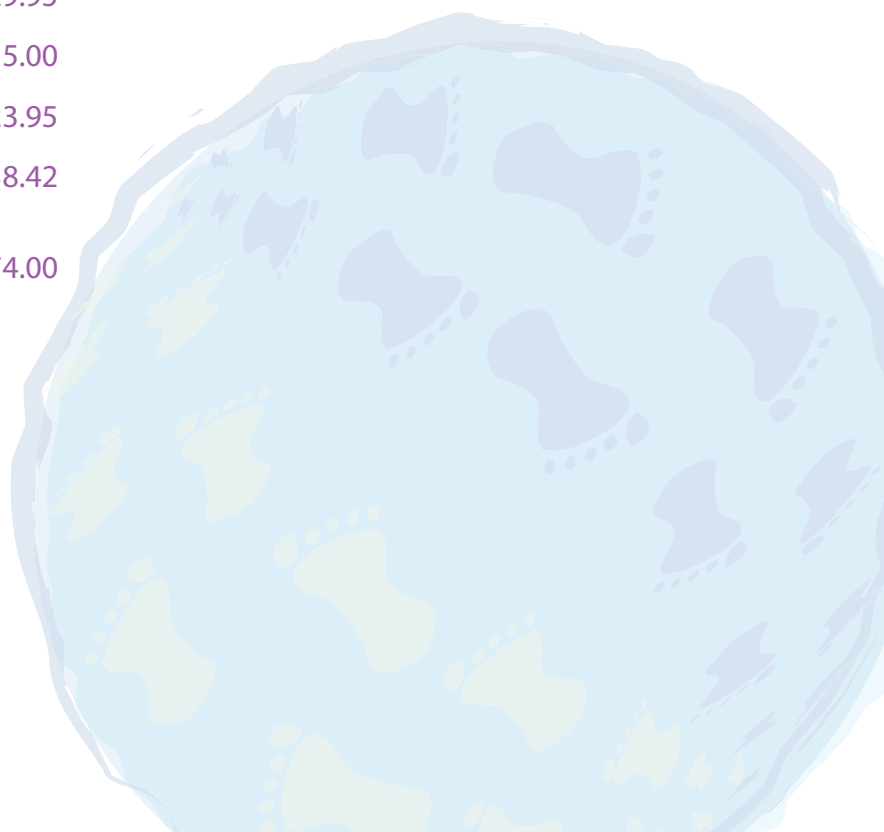
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Average Rental Prices per month (tenant) CA\$

	Toronto	Vancouver	Winnipeg
1 Room in a house	\$400-550	\$580-900	\$380-480
Apt 1 Bdr	\$775-895	\$675-1,115	\$400-595
Apt 2 Bdr	\$995-1,650	\$700-1,350	\$677-750
Apt 3 Bdr	\$1,195-1,660	\$995-1,500	\$800-1,000
Basement Suite 1 Bdr	\$650-800	\$650-1,390	\$580-675
House 3 Bdr	\$1,400-1,900	\$900-2,900	\$875-950

Average Household Expenses per month CA\$

Hydro	\$90-118
Cable Television	\$29.95
Internet & Cable	\$55.00
Basic Telephone	\$23.95
Renting Apartment /Townhouse (insurance)	\$38.42
Home Owner (insurance)	\$74.00



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Household Goods and Clothing CA\$

Washing Machine	\$469 - 1,399
Washer & Dryer	\$1,099 - 2,299
Vacuum Cleaner	\$89.00 - 239.96
Microwave	\$50.00 - 199
Refrigerator	\$549 - 1,699
Shoes	\$20.00 - 200
Jeans	\$29.99 - 54.99
T-shirts	\$8.00 - 19.99

Groceries

Beef	\$8.09/kg	Chicken	\$6.55/kg
Pork	\$11.00/kg	Lettuce	\$1.00/head
Milk	\$2.68/litre	Potatoes	\$0.84/kg
Bread	\$1.50/loaf	Rice	\$4.00/kg
Coffee	\$10.00/kg	Apples	\$3.24/kg
Ground Beef	\$4.37/kg	Pop/Soda (Coke)	\$1.00/litre
Petrol/Gas	\$1.09-1.15/litre		

Entertainment

2 person dining	\$40.00-70.00
Adult Movie Ticket	\$9.95

To Buy CA\$1.00

Philippine Peso	45.90176
Kenyan Shilling	65.81293
Barbados Dollar	1.78011



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Will You Qualify as a Skilled Worker to Immigrate to Canada?

Certain people can apply to become permanent residents of Canada if they are skilled workers.

Skilled workers are people who can become permanent residents because they are able to become economically established in Canada.

To be accepted as a skilled worker, applicants must:

- ◆ meet the minimum work experience requirements;
- ◆ prove that they have the funds required for settlement; and
- ◆ earn enough points in the six selection factors to meet the pass mark.

The six selection factors are **education, official languages, experience, age, employment in Canada and adaptability**.

For more information on the selection factors go to:

<http://www.cic.gc.ca/english/skilled/qual-5.html>

Skilled Worker Self-Assessment

The Skilled Worker Self-Assessment tool will indicate if you qualify to immigrate to Canada as a Skilled Worker. Your score on this test will show you how your skills and experience could be assessed on your application.

This test is only to give you an idea of whether or not you could qualify as a skilled worker. A Citizenship and Immigration Canada (CIC) officer will decide on your application based on the evidence you provide.

If you want to keep a record, you can print or save your results from your computer. www.cic.gc.ca/english/skilled/assess/index.html

Pass Mark

The current pass mark is 67. The mark can change in the future so check the Skilled Worker information on the CIC Web site for the latest information. <http://www.cic.gc.ca>



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Who should take the test?

You should take this test to help you decide if you want to apply as a Skilled Worker. If you are married or in a common-law relationship, you should both take the test to see who scores the most points. The person with the most selection points should apply as the principal applicant.

Things to Consider Before You Apply As a Skilled Worker

Deciding to apply for permanent residence in Canada is a big decision.

Here are some other factors to consider when you are thinking about coming to Canada:

Application Fees

You will be required to pay several fees when applying as a skilled worker:

- ◆ The processing fee required with your application.
- ◆ The right of permanent residence fee required if your application is successful.
- ◆ Additional fees which may be required.

Funds Required to Settle in Canada

You must prove that you have enough money to support yourself and your dependants for at least six months after you arrive in Canada.

Medical Examinations

You will be required to have a medical examination in order to come to Canada. Your dependent children must also have a medical examination, even if they are not coming to Canada with you.

Learn more about the health requirements for you and your dependants and where to locate a designated medical practitioner on the CIC

Web site: www.cic.gc.ca/dmp-md/medical.aspx

Police Certificates

You and your dependants may have to provide police certificates when you submit your application for permanent residence. To find out if you need a police certificate from a country in which you lived for six months or longer, consult the Country Procedures for Obtaining Police Certificates.

<http://www.cic.gc.ca/english/police-cert/index.html>

Choosing a destination in Canada

Canada is a large country with differences between the cities, provinces and regions. You should think about the differences in cost of living, living conditions and work opportunities in each area.



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Your Rights to Join a Union in Canada

What is a union?

Canadian labour unions are made up of **working men and women** who join together to solve problems, build stronger workplaces and give working families a real voice. By joining with other members, a union gives workers a voice on **job security and safety, pay, benefits, and productivity**.

Unions in Canada stand up for the rights of working people.

How do workers form a union?

When workers decide that they want to come together to improve their jobs, they can contact a union to help them organize employees at their worksite. If there is already a union at a worksite where you are hired, you will automatically become a member of the union and there will be a collective agreement in place - which means that your rights as an employee, including working hours and conditions, wages, and other protections are spelled out in the agreement.

Does the law protect workers who want to join a union?

Yes - you have the legal right to join a union. The right of workers to join a union is a key feature of Canadian democracy. The provincial and federal labour laws protect a person's right to join a union. Also, the Canadian Charter of Rights and Freedoms protects a person's right to join a union. An employer is not allowed to discriminate against or fire a worker for choosing to join a union. For example, it is illegal for an employer to threaten to shut down their business or to fire an employee or to take away wages and benefits if a worker forms or joins a union.

How do unions help workers?

A union can improve working conditions, protect your rights, ensure dignity and respect on the job and fair treatment of workers. Through their unions, workers can negotiate benefits such as: job security, job safety, hours of work, fair wages and benefits, pay equity, family responsibility leave, vacation and protection from personal and sexual harassment. A union can also offer workers training and educational opportunities. Without a Canadian union or a collective agreement, workers are subject to the whims of their employer. Non-unionized workers have little or no say in how pay raises or benefits are given, little say in their hours of work and do not have anyone to represent them if they have a problem with their employer.



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Contact your local Federation of Labour for more information about your rights:

British Columbia Federation of Labour 1-604-430-1421 www.bcfed.com	Alberta Federation of Labour 1-780-483-3021 www.afl.org	Saskatchewan Federation of Labour www.sfl.sk.ca
Manitoba Federation of Labour 1-204-947-1400 www.mfl.mb.ca	Ontario Federation of Labour 1-416-441-2731 www.ofl.ca/	Quebec Federation of Labour 1-514-383-8000 www.ftq.qc.ca
Nova Scotia Federation of Labour 1-902-454-6735 www.nsfl.ns.ca	New Brunswick Federation of Labour 1-506-857-2125	Prince Edward Island Federation of Labour 1-902-368-3068 peifed@pei.aibn.com
Newfoundland & Labrador Federation of Labour 1-709-754-1660 www.nf.sympatico.ca/nlfl	Northern Territories Federation of Labour 1-867-873-3695 ntfl@yk.com	Yukon Federation of Labour 1-867-667-2331

Young workers - Why is migration an issue for you?

Migration is an issue that affects us all. It cuts across many realities, either at work or in the community. Unions want to protect migrant workers' rights and to promote international solidarity among workers worldwide.

Unions are also concerned about social justice and the impact of migration in developing countries - the same issues that concern young workers today.

Public services in developing countries suffer because developed countries are not investing in training and retention of their own nationals, particularly in health and education.

These issues particularly affect women, both as workers and users of health services.



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International Solidarity

The B.C. Government and Service Employees' Union (BCGEU) and the National Union of Public and General Employees (NUPGE) are working with their sisters and brothers affiliated with Public Services International (PSI) to strengthen labour's response to migration and to promote quality public health services.»

Unions are organizing joint campaigns to promote quality public health care, ethical recruitment and rights for migrant workers, through the PSI International Migration and Women Health Workers Project.

Unions are calling for the application of ethical recruitment guidelines so that developed countries will refrain from recruiting health workers in the developing countries where they are most needed.

Unions promote human rights and labour standards to ensure that migrant workers are protected from exploitation and abuse by unscrupulous employers and recruitment agencies.

Unions are also working to organize migrant workers in both sending and receiving countries, to provide pre-decision information to those who are deciding to migrate and to negotiate equitable pay and better terms and conditions of employment.



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Young people are needed in the health care workforce

The average age of health care workers in industrialized countries is rising, and young people are not being adequately recruited into service. Over the next 10 to 15 years, many health care professionals in developed countries will be retiring, along with the general population. In coming years, these countries will face an acute staff shortage, along with an increasing demand for health care services -- especially care for the elderly. The World Health Organization estimates that the world currently needs more than four million doctors, nurses and other health workers to meet the current shortage. The world is simply not training enough young people in these professions, nor opening enough posts to provide quality health care.

Healthcare work, which is predominantly performed by women, is undervalued and underpaid in all countries. Unions are calling for a re-evaluation of the terms and conditions of health care employment, a decent working environment, well-resourced facilities, and fair and transparent career paths.

All workers have the right to pursue a career. But young workers all over the world will only be encouraged to join the health workforce if training programs are accessible and affordable, and there are good employment opportunities available.

Otherwise young people may consider migration as a way of achieving better work opportunities, training, or career development. It is important for young workers to make an informed choice on this important issue. PSI and its affiliated unions, including the BCGEU and NUPGE, are here to assist you to get the right information.

Justice, equality and non-discrimination at work

Trade unions were founded to promote justice, equality and non-discrimination at work.

All workers, regardless of their gender, age, and ethnicity, are entitled to justice, equality and respect.

Young workers can help reaffirm these principles by welcoming migrant workers into our community and into our union.

Join other young workers in building quality public services
and solidarity among all workers across the globe!



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International Nurses in Canada

Where do nurses work in Canada?

Canada has had a publicly funded system of hospital and medical care since 1968. The majority of nurses work in the publicly funded sector of health care, a minority work in the private sector and a small number of nurses are self-employed.

Health care delivery in Canada is not centralized and there is no one place where nurses can apply for work. They must apply directly to individual employers. The Canadian Hospital Association publishes a large directory that lists and gives addresses for hospitals, health centres, nursing homes, health associations and health education programs. This directory may be available through a public library or Canadian Consulate.

Are there jobs in Canada?

Nurses with skills and experience in specialty areas (e.g., emergency, critical care and operating room) and those willing to work in smaller communities or isolated communities are in the most demand.

Will I need to write an examination to become licensed to practise in Canada?

Canadian provinces and territories, with the exception of Québec, require that you write the Canadian Registered Nurses (RN) Examination as part of the registration or licensure process. At present, this examination can only be written in Canada on the recommendation of a provincial or territorial nurses association.

What languages do I need to know in order to become a registered nurse?

There are two official languages in Canada – English and French. You require language proficiency to become registered or licensed in Canada. Bilingualism (French and English) is an asset. Candidates must have knowledge of French to practise in Québec. In New Brunswick, Manitoba and Ontario, candidates must be proficient in either French or English. In these provinces the Canadian RN exam may be written in either French or English. In the other provinces and territories of Canada proficiency in English is the requirement.

Where can I obtain information about becoming licensed to practise nursing in Canada?

Unlike many other countries the registration of nurses does not occur at the national level. In order to practise nursing you must be licensed or registered in the province or territory in which you will work.

How can I obtain a visa to work as a nurse in Canada?

Contact the Canadian Consulate nearest you for information about immigration or visas. It is very likely that an offer of employment will be required.



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Nursing Education

Canadian nursing education takes place at the post-secondary level. The nursing programs include classroom theory and supervised practice for nursing roles and responsibilities including: disease prevention and health promotion; the nursing care of sick children, adults and the elderly; mental health and psychiatric nursing; and maternal-child (or obstetrical) nursing. The programs also include general arts and science courses. For further information about nursing education programs in Canada, please go to:

www.cna-aiic.ca/nursingpgms/public_browse.asp

Provincial and Territorial Regulatory Bodies

College of Registered Nurses
of British Columbia
<http://www.crnbc.ca/>
Tel: (604) 736-7331
Fax: (604) 738-2272
E-mail: info@crnbc.ca

College of Registered Nurses
of Manitoba
<http://www.crnmb.mb.ca/>
Tel: (204) 774-3477
Fax: (204) 775-6052
E-mail: info@crnm.mb.ca

College of Registered Nurses
of Nova Scotia
<http://www.crnns.ca/>
Tel: (902) 491-9744
Fax: (902) 491-9510
E-mail: info@crnns.ca

Association Of Registered
Nurses of Newfoundland and
Labrador
<http://www.arannl.nf.ca/>
Tel: (709) 753-6040
Fax: (709) 753-4940
E-mail: info@arannl.nf.ca

College and Association of
Registered Nurses of Alberta
<http://www.nurses.ab.ca/>
Tel: (780) 451-0043
Fax: (780) 452-3276
E-mail: carna@nurses.ab.ca

College of Nurses of Ontario
<http://www.cno.org/>
Tel/Tél. 1-800-387-5526/
(416) 928-0900
Fax/Télécopieur : (416) 928-6507
E-mail/Courriel: cno@cnoemail.org

Nurses Association of
New Brunswick
<http://www.nanb.nb.ca/>
Tel/Tél.: (506) 458-8731
Fax/Télécopieur : (506) 459-2838
E-mail/Courriel: nanb@nanb.nb.ca

Registered Nurses Association
of the Northwest Territories and
Nunavut
<http://www.rnantnu.ca/>
Tel: (867) 873-2745
Fax: (867) 873-2336
E-mail: nwtrna@theedge.ca

Saskatchewan Registered Nurses'
Association
<http://www.srna.org/>
Tel: 1-800-667-9945/
(306) 359-4200
Fax: (306) 525-0849
E-mail: info@srna.org

Ordre des infirmières et
infirmiers du Québec
<http://www.oiiq.org/>
Tel/Tél.: (514) 935-2501/
1-800-363-6048
Fax/Télécopieur : (514) 935-1799
E-mail/Courriel : inf@oiiq.org

Association of Nurses of
Prince Edward Island
<http://www.anpei.ca/>
Tel: (902) 368-3764
Fax: (902) 628-1430
E-mail: anpei@pei.aibn.com

Yukon Registered Nurses
Association
<http://www.yrna.ca/>
Tel: (867) 667-4062
Fax: (867) 668-5123
E-mail: yrna@yknet.ca



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Human Rights in Canada

Human Rights Law

In Canada there are federal and provincial human rights laws to protect people against discrimination. Each province within Canada has its own human rights law. For example, in British Columbia, the BC Human Rights Code protects people against discrimination on a provincial level.

There is also a law that covers you if you work for a federal business or agency. It is called the Canadian Human Rights Act.

The protections provided in human rights laws are of utmost importance and flow from the Charter of Rights and Freedoms.

What is discrimination?

Discrimination occurs when an individual or a group of individuals have been singled out and treated differently than others due to group characteristics such as race, colour, religious or political belief or sexual orientation.

For example, it is discrimination if you are a live-in caregiver or domestic worker and your employer is sexually harassing you. The law will protect you from this type of harassment.

Who is protected?

Under the law, the individual or group **characteristics** (also known as «grounds») protected from discrimination are:

- ◆ race
- ◆ national or ethnic origin
- ◆ colour
- ◆ religion
- ◆ age
- ◆ sex (includes males and females, sexual harassment, pregnancy and transgendered discrimination)
- ◆ sexual orientation (includes heterosexual, bi-sexual, gay men and lesbian women)
- ◆ marital status and family status (includes married, single, widowed, divorced, separated, or living common law)
- ◆ physical or mental disability
- ◆ conviction for an offence for which a pardon has been granted.

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How does the law protect me?

In Canada, human rights laws ensure that people have the right to live free from discrimination and harassment.

Human rights laws protect people from discrimination in the areas of:

- ♦ employment (including recruitment, hiring, job assignment, termination, pay rates, and conditions of work)
- ♦ membership in trade unions and occupational, or professional associations
- ♦ services and facilities that are customarily available to the public (i.e. restaurant)
- ♦ purchase of property
- ♦ tenancy (i.e. housing rental); and
- ♦ hate propaganda.

The law also provides protection against retaliation for those who file, or are otherwise involved in human rights complaints.

What do I do if I am being discriminated against?

If you are experiencing discrimination or harassment, you can file a complaint. Each province has a process to deal with human rights complaints. For example, in BC, the Human Rights Tribunal accepts and resolves human rights complaints.

If you need to file a complaint and require legal assistance, there may be a non-profit organization in your community that will assist you with your complaint.

