

Human Resources and Skills Development Canada

Roles and Responsibilities

Human Resources and Skills Development Canada/Service Canada, Citizenship and Immigration Canada and the Canada Border Services Agency, working with provinces and territories, help ensure that foreign workers support economic growth in Canada. This information explains the role of Human Resources and Skills Development/Service Canada and Citizenship and Immigration Canada in managing the Temporary Foreign Worker Program, as well as the roles of other agencies and jurisdictions. Procedures and responsibilities are determined separately by each province and territory and they vary accordingly.

For further information, contact the nearest *Service Canada Centre*.

What is the role of Human Resources and Skills Development Canada/Service Canada?

An employer who wants to hire a foreign worker must first apply to Service Canada for a “Labour Market Opinion”. This opinion assesses what impact the worker would have on Canada’s labour market or, in other words, how the offer of employment would affect Canadian jobs. There are cases when the employer does not require a Labour Market Opinion.

For further information, visit *Working temporarily in Canada* on the web at www.cic.gc.ca.

What is the Role of Citizenship and Immigration Canada?

A foreign worker who wants to work in Canada requires a work permit. Normally foreign nationals must submit an application for a work permit to a Canadian immigration mission abroad. Following receipt of an application, Citizenship and Immigration Canada determines whether the foreign worker is eligible to receive a work permit. In certain circumstances, an application for a work permit may be made at a port of entry.

Further information on work permits for temporary foreign workers is also available at Citizenship and Immigration Canada or www.cic.gc.ca/english/work/index.asp.



What is the role of the Canada Border Services Agency?

The Canada Border Services Agency screens foreign workers at Canadian border crossings and airports to ensure that they meet admissibility requirements before issuing work permits and allowing them to enter Canada. The Agency, who reports directly to the Minister of Public Safety Canada (PS), has the final say on who may enter the country.

For more information about the Canada Border Services Agency, visit Canada Border Services Agency (CBSA).

Who is responsible for employment and labour standards?

Temporary foreign workers have the same rights as Canadian workers. Ninety percent of workers are provincially/territorially regulated, which means that employment and labour standards for those workers - including monitoring and enforcement - are the responsibility of the provincial and territorial governments. Standards vary among provinces and territories. The other 10 percent of workers are federally regulated, and the employment and labour standards fall under the *Canada Labour Code*.

