

## Podcast Episode 4 - Transcription

Katie Montague 0:12

Welcome back to wicked podcast they're trying to understand the context of human trafficking within the wolf haunted area. Today's episode is being published on July 30, as part of our celebration of World Day against trafficking in persons. This episode is titled intersections, labor trafficking and precarious migration. Within this episode, Emma Callen interviews lowly and cierto lowly Rico is the CO director of Fcj refugee center in Toronto. Dr. Joe was a caseworker within multiple fmcgs programs within their human trafficking field. SDG refugee center is an organization that services refugees and others with precarious migration status. They take a holistic approach to helping those affected by precarious migration through council advocacy, shelter and support their holistic approaches evidence even within their slogan walking with uprooted people here a quick we hope that I'm producing this episode but these levels People we can add to the discussion on the effects of systemic oppression on human trafficking survivors born outside of Canada do use the phrase that from lowly engineer Joe within the podcast. labor trafficking in Ontario is a quiet prevalent, meaning there are no num direct numbers collected, and we don't see it, but it is occurring all around us from the farm to the nail salon. Before we start, let me introduce myself, since you'll be hearing my voice a little bit throughout the podcast. I'm Katie and the anti human trafficking counselor global into women in crisis. One of the most significant intersections between precarious migration and Human trafficking is labor trafficking to start this podcast, but we're here to answer the question what is labor trafficking and how prevalent is it in Ontario and wealth? through their chat with Emma the conversation grows, highlighting the intersections of gender based violence, migration, climate change, oppression, systemic racism into a greater understanding of what is labor trafficking, enjoy.

Loly Rico 1:54

labor trafficking is a form of exploitation for human exploitation when We say labor trafficking is that is done. It is a type of human trafficking, in which a person is forced to do a something that they are not with their willingness or the person has been coerce. And in that case, in the labor trafficking is someone who comes to Canada, or is living in Canada, and is forced to work in a different type of labor, we can say in as a migrant workers on service services in the hospitality, but this is no a is not related to sexual exploitation could be in the labor exploitation curve. You can see the two elements but it's more focused on labor. And what is is that if you are working, and in your contract, say that you will work six hours during that 12 hours and you are not paying that overtime, or you are your wages are They pay you with a condition that you need to pay, they discount rents and everything is due when the person has any human trafficking situation is under the control of the trafficker.

Emma Callon 3:13

Thank you. And how prevalent is labor trafficking in Ontario? And in Canada?

Jaitra 3:20

I think it's quite prevalent. I think most people, when they think of human trafficking, their mind automatically goes to sex trafficking or that poster with that young girl. But labor trafficking, I think, equally prevalent, if not more, but it's more visible to the public because of the lack of awareness. So I think it's quite prevalent. And I think Ontario is, as we say, a source transit and destination province as is Canada, and it's one of the most popular, most populated, dense provinces in the country. So in that regard, we see a lot of people coming in and out of the country, but I think because of that there's also a higher risk of exploitation.

Loly Rico 4:06

And the invisibility that Jaitra was saying is because there is no specific information or data to really prove what is human trafficking in the province for example, there is only two organizations working on labor trafficking found by the province, there are other organizations working with migrant workers but also they don't have the concept and the lens from the human trafficking. And, and one of the things that Ontario is the province that has the highest population that karma is a magnet temporary foreign worker program. And Ontario is one of the provinces that there is not any regulation or monitoring system on that specific and when we talk about labor trafficking if you see you can see it everywhere you go to your nail salon. And then you realize that the person who is doing the nail, your nails doesn't speak the language, and someone else is controlling what they're doing. If you go to the farms when you have all the in default and open all the farms to go on pick up apples, you need to see, you see the person the owners of the farms in the front of the farm. But if you keep walking, you will see many migrant workers that they are invisible because also they don't have access to services. And in that case, they are in a very vulnerable situation to be exploited. Also because they don't know their rights that they are on they have the rights on the Employment Standards Act and also under the federal free trade Act that is in the national but nobody informant that when they come and that's something that that when we say it's invisible because you can see it everywhere, but it's not counted.

Jaitra 6:03

Yeah, I guess. Yeah. Go a lowly was saying and I guess that's one of the good reasons why you guys are doing this podcast and you have an episode is that if we look at published statistics Yes, it seems like labor trafficking is not like it's not there but it very much is. And so we're I guess we're raising awareness of what is labor trafficking, what are the signs, what are the indicators, so that people then cannot see it as an equally type of human trafficking?

And it's incredibly insidious. So

Emma Callon 6:33

why do you think there is such a lack of awareness and people tend to think of sex trafficking when they think about trafficking,

Loly Rico 6:40

I think though, is is fashion is I'm sorry, it's fashion is one of the things that if you be if you see in this society, about talking about sexual exploitation, immediately it becomes a kind of moral situation because a In the society still, even though it's legal to work as a sex worker is no considering the society, as accepted in this society, and in that case become many people that they are compelling to, or to support a woman that had been sexually exploited or to rescue and I put it in quotation, Crisco, because nobody's been impressed. It's just to facilitate how they can get out of a bad situation. Also, it's very easy to identify. Because a one of the elements is that the law enforcement and Canada when it started working about talking about human trafficking was given all the tools and resources to law enforcement to really tackle human trafficking because they were looking for the criminals. I was no focus on the person who had been trafficked. And in that case, they were going to different places like massage parlors, they were going to nightclubs. They, and they had all these concept that these bad guys, these criminals, and you can see here like in the movies, the bad guy coming to attack this beautiful and young and small cares. And and that's something that we need to remove from that myth because Canada had been working on human trafficking to stop human trafficking since 2002. And it's almost 20 years, and we still have that concept. And that's why we believe that labor Yes, she's cleaning my house, but I pay her But no, and she doesn't deserve the \$25 to the set of 15. And that's what is also we are part of that.

Emma Callon 8:45

Thank you. And so who is impacted by labor trafficking or who ends up experiencing labor trafficking in Canada?

Jaitra 8:55

I mean, I think with any type of trafficking, anyone's at risk, right, there are certain ways factors that can heighten someone's like as you can the risk of being trafficked. But in our work, we see migrant communities who are who are at higher risk of, of labor trafficking, specifically those with precarious immigration status. And I think that speaks to a lot of other kind of systemic forces like migration when it comes to a political conflict, war, climate change. You know, we see a large number of people come in here to do work, and it's, and it's because of certain reasons, right? It's because they are trying to support their families back home, and they're the ones driving the global economy. So in that regard, we see most people that are affected by labor trafficking as migrant communities because when they come here, they may not know their full immigration rights or their labor rights or maybe what they're earning here is much more than what they would be earning in their host community in their home community. So in that regard, these traffickers take advantage of This kind of lack of knowledge or their position of vulnerability in that regard.

Emma Callon 10:07

So who are the traffickers? like would you I'm just wondering I guess would you call it like who is facilitating the exploitation

Loly Rico 10:18

woke up in our experience could be anyone like it the same day sexual exploitation, but in our experience have been people that they, we have been seeing many of people that they have been, we have the temporary agencies and recruiting in a way that they can go to their country of origin and recruit people to bring them here. The other is, could be an employer a that it has given in the house and being exploited there could be an employer who has is an owner of a restaurant, and in a way to get more profit. They bring people to work for them cook for them, and they can have a benefit. We cannot perpetuate who is the trafficker? Because is a is is wrong. Anyone who has an a business for anyone who is hiring someone, a nice a nice look in this person to be to exploit them and to benefit themselves from the work and know beam pay appropriately and know being treated with dignity. That could be a traffic.

Jaitra 11:38

Yeah, I think that that speaks to the importance of not stereotyping who the trafficker is because it really can be anyone. And I guess in our experience, a lot of the trough the people who are been exploiting the individuals are people from their own cultural ethnic community. And I think that's, again, that's not in every case. But that I think speaks to the fact that there's already the baseline baseline level of trust. And then traffickers will exploit that vulnerability. Right. And so those are just some of the cases that I've been seeing where the trafficker or people from their own ethnic community.

And it's really unfortunate that that's how it's happening.

Emma Callon 12:17

And you've talked about, like massage parlors, nail salons, farms, in what sectors or industries Do you see the majority of trafficking in Ontario,

Loly Rico 12:29

the one that is more visible talking about disability is with the temporary foreign worker program, because we know that they come with a work permit, and they come to work in a farm. And because they come with a and I will say, when is the seasonal agricultural workers, but also the temporary foreign worker program in general because they can attach the work permit to any specific employer. You can know, if you don't like it, you can no change employment, even though now the Government of Canada has a program, that if you have been exploited, you can go to ask for an open work permit by you need to prove that you have been exploited. That's the only way that you can do it but it's for a certain time, and then you need to find a job with another employer where they lock you back with that

a work permit that is closed. And that's the that's why you can identify easy, but also that is other situations when you come and someone offer you a job. And they you come with this visitor visa, and they manage to convince you that they will do all the paperwork, which is the most a invisible part because he's we Don't we don't find them very easily, you cannot identify them. You identify them when sometimes at least come to our office to the primary care clinic, or because they have a friend, that the friend knew someone in the office, or they get to the point that they are so desperate that they call the police. And that's the cases that we don't know how to really identify, like, for example, the podcast that you're doing, you put it and if it is a possibility even in different languages in your area. Wealth is a very high dance of communities from all around the world. And also is an area where there is a lot of a temporary foreign workers, but also is an area that you can see there is a lot of international students that we haven't talked, there is a lot of people coming to visit their family, and at the end, they stay Also there is not an in an area that has a high a access to services, because most of the organization is these services is related to eligibility. And any who is in the temporary program or any visitor, they cannot have access to services. And that's that's one element. That is important.

Jaitra 15:25

Yeah, like as Loly was saying, initially, the, the temporary foreign worker program is can be seen as a venue for human trafficking, right? So, especially when we when we're working with migrant communities, this there is a group there's groups of people that we see that actually are coming through this program set up bilaterally with the Government of Canada, right, because there's parts there's aspects of this program that perpetuate vulnerability, right? migrant workers coming here to work is coming with the closed work permit, right? That's already kind of a sense of control where there's no labor mobility in it whatsoever, or the final The most migrant workers who are coming here and working on farms are in very rural remote area. So that's a type of physical isolation. So there's many kinds of these cross factors within the indicators of human trafficking and aspects of the temporary foreign worker program that very much match. But it doesn't just happen and farm like Loly was saying it happens in so many other industries, right? When we think about trafficking, specifically sex trafficking, we look at hotels and motels. But as Loly usually always says, Why don't we look at the people who are working in the other in other areas of hotel, right, who are cleaning who are at the front desk. Right, or even international students? I think there's a perception that a lot of international students come here or are extremely wealthy, but in most cases, a lot of them come here with this huge social pressure to make ends meet and to somehow get this amazing education and get a job. So then they're settled, but a lot of them may come from very poor villages back home, and so because of that, they've used Their families spendings, who to support their first or twos first, maybe one or two years in school, but then don't have enough money. So they're trying to make ends meet. And in that regard, you know, someone may approach him be like, here's another way for you to make money. And they're already being taken advantage of because of their vulnerability as someone who needs that money to make ends meet, and then somehow could possibly be forced into a trafficking situation. So I think when we talk about when we talk about human trafficking, especially among migrant communities, it's not just people here coming to come and work either through a temporary foreign worker program or come here through a different type of immigration pathway and then are offered but also people here coming to study.

Emma Callon 17:42

Can you tell me a bit more about that like with international students, and

Loly Rico 17:48

we have been seeing him right now. A because in Canada and one of the impact of the, the cuts to the to the educational system Many of the organ the universities and colleges and even internationally schools, they have been going to different parts of the world to promote their schools in that way they can attract international students. Why? Because an international students pay three times more than a domestic case to them. And in that case, when they come, they supposedly that the commitment of the colleges and universities is to provide services to them, but they call the services that they have access to any of the students in Ghana, but they come to a place immediately to get to academic pressure. Secondly, they don't know the society, they don't know the system and they become more isolated. Beside that. They come with all the money they pay to the university become With a very small amount to survive, and and even though if you come as an international student you can work for 20 hours a week is not enough to survive in Canada, at least in the in the in the province. What is happening is that they become very vulnerable, that they can be being being trafficked not just on labor but also in sexual exploitation. We have been seeing cases of our situation that they offer overseas, cheaper access to a location, that at the end, they end up working for with these homestay programs. That is a stay with the family. They in that working as a caregiver, going to school for two hours, and they don't receive any payment. And that's something that we we start seeing and we believe that this is the point of the iceberg because The the the whole education system right now, because the cuts from the government, they become more private, private with private eyes. And that's the way to go is internationally and also the other the the big elephant that we're talking if you see we talk about issues about permits and no permits is the immigration system in Canada that a those thing give the possibility how to come to Canada and in that case many people is using these forms to come and they end up exploited. And that's that's one of the things that that's the main issue with the with the trafficking.

Jaitra 20:44

Like I just read an article that was published yesterday of these international students in niagra. Who came here were studying at a college and then were misled about this a pathway to permanent residence, but in reality, the credits that they that they were taking Were did not match with what immigration wanted for them to then end up getting a postgraduate work permit and then for them to apply for PR. And, you know, that's not a trafficking situation, but being misled and coming here with the intention of having the right credits of studying and then applying for PR after spending thousands of dollars is exploitation, right. And so we can see how this case could have potentially become a labor trafficking or sex trafficking case. If, for example, someone approaches them and says, Don't worry, I can help you, you know, make make ends meet by, you know, doing this type of job, and I'll help you with your immigration documents. So don't worry, and like that could have turned into a human trafficking case. So like, we see cases where students come here and it turns out that their credit so matches what immigration wants. And so then they've spent all this money with this intention to also not only like,

learn in Canada, but to also possibly settle here, and then when that doesn't happen, it really puts them in a vulnerable, vulnerable situation for someone to come in and then offer them these like false promises.

Emma Callon 22:07

Thank you. And you've just mentioned the temporary foreign worker program a few times. Could you just give a little overview about what that is? For people that might not know, it's an immigration program

Loly Rico 22:20

in in in immigration has, because the shortage of employment they have in a program called temporary foreign worker and is for to to fill it up that shortage of employment here that they don't find in Canada, the West a very small program in the 90s, uninstalled even in the 70s. And at the beginning, I started what is the seasonal workers program, that there was an agreement between the Caribbean governments and Mexico to bring his government to agreement to bring people to work in the funds, then ispan. And because Coronado agreements, bilateral agreements with the governments, that's how we start the temporary frame program. What that means is that you can, if you don't have people to build your house or to build in the construction, you can bring people to do the in the construction sector. If you have a for example, a in the I need people in different but I don't want people from the Caribbean and I don't know how to bring people from Mexico, then you can make arrangements as a company and you can do the selection and people they can do it. I will give you one clear example before 2008 they were the maple leaf. A and because I'm putting originally from insoluble, they announce it got in there a meat packs. They just found it in Alberta and the other one in Manitoba. And they need people who can pack the meat. They when the Maple Leaf went to El Salvador, and through the international organization of migration, negotiate with the government to bring certain numbers of woman, the West, no man or woman, because the woman had they are more delicate to do the packing. And that's how they came. That's one of the examples when the temporary foreign worker was specifically for certain companies. And then you come with two years work permit and then you go home or they can renew it. Because that's the problem that these programs because our low skill program, they don't have a direct pathways to permanent residence in 2008, the west of boom The government at that time Federal Open the temporary foreign worker program. And that's when everyone can hire any person if you have a need. But you need to prove that this a shortage, but it's very easy. If you need someone with a speciality special in the construction, they're bringing a lot people from Portugal, people from countries that they they come to Canada with the expertise on on construction. And that's how they come with three years. bricklayers. I'm totally surprised. bricklayers is one of the specializations in the construction. You come with two years and then every two years you can renew it. If in your province, it is Sydney, then you can apply for a permanent resident through the province. And these are very complicated. It's a very complex process. That's why many people is taking advantage of them. That what a tra was saying. They tell you like now they are selling you, commerce internationalist to them. You finished two years, you have two years of both graduate, you get your permanent resident, which is not true. You need to call through if you are eligible to the express entry is

in the candidate class. And that's what all these complexities, go back with immigration, that give these caps and this is like holes that you need to know perfectly the system in a way that you can go through that we give the opportunity to this clip, prepared people and they can take advantage of the vulnerabilities of them because I'm not saying that anyone who comes to Canada wants to stay in Canada because it's not true. by many people is looking to come to Canada as a possibility to survive because they have a family that they need to support at home.

Jaitra 27:10

And it's in the name itself, right? It's the temporary foreign worker program. So within it, like, the Government of Canada already puts a seal, like you're only coming for this period of time, and then you have to go home, right? But you also have to be aware of like the difference, like, again, the different forces, right people come here, again, for survival sometimes, right, because they need to send money back home or because of gang violence or political conflict. So there is no pathway for permanent residency. And so in that regard, if if people are coming here to work, and they need to renew their contracts, then there's a pretense that they need to be on their best behavior. And that could be an issue if their employer is exploiting them, right. So if the employer is exploiting them, but they don't want to speak out, because they want to be, they want to come back again and have their contract renewed. Put some in this like, situation of exploitation and we've seen it especially with the seasonal agricultural Worker Program. Like a lot of the cases we've seen, it's their dads or grandfathers who have been coming to this program for decades. Right and, and their dads and grandfathers have had good, you know, good experiences but it's, it's this notion like you need to keep quiet otherwise, I'm going to put a note on your profile and you're not going to come back again next year. So it's it's this temporary program where sometimes people come here and they're forced to kind of be okay with the situation that they're in so that they can come back again and earn money to send back home and essentially survive, right, not always a case, but in some cases, and, and also like a lot of care workers come to work. So in this for this actual situation, the government has realized a lot of care workers who are coming here and working to support Canadian family to take care of their kids or their elderly are have been in situations of exploitation. So they've they've created these new Two new immigration pilots where now care workers who are coming here are essentially pre approved for permanent residency, which is a, you know, a good step in the direction, the sense that there is like, and there there is like light at the end of the tunnel, right, like people who come here can work for two years, and then they can apply for PR and they're set to go. But then that also brings a discussion of then who is eligible for this program. Now, because of the Immigration Canada has put these restrictions on, you need to have this much amount of money before coming in, or you need to have this much education coming in. So it speaks to really maybe those who are very privileged to come through this program and not maybe those who really truly need to come.

Emma Callon 29:43

Can you talk at all about how these programs or how labor trafficking is gendered? Like the role of gender if these programs perpetuate gender inequality, or in what ways like you talked about the Meatpacking being women's work

Loly Rico 30:02

well, you know and it is a it means that we need to remove it because everybody went to talk about them preferred Worker Program, the military the image that when you do the question is a man coming? And it's no that that was true. We even as we have been learning because when you go to for example when I, I start working on these, but with a migrant workers, I went to Leamington and I'm talking in the 90s. And we went to a church because the front is the seasonal workers. They call they finish on Sunday and because the farms are far from the place, the farmers at that time, we're bringing them drop them in the town and they go to buy and to send money and and also the research church and the western church and was the first time I went to a church when West back of men, one or two woman back pack of men. And we were laughing because we were saying, Well, the first time I see men in the church no with that, then they were the, at that time the union of the Union for full. They were trying to help him them to teaching them English in a way that they can communicate and not just to have the format been the communication with the employer like a given rights. Now you go back and you start seeing that the work they're doing is very gender eyes in a way that the even the employers they choose where they want to put it and which gender for them. And it still is this very typical. The hard work is for men. They know how to work for a woman. For example, you go to the from farms, and he says a lot of woman and if you go to the other firms is you see the parity no but whoever it is in the line selecting the fruit and everything is woman and and who is going and pickup or moving the trucks are men, and that's how they do the separation, but also is very challenging, because we have been seen situation of sexual assault or sexual harassment, either Amman of the workers or through the employers. Why because if for example, in the mushroom farms, we saw a situation that she left the country because if she didn't want to satisfy the needs of her supervisor, he won't put her to the where the best mushrooms are. And because they pay you by pound, which is is unbelievable. You need to have certain amounts of Pam, which means is the minimum wage. They no matter how long you work, you need to have that. In that case, he was putting her in the place where the motion were no rolling that big. And, and that's when we can see the genderized situation. And we don't we even in the in the community, but also in the sector. We don't see it. That there is a lot of gender issues on that. A steel, you see men speaking up, but for example, we just saw two people that they were traffic to do cleaning on in dealerships. But these two persons, they came with their families. And you can see that who was working was not only the men, the wife, and even their children, all of them Then they were in a trafficking situation because they were living with the trafficker. They were, and you will say, Well, this is trafficking exploitation, because it's a trafficking situation for the child, even though was no doing the work by was living in the bad condition with their parents. And and we don't have that perspective. Even in the human trafficking sector, and the human trafficking, we don't have it.

Emma Callon 34:28

And that really speaks to what you were saying about needing to be on your best behavior and what that means for a woman versus a man maybe. No,

Loly Rico 34:35

yeah, it is. Now is very interesting because with the cases that we have been seeing, for example, in the with the case that was an amuse public in Wasaga and Barrie, we have been seeing a situations that they were working in the service, but even they the the work that they were doing the woman they were doing indeed wrong. Men, if they were nice with the trafficker, she was putting them on the supervision roles. And, and the other thing that we have been seeing is that we are talking about gender. But we need to look on the gender perspective, we own the land, because we were seeing people that they didn't disclose, but they were part of the LGBT community. And this is the most silence because they cannot disclose their identity, because they will be harassed because there is no education among the workers, less with the employer. And and that's, that's something that we identify until we gain their trust. These are open up with us. And we are in Canada, a new supposedly that is a place where you can be whoever you want.

Jaitra 35:55

But and also when we talk about gender based violence like care workers who are come to Canada to work. Majority of the care workers who are coming are woman identifying. And there was there's been a change since but before it was required for care workers who live in the in the home of their employer, and they're subject to a lot of exploitation, but one being like sexual exploitation, and so the government and because of persistent advocacy of community, they took that, that requirement off, right, so that also speaks kind of the gendered nature of the exploitation of healthcare workers of temporary foreign workers who come to Canada to work,

Loly Rico 36:35

but

at the same time, it's not a requirement. Not anymore. No anymore. Yeah, if you are living in Toronto, and you come and work as a caregiver, you can even bring your family because that's the new job in the new program. But you come to work and you come at work as a caregiver, and the rent just for a basement apartment is 1000 on what you receive. hamachi has like a 2400 or something like that for because this is like \$20 an hour

Jaitra 37:09

to say it's like minimum wage,

Loly Rico 37:11

more or less the minimum wage 15 depends. It

Jaitra 37:14

depends on where you are in Ontario. And yeah, because they have the median wages and so depending on where you are in Ontario, the different rates of how much you should be paid,

Loly Rico 37:24

they are saying the caregivers Yes, they give us the possibility to live out no to live with the employer. But then it's so expensive and they need to send the money that some of them they decide to stay with the employer. And in that case, you go like that is good. The problem I'm no blaming the now the changes, but how we can provide more support to them in a way that they can choose. Like, for example, a specific housing program for caregivers or something like that. No, but no, just to say okay, you don't need to live there. Yeah, but where he's going they're going to leave no.

Emma Callon 38:02

Choices still limited by Yeah. Yeah. Make sense?

Loly Rico 38:06

And also because no, everybody's bringing you the apartment, you need to show or where what you have, if you have credit and he just arrived and all the racism that we have been in a proven for example, a my organization at the Fcj. We did a report about the discrimination and racism on the with the housing search. And we did based on the people that had been looking for housing, especially regarding migrants, you will see there is there is racism, to you're going to rent. It depends what is your color, where you coming from? What is the language and your immigration status?

Jaitra 38:49

Yeah, I think that really speaks to that good point of when we were talking about exploitation and or and human trafficking that we need to look at intersectionality and the different structures of oppression that are are playing right So, like maybe like language or accent or

you know, how you identify in terms of your gender,

all these different things like how are these different structures of oppression, your race, your socioeconomic status? How do they play in your experience in Canada? And how do they further perpetuate this violence that you're experiencing?

Emma Callon 39:22

Thank you. How do you think? Can you speak to how can you speak to what the impact is on the individual after experiencing trafficking or labor exploitation, like you are coming to Canada, maybe through one of these programs or you're working, you know, in a formalized sector, and you experience all this discrimination and exploitation, what ends up being the impact on the individual,

Loly Rico 39:54

it's a huge impact. We have been seeing a cases in this situation The first thing that you lost is trust. You don't trust anyone. And, and we with my colleague with Rhys, we went to Kitchener. And there was a case that they were totally abandon. And they were I remember when we met with them and we start talking who we are. And we just start with running the, the project. We were explaining where we were planning to do give them information, what is their immigration status, how to help them? They said Well, yes, many people have been coming on and off for that. Thank you very much. And we were just going lira by lira mirroring to them gaining their props. And when we managed to do the paperwork like to really get is sort of a status of one of them. The rest is done started seeing coming and and one of the The thing is that you lost trust because when you come you trust the person, sometimes the person speak your own language, sometimes it's even relative or friend of your relative. And then you see all this mess and you say, what's going on here and you lost trust on humanity know, the other impact is that sometimes the concept of exploitation that we as advocates we have is different and needs. Many of them go back to his his level of exploitation, not as a human trafficking, that bad, but they continue being in an exploitation situation. For example, a woman was working as a bindi servitor because I cannot say curtir she was in a servitude. Totally she was a slave, because even she was calling the employer master sleeping on the floor. The kitchen, going back going to bed at midnight, waking up at five, no payment, no access to anything just to drop the case at the bus stop even she were not allowed to touch the phone. And she didn't torture. That's how it was the level. She get out of the situation. And she was with us and we start getting in drawers. And one day she came as I found a job and we were because one of the thing is that if you identify as a victim of human trafficking, you can get a temporary resident permit with a work permit, which is an help covers. And she has a work permit and she's found a job and with the well. What happened with the with the with, with with the job, and then she was explaining Well, I'm going to leave with the family and because he was president of one of our houses. I'm going to live with the family and Then the on the weekends, I will come to the house. It is okay with you. And I was okay, but how much they are paying you? And she said, Well, because they will give me full place to sleep. They will pay me \$200 a week. And I say how long you will work and she was explaining you that she was going to do the same like GT, but this time they will pay for and say, you know that this is they are exploiting you. You're going to in that situation. Do you remember? And her answer was lowly. At least I have a bit and a bedroom that I can look at but use if I'm explaining you is that they were disciplining her and for us, so it's your choice, but anything that you have all your face and you have a flashback, you can come and we can help you and to win and the week later on. She came back and she's lonely. I was and that Went to realize and say, No, I need to have someone value me. But it's taken time. And you need a lot of counseling, in which even though it is available to counseling, you don't have access to counseling because all the delays and if you are in the labor

exploitation, I've been seeing, even the counselor doesn't get what is the trauma. And that's, that's one of the challenges. The latest case that we saw was, they were they were found by the police, because two colleagues of them

were in in an accident, like the word cross, crash by truck, one of them to die until they end up in the hospital. That's when they realize, wow, this is something is because for them was the normal thing.

Jaitra 44:58

I yeah, I think this this whole speaks to like, like as lowly speaks about the case about the woman and how even though she, she was with precarious immigration status, and then Fcj supported her with getting a temporary resident permit and a work permanent health coverage. That like, it really talks about ensuring that you have that you are supporting the individual as holistically as possible. So even if someone has now has immigration status, or they're on their path, to regularize their immigration status, and has now access to health care that they may still not, they may still be in crisis and other ways. And so it's like, what about their housing? Do they have access to counseling? Do they have access to justice? Do they have a family lawyer? Right? Do they have they have access to employment services to help them find work or like resume building? So I mean, not every organization does every single thing, but it's about being aware of the different kind of needs and asking questions right, even when I see like cases that are labor exploitation cases, and not trying You know, I'll ask them things about their pay and how their employer treats them. And then I'll ask them, oh, how's your house? And like, Where are you living? And then they'll tell me where and then I'll be like, so like, if you don't mind me asking, How much are you paying rent? Like, how many people are living with you like, is your landlord nice? And sometimes you'll laugh and they'll be like, why are you asking me these questions? And it's for me, it's like, well, I'm just trying to kind of get the big picture. What else is happening behind the scenes? Right, like sometimes we get cases, I think one of the biggest cases that we saw, and I didn't see the individual lowly did but she had come initially because she had a concern regarding her housing. And she wasn't happy with the conditions that her and her children and her husband were living in. But it was actually a huge labor trafficking case. But she had initially come to us because she was having issues with housing, not because she identified or saw the situation as trafficking.

Emma Callon 46:52

There are a lot of parallels and what you're describing in the work that I do, the ways that people that I support are impacted. It's interesting. Um, you talked about it being trafficking but not exploitation. Is there a line at which exploitation becomes trafficking? You know, you have things like the Employment Standards Act and Ontario and then you have, you know, human rights violations and that any of trafficking, at what point what's the line between exploitation and

Loly Rico 47:24

trafficking, okay, that is this spectrum of the exploitation and I, it's a very gray line, but that you don't know sometimes it is or no, it is traffic in it, we need to understand like, for example, if someone come to work, because an all temporary foreign workers and in the trafficking situation come to work, they find an employer, the employer meets all the A requirements of implementing standard rock and everything is gone. Well, well babe blah, blah, blah happy, but they come and they meet these standards, but then the employee started mistreating them having human rights violation or insulting them. Well, the level of exploitation increased no now, then if this employer don't allow you even to go to the bathroom, or to have a breaks, or when during the race, you need to be working. The the level of exploitation is growing. And then when the employer said, well, you will work but I will deduct this because I was so nice and let you to eat this or your unpaid you are letting you sleep in the place. And that's how it goes to the level to get to the trafficking. And when we divide that level of the spectrum of exploitation. We don't want to get to the point that We have to declare the person traffic person, where we went is to really the person is well informed that wherever they will do they have rights, and they can defend themselves. And that's what is the line is how the level of exploitation and and if you've seen the definition, you need to meet the three elements. Now, they brought you for a means to explore you coerce, or fraud and then with the with the with the the end up is to have a labor exploitation know, or servitude and, or even in sexual exploitation. And if you if you you see these three elements and at least three of these three parts is a meet the criteria that's when you define as a human trafficking. The problem is it's with the authorities for us advocators since the moment is a labor of exploitation, that is a big issue. It's not just to go to the Minister of labor and do a report, there is a systemic issue. But then the problem is, therefore, to be recognized as a victim of human trafficking in this system, you need to go through all of that in a way that you can have the kind of benefit, why we need to wait there, where we don't start given the services. And the benefit, when you start just haven't defined that you are a victim. You are exploited

Jaitra 50:37

fluid. Yeah, that's that speaks to being preventative as much as possible, right. I mean, I like even myself as someone who works in the sector understanding the immigration system is complex, right? Annoying all the employment rights and laws is complex. So I don't expect someone coming into this country to know the ins and outs, but they should be provided with the right documentation and the right numbers. In terms of knowing what are the what are their rights, but also who to call this a situation and there are mechanisms in place, but obviously they're not hundred percent efficient because otherwise we are Why would we? Why would we still be seeing exploitation? So I think it's about recognizing the signs and building more awareness about labor trafficking, and knowing that this is a real type of trafficking, and it's very much happening here. And so when when you see someone who's maybe not being paid, right, the right wages, not getting vacation time not getting the right amount of breaks, is doing work that they said that they were promised to do and aren't doing like, that's labor exploitation, but keep your Raiders up in terms of this could be trafficking, right? Is it Are they being forced to do that work? I think that's one of the biggest elements if they're being if that force really comes in then it could really it could cause like the situation could possibly possibly constitute as labor trafficking and like loli said earlier, it can be a bit of a gray, a gray line and it definitely is a spectrum and even in me, I sometimes have trouble deciphering whether Is this a labor trafficking case? Or is this like a labor exploitation and I have to speak to lowly all the time and be like, Can you help me with this and, and so

that's me someone who works in the sector. So it's not easy. And I don't expect anyone to be like experts in it. But it's

I think it's about just raising awareness and being preventative as much as possible.

Emma Callon 52:25

You've talked about a lot of different things that play that kind of allow trafficking to happen. So you have countries of origin where there might be political unrest or poverty or, you know, born or climate change. And then you have a complicated immigration system in Canada and then you have these government programs, you have educational institutions operating in a certain way. And then you have private employers, and then you have a lack of services and then you have all these individual barriers like you know, language or Whatever it is, so can you speak at all to how we can do better? And how, like what Ontario or Canada needs to do or what

Loly Rico 53:14

we can do better? What we need to do. And I kept saying all the time, even my colleagues working in different government is that we need to have a clear legislation where we can stop human trafficking in, in Ghana, in relation to the the four B's the famous four piece that is on the prevention, protection and prosecute, if you see they put a prosecution at the beginning, but I'm putting at the end, and then the partnership, like even prosecution at the end partnership and prosecution, but we need to have at that specific legislation, where you do need to come and say, Hey, I'm a victim of human trafficking. I need access to But where we don't do a normal access to services to anyone who arrived to Canada needs help. Why no, also Canada is doing something in relation to the overseas. Why no, we keep taking all these transnational companies accountable. Because they are part of the problem. They are the ones that are the ones that they go to take away the world demands. They're displaced people and make them to come like go to what Amala what is the biggest mining company that is displacing all the indigenous people that they have been? They have been farmers all their lives, a Canadian company, and in that case, you need to make accountable to your government. And and i'm saying is no a to get his get enough resources. To the to the organizations that are working, but there's no give me more money, no resources where we can do a more holistic, the approach and the services to the person, then to start going in how we can cut the coordinates in a way to how you do these services, I think is we need to have an get out of the box and start thinking, Okay, how I'm going to prevent human trafficking is how I can open up in services, how I can review the immigration system in a way that I can open up and have accessibility. I'm not saying the whole world wants to come to Canada is not true. But Canada is the second country largest in the world. We have the capacity Yeah. Yeah. How and why how Canada really can have a clear and implement a strategy. Anti racism is strategy, if we do that, we will be more welcoming. And we will be less to see and people like less looking at people, I can explore it and the other is to be aware because we are part of the game a like we joke in my office, because all of us we like to do nails, why no we are aware to go and see the nail who is the owner of the place, how we really like to try to talk because I want to stop going to do my nails, but it is a why not do a more local

like, be aware of that. In that case. We will be part of to try to stop human trafficking. The other hand. Human Trafficking doesn't want to stop because we live in a society that is based on this protection of the other human being because we live in an age liberal society that that's how it is. And he's not just gonna is the wall. And until we we we really change that, then I can say we are stopping human trafficking.

Jaitra 57:16

I mean, he said at all.

Emma Callon 57:19

We can even look if we really

Jaitra 57:20

want to be Ziering and even like, if we look at the temporary foreign worker program, and this is something they said that they would be working on, like there's not better monitoring mechanisms at all right? So when an auditor is coming in to just say, go and look at a farm, that auditor will let the employee the former know that they're coming in. And so that, that like, that's not really true auditing, right. And so, that is an example where we can make changes or even like temporary temp agencies, right in Ontario. They're not, they're not regulated in any way. So I can create my own temp agency and then recruit people from a different country and then, you know, conduct an employer who then is going to pay me all the money to then distribute to all all the The people all the workers under me. So that's, that's a good clear like, that's a clear change that can happen right like regulated temporary temp agencies.

Emma Callon 58:11

Thank you. I just want to say you talked about the three P's. Prevention, partnerships, prosecution

Loly Rico 58:18

and the protection and protection

Emma Callon 58:21

for bees. Oh, okay. And, and the other two, I would say would be poverty and patriarchy.

Loly Rico 58:27

Oh, yeah, that's true.

Emma Callon 58:31

Um, thank you so much. Okay. I have one other just little side question. People sometimes talk about migrant smuggling. Can you just say a few few words about the difference between migrant smuggling and trafficking?

Loly Rico 58:44

Yes. I'd love to talk about that. Because I'm tired that they mix it. Yeah. And we start mixing it when the in 2012 who was the minister of India He make the mess, which is smuggling is anyone who pay in a region to go to cross the border and when they cross the border, the business finish is like a transaction it does the transaction get the traffic in is when someone even and also in this mangling you look for the dismantling doesn't come and lower you. Okay, Laurie Oh, but those income like you are the one that wants to move with the trafficker trafficking is that the trafficker comes and they start grooming you to do everything and to move you but doesn't mean they need to move you from a border, they can move you anywhere and then you will start working for them and they continue the control and the exploitation and receiving the benefit from you is very different picture and that we need to have a very clear Is smuggling is yes, you a smuggler, smuggler, a magnet. trafficking could be anyone. You don't need to cross the border could be crossing province, it could be differentiated, but it could be inside the city. It does a big difference.

Jaitra 1:00:16

But it there could be. And I also mentioned this a lot in our presentations, but smuggling could turn into a situation of trafficking when, for example, an agent, you know, says someone, I'm going to help you cross the border and come here. And then maybe when the individual comes through, this is just an example I'm bringing up where they say, actually wait, you actually owe me this much money. And so for you to owe me this much money, you're going to be doing XYZ. And so that's when you see that, that that relationship with this individual continues, and the exportation continues after the individual arrives at their destination country. So that's an example of how smuggling can then turn into a trafficking situation,

Loly Rico 1:00:55

which is very common happen if you see crossing him Mexico united states that sometimes this Mackler to cross you from now that is more difficult from Mexico to United States. You they need now they are charging you from one place to another place to another place. And when you don't have the money, they put you to work. And that's what it is.

Emma Callon 1:01:21

Thank you. I really appreciate your time. Could you? Um, yeah. Is there anything else you wanted to add or anything you wanted to promote or talk about or plug Jeff social media?

Jaitra 1:01:34

Well, I think we mentioned this throughout throughout this podcast, but immigration status is one of the biggest

the biggest things that we see that a lot of traffickers will exploit and this again comes to, I guess, the lack of knowledge or awareness of the immigration system. And so we see a lot of people with precarious immigration status and what we mean by that is anyone who immigration status isn't. That is fluid that is like, can be changed, right? That's not what's the word? It's not. It's not like concrete, if that makes any sense. Like it's not, they're not perma resident, they're not getting Canadian citizen like it can change. And so I think a lot of people come here are coming with really good intentions, and are being falsely promised, you know, immigration documents and PR, and then they end up that that doesn't end up happening. And they fall into this situation where they're now non status. And so there's a large, large fear around it, where even for us to be able to access the individuals that come to us for support is a huge privilege, right? Because we're in this position of trust. And so I think that's why so much awareness and preventative efforts really need to be increased because so that we don't see people then fall into these situations of becoming non satis. And then having not knowing who to trust to ask for support. And so when our work We support a lot of people in precarious immigration status. And it's a huge privilege to do so because we have that trust, but it also isn't a good thing because we don't want to keep seeing people in the situation

Loly Rico 1:03:13

with a whim but

Emma Callon 1:03:14

kind of out of business.

Loly Rico 1:03:16

Well, I wish I hadn't been here for

no but also to finish No, but it's the same like a sexual assault, sexual violence, domestic violence. We need to we say when we're going to stop and you use the other two piece, and one is the patriarchal system and we you put together globalization, all these system who are more benefit is always the exploitation to someone. And, and and I don't know if that is going to change. Maybe when my great great children know my grandchildren, because that's what I was saying before now. It's my great, great children.

Katie Montague 1:04:00

Wow, what a great discussion to be a fly on the wall for I walk away from this episode with more knowledge and my eyes more open to the reality of what labor trafficking is and how I am as a member of society and contributing to it. I love that piece at the end that with human trafficking, everyone thinks of sex trafficking survivors within the motel. And that's certainly true within my job. But what about people who are working for that motel who are working for less than minimum wage or now pay at all? This is a point that I'm going to reflect on during World Day against trafficking in persons and what ways Am I invisible? Those who are experiencing human trafficking and in what ways Am I not seeing those who are experiencing human trafficking? We get podcasts are going to be produced every month. So I look forward to continue to deepen my own knowledge on human trafficking and hopefully sharing it with a few others. Feel free to follow well fall into women in crisis on Instagram at GW w IOC and over Twitter or Facebook at slash GW women in crisis and see you next time.

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