

Supporting Migrant farmworkers in Windsor-Essex

- ▶ Summary of Current Research with Migrant farm workers and Service providers
- ▶ Dr. Glynis George (University of Windsor)



Outline

1. Current Research

2. Working Definitions

3. What we are learning: Migrant Farmworkers

4. What we are learning: Service Providers

5. Recommendations

1. Community – Based Research on Migrant Workers in Windsor-Essex

2018-19:

- International Farm Workers in Essex County: Belonging and Socially Inclusive Rural Communities T. Basok, G. George, Community Partnership Study: Ontario Greenhouse Vegetable Growers Association University of Windsor

2021-2022:

- Migrant and Temporary Farm Workers in Essex County: Get to Know your Neighbours (Dr. Glynis George)
<https://www.workforcewindsor-essex.com/migrant-and-temporary-foreign-worker-initiatives/#Gettoknowyourneighbours>

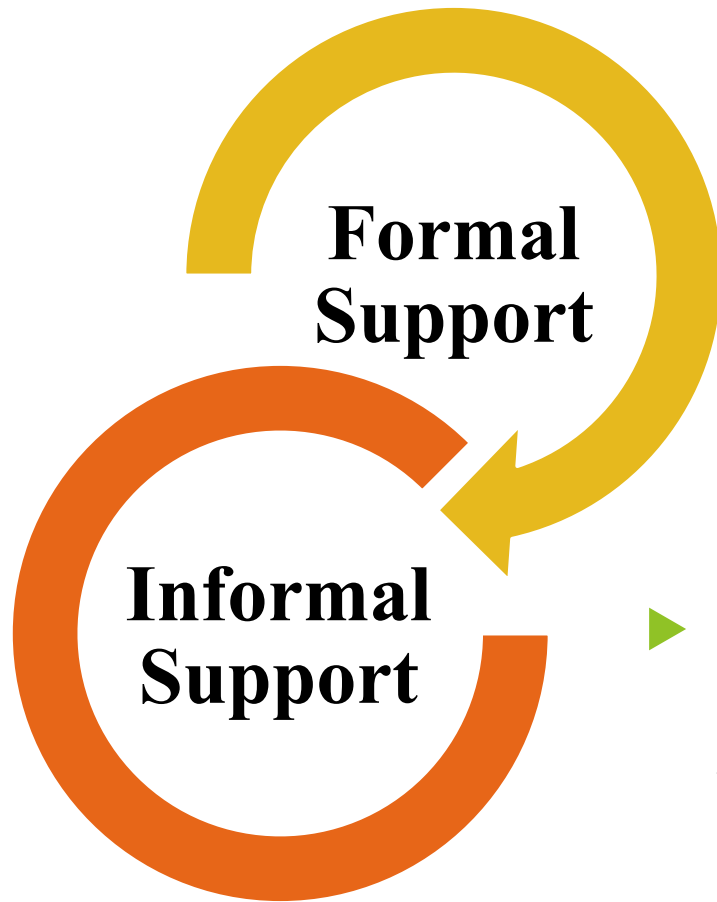
2022: Currently Underway

- Partnered Research Evaluating Services with Migrants in Agriculture (PRESMA) (Dr. Susana Caxaj, Dr. Glynis George and Dr. Kristin Lozanski)

Additional Study of Interest

- Vosko, L., T. Basok, C. Spring, G. Candiz, G. George (2022) COVID-19 Among Migrant Farmworkers in Canada: Employment Strain in a Transnational Context, ILO Working Paper 79, https://www.ilo.org/global/publications/working-papers/WCMS_856495/lang--en/index.htm

2. Working Definitions



- ▶ Services provided by public institutions, governmental agencies, civil society and voluntary organizations

- ▶ Roles of families, peers, intimate relationships, and social networks that make up everyday life

3. What we are learning: Migrant Farmworkers

Barriers to Support

Working and Living Conditions	Community (Informal Supports)	Formal Supports	Knowledge and Resources
<ul style="list-style-type: none">• Long hours• Limited time• Seasonal work• Communication• Distance from town• Employer gatekeeping• Transportation• Housing location	<ul style="list-style-type: none">• Lack of Social spaces and events• Sense of Non-belonging, acknowledgement, and recognition• Racism	<ul style="list-style-type: none">• Limited healthcare services• Scheduling and access• Follow-up and communication of illness	<ul style="list-style-type: none">• Language and translation• Lack of awareness of entitlements• Lack of Knowledge and navigation of supports and services• Social stigma

3. What we are learning: Migrant Farmworkers

Identified Needs

Sector	Identified Needs	
Cross-Sector Access and Navigation	<ul style="list-style-type: none"> • Language translation • Knowledge and resources 	<ul style="list-style-type: none"> • Information sharing • Transportation
Workplace and Status	<ul style="list-style-type: none"> • Open permits • Legal education and services • Permanent Residence 	<ul style="list-style-type: none"> • Occupation Health Support • Housing and Accommodations
Healthcare, Illness Prevention, and Wellness	<ul style="list-style-type: none"> • Accessible medical services • On-site and Off-site medical services, including (hospitals, clinics) 	<ul style="list-style-type: none"> • Emotional and wellness support
Community and Social Engagement	<ul style="list-style-type: none"> • Spiritual Care • Recognition and Inclusion 	<ul style="list-style-type: none"> • Recreational, social, and cultural activities

Commercial

Social/Leisure

Cultural

Spiritual

Residents

Employer and Workplace

Peer Relationships

Grass-roots and Advocacy

Healthcare

3. What we are learning: Migrant Farmworkers

Positive Identified Supports

4. What we are learning: Service Providers

Challenges to providing support

Identified Challenges		Needs
Organizational Capacity	<ul style="list-style-type: none">• Mandates to include workers• Resources: human, translation	<ul style="list-style-type: none">• Budget• Knowledge and information sharing
Employer Co-operation	<ul style="list-style-type: none">• Attention to gatekeeping• Effective communication	<ul style="list-style-type: none">• Demonstrated interest in and knowledge of support pathways• Facilitate on-site and off-site support
Government Support	<ul style="list-style-type: none">• Knowledge: up to date data and number of arrivals	<ul style="list-style-type: none">• Enhance and facilitate coordination, partnership and information sharing
Community Support	<ul style="list-style-type: none">• Build community capacity through partnering, collaboration, information sharing, cross-sectoral and sector-specific consultation through, for example, Advisory Committees	
Knowledge and Information Exchange	<ul style="list-style-type: none">• Information about workers' needs and living conditions	<ul style="list-style-type: none">• Understanding the diversity amongst workers and their different needs
Access and Outreach to workers	Challenging to access and reach out to workers	

3. What we are learning: Migrant Farmworkers

Approaches to Support

- ▶ Effective, responsive and culturally appropriate communication
- ▶ Accessible, flexible, and easy to navigate
- ▶ Attentive and responsive to workers living and working conditions
- ▶ Privacy and confidentiality
- ▶ Affordable
- ▶ Attentive to workers' precarity and fear of deportation
- ▶ Pro-active to welcoming workers in Feeling the community
- ▶ Attends to diversity of workers
- ▶ Builds Interpersonal connection

5. Recommendations

Outlining an approach to service provision

Information
Sharing and
Resources

Welcoming and
orientation events

Build Employer
Support

Flexible
Professional and
Volunteer
translation

Public Social
Spaces

Build Peer-Based
Support

Communication
and knowledge
pathways using
multiple platforms

Build
organizational and
community
capacity

Effective training
and education of
legal rights and
entitlements