



MANITOBA IMMIGRANTS' SAFETY INITIATIVE

Resource Sharing Event

Winnipeg

June 26, 2009

Project Partners

- **Safety Services Manitoba**
- **International Centre of Winnipeg**
- **WCB – Community Initiatives & Research Program**

Immigration to Manitoba

- Immigrants are main **driver of economic and population growth** in Manitoba
- From 2001-07, immigration to Manitoba over **52,000**
- **Immigration rates to double** over the next decade – adding 1,000 per year to 20,000 by **2017**

Immigration to Manitoba – 2007

- 10,941 immigrants – the highest in 50 years
- Manitoba received 4.6% of immigration to Canada
- Immigrants from 150 countries
- Top destinations:
 - Winnipeg (8,345)
 - Winkler (668)
 - Brandon (641)
 - Steinbach (363)
 - Morden (124)
 - Thompson (28)

Need for MISI

- Increased number of immigrant workers
- Anecdotal information from settlement organizations
- Lack of statistics and research on immigrant worker health and safety
- Lack of specific programs and resources targeted to immigrant workers and their employers

New Research Confirms Need

- 2008 study by Institute for Work and Health confirms need for immigrant worker safety and health
- In the first 5 years, compared to Canadian born men, immigrant men are:
 - Twice as likely to have work related injuries requiring medical care
 - 30% less likely to work full-time
 - 65% less likely to have non-wage employment benefits
 - 40% more likely to be over qualified for jobs

Project Timeline

- **2 years, 4 phases**
 - 1. Research – secondary and primary**
 - 2. Develop resources**
 - 3. Implement**
 - 4. Evaluate and ensure sustainability**

Community Development Model

- **Community stakeholders involved in all project phases**
- **Community input gained through:**
 - Research
 - Community Advisory Committee
 - Education Advisory Committee
 - Development Committees
 - Evaluation

Stakeholders

- Immigrant workers
- Employers of immigrant workers
- Community stakeholders
 - H & S organizations/departments
 - Immigrant serving organizations
 - Employment programs
 - EAL teachers/programs

Research Phase

- **Secondary research – Canada and Manitoba**
- **Literature review**
- **Primary research**

Secondary Research Findings: Canada

- Health and safety for immigrant workers is piecemeal
- Lack of specific health and safety programs
- Lack of a coordinated approach

Secondary Research Findings: Manitoba

- **Some health and safety training incorporated in other programs**
- **Little is specifically immigrant focused**
- **Health and safety training provided in the workplace**
- **Need to develop more immigrant worker specific resources**
- **Opportunity for more coordination among community stakeholders**

Literature Review

- Published as **Workplace Health and Safety Training for Newcomers: Global and Local Perspectives**
- Available as PDF from SSM website – www.safetyservicesmanitoba.ca
- Choose “Manitoba Immigrant Safety Initiative” under Occupational Health and Safety

Primary Research Methods

- Stakeholder interviews
- Focus groups:
 - Immigrant workers
 - Employers
- Conducted in Winnipeg and outside of Winnipeg
- Organizations in all sectors and various sizes

Primary Research Findings

- **Employees and employers identified need for materials that dealt with:**
 - 1. Language barriers**
 - 2. Cultural differences**
 - 3. Resources for employers and workers**
 - 4. Rights and responsibilities**
- **Materials developed in each of these areas**

Resource Development – 2 Streams

1. **WCB Resources** – Health and safety resources developed in collaboration with and funded by WCB
2. **Community Resources** – Developed and funded by other stakeholders

WCB Resources

- **A Safe Immigrant Workforce for Manitoba:
An Employer's Guide for Health and Safety
Training**
- **Rights and Responsibilities resources**
 - **Employee wallet card**
 - **Postcard**
 - **Poster**

A Safe Immigrant Workforce for Manitoba

- **Designed to assist employers educate immigrant workers on five core elements of health & safety**
- **For managers, supervisors, H & S officers particularly in small to medium sized businesses**

A Safe Immigrant Workforce for Manitoba

Five Core Elements of Safety

- 1. Rights and Responsibilities**
- 2. How to Resolve Safety and Health Concerns**
- 3. Safety and Health Orientation**
- 4. Hazard Recognition**
- 5. Workplace Hazardous Material Information System**

Using the Guide

- **Deliver modules together as a program or individually as desired**
- **Encourage discussion and interaction with and between employees**
- **Use visual aids and materials to help with understanding and learning**
- **Adapt the length of the session to meet the needs of the group**

Rights and Responsibilities Resources

- Formats for easy reference – **wallet card, postcard, poster**
- Translated in seven languages
 - **French**
 - **Tagalog**
 - **Punjabi**
 - **German**
 - **Spanish**
 - **Russian**
 - **Mandarin**

Wallet Card

Rechte und Pflichte



SPOT THE HAZARD
ASSESS THE RISK
FIND A SAFER WAY
EVERYDAY



MANITOBA IMMIGRANTS' SAFETY INITIATIVE

Mit Unterstützung einer Subvention des Gemeinshaftlichen Initi
Forschungsprogramm (*Community Initiatives and Research Prog*
Arbeiternfallversicherung (*Workers Compensation Board*) von M

Rights & RESPONSIBILITIES



MANITOBA IMMIGRANTS' SAFETY INITIATIVE



SPOT THE HAZARD
ASSESS THE RISK
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EVERYDAY

d by a grant from the Community Initiatives and Research
am of the Workers Compensation Board of Manitoba.

Droits et Obligations



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Financé par une subvention du programme d'initiatives communautaires et de
recherche (*Community Initiatives and Research*) de la Commission des accidents
du travail du Manitoba (*Workers Compensation Board – WCB*).

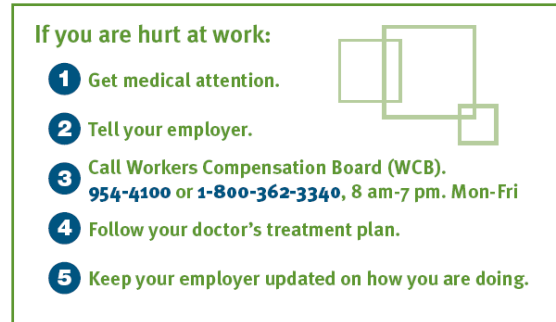


MANITOBA IMMIGRANTS' SAFETY INITIATIVE

Wallet Card



Front



Back

EMPLOYER'S RESPONSIBILITIES

- Post employer's safety policy, Safety and Health Committee meeting minutes, names of Safety and Health Committee Members or Representatives, Safety and Health Inspection Reports and Workplace Safety and Health Orders, if any have been issued.
- Develop a written safety and health program; provide training on safety and health policies.
- Provide and maintain a safe workplace, including equipment and protective devices.
- Train workers to use equipment properly, and make sure they do use it safely.
- Protect workers from dangerous situations.
- Tell workers about any known hazard, and provide training on how to work safely to eliminate the risk of injury.
- Train supervisors so that they are able to competently perform their duties.
- Understand and comply with the *Manitoba Workplace Safety and Health Act and Regulations*.

SUPERVISOR'S RESPONSIBILITIES


- Make sure workers follow the Act and Regulations.
- Train and mentor workers to work safely and properly use protective equipment.

WORKER'S RESPONSIBILITIES

- Use required protective equipment the way you were trained. Don't change it in any way.
- Report any hazard or dangerous situation to your supervisor.
- Use all equipment safely, the way you were trained.

WORKER'S RIGHTS

- **The right to know** about hazards in the workplace and what actions we can take to prevent injuries or illness from these hazards.
- **The right to participate** in safety and health activities at the workplace including involvement in the joint workplace safety and health committee, as a worker representative.
- **The right to refuse** any task that the worker believes is dangerous to his/her safety and health or the safety and health of other persons.
- **The right to protection.** The worker **has the right to tell** his/her supervisor, committee or representative about his/her concerns. The workers can't be fired or laid off for saying that a job is unsafe or that he/she doesn't know how to do a job.



Inside pages

Rights & RESPONSIBILITIES

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Fact Sheet

Droits et Obligations

Responsabilités de l'employeur

- Afficher la politique de sécurité de l'employeur, le procès-verbal des réunions du Comité de la sécurité et de l'hygiène, les noms des membres du comité et de ses représentants, le rapport d'inspection de la sécurité et de l'hygiène du travail et les ordonnances en matière de santé et de sécurité au travail, s'il y en a qui ont été émises.
- Développer un programme en matière de santé et sécurité écrit, fournir de la formation sur les politiques de sécurité et de l'hygiène.
- Fournir un milieu de travail sécuritaire et le maintenir, y inclut de l'équipement et des dispositifs de protection.
- Fournir aux travailleurs une formation sur le bon emploi de l'équipement et assurer qu'ils l'emploient de façon sécuritaire.
- Protéger les travailleurs de situations dangereuses.
- Avertir les travailleurs de tout risque connu, et fournir de la formation sur comment travailler de manière sécuritaire afin d'éliminer le risque de blessure.
- Former les superviseurs pour qu'ils soient en mesure remplir leurs fonctions correctement.
- Comprendre et observer la Loi sur la sécurité et l'hygiène du travail et les Règlements (*Manitoba Safety and Health Act and Regulations*).

Responsabilités du superviseur

- Assurer que les travailleurs observent la Loi et les Règlements.
- Former et encadrer les travailleurs pour qu'ils travaillent de manière sécuritaire et qu'ils utilisent l'équipement de protection de manière appropriée.

Responsabilités de l'employé

- Utiliser l'équipement protecteur selon les méthodes présentées lors de la formation. Ne les modifier aucunement.
- Signaler tout risque ou situation dangereuse à votre superviseur.
- Utiliser tout équipement de manière sécuritaire, conformément à la formation.

Financé par une subvention du programme d'initiatives communautaires et de recherche (*Community Initiatives and Research*) de la Commission des accidents du travail du Manitoba (*Workers Compensation Board - WCB*).

Droits de l'employé

- Le droit d'être au courant des risques existant dans le milieu de travail et quelles actions il faut prendre pour prévenir les blessures ou la maladie provenant de ces risques.
- Le droit de participer aux activités de sécurité et de l'hygiène dans le milieu de travail y inclut la participation au comité mixte sur la sécurité et la santé des travailleurs comme représentant ouvrier.
- Le droit de refuser d'effectuer toute tâche que l'employé croit peut être dangereux pour sa santé ou sa sécurité ou la santé et sécurité d'autres individus.
- Le droit à la protection. L'employé a le droit d'informer son/sa superviseur(e), comité ou représentant de ses inquiétudes. Les employés ne peuvent pas être renvoyés ou licenciés pour avoir dit qu'une tâche n'est pas sécuritaire ou qu'il/elle ne savait pas comment effectuer une tâche.





Postcard

Rights & RESPONSIBILITIES

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Community Resources

- Health and safety online resource database
- Building a Safe Workplace Community –
Employer and Employee Manuals
- Health and Safety 101 for Immigrant Workers
- Hydrogen Sulphide Gas Awareness

Health and Safety Online Resource Database

- Developed for:
 - **Teachers, trainers and organizations** who provide information to immigrants
 - **EAL teachers** who integrate health and safety into language training
 - **Health and safety trainers** delivering to audience where first language is not English or working with immigrants from countries with a different workplace culture

Health and Safety Online Resource Database

- Available at www.immigratemanitoba.com – link to database live July 31
- Relevant to Manitoba workplaces
- Contains materials in first language, plain language, EAL curriculum and at various literacy levels
- Funded by Immigration, Settlement and Multiculturalism (MB Labour and Immigration)

Building a Safe Workplace Community

- **Reference manuals for employers and employees to help them understand cultural differences and how they affect health and safety**
- **One employer manual**
- **Two employee manuals – Canadian Language Benchmarks 5 and 7**
- **Visually rich and picture-filled to enhance assimilation of employers and employees**

Funded by

- **Settlement and Multiculturalism (MB Labour and Immigration)**
- **Safety Services Manitoba**
- **Manitoba Lotteries Corporation**
- **Manitoba Liquor Control Commission**
- **Manitoba Hydro**

Employer Manual

- Provides coaching and resource information for workplaces employing new Canadians
- Explains how different cultural beliefs may increase new Canadian workers' risk of injury
- Provides strategies to address cultural differences
- Shares stories and picture of new Canadians involved in work activities



Building A SAFE WORKPLACE COMMUNITY

An Employer's Guide to Understanding Cultural Impacts in Health and Safety



Employer Manual Samples

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Employee Manuals

- **Provides information to new Canadians on:**
 - Canadian workplaces and what to expect
 - Why cultural beliefs may increase risk on the job
 - Strategies to address cultural differences
- **Shares stories and experiences of other new Canadians in new work environments**
- **CLB 5 is written in an easy-to-read, narrative, picture filled format for those not familiar with English**

Health & Safety 101 for Immigrant Workers

- Interactive online program for immigrants to learn essential workplace health and safety concepts
- Includes resource/teaching guide for instructors to introduce concepts
- Program modules can be completed all at once or one at a time
- Written at lower language benchmark

Health & Safety 101 for Immigrant Workers

- Target for completion – July 31, 2009
- Will be available at www.safemanitoba.com
- Funded by Immigration, Settlement and Multiculturalism (MB Labour and Immigration)

Hydrogen Sulphide Gas Awareness Manual

- Hydrogen sulphide gas is created in hog barns that store manure in a liquid format
- In last few years, hog industry has brought in a number of immigrant workers
- To overcome language barriers, Assiniboine Community College has translated course manual into 3 languages – Spanish, Mandarin and German.

Side-by-side layout



Mandarin and English

Spanish and English

*Seguridad y Conocimiento
Agrícola
Gas de Sulfuro de Hidrogeno*



*Agriculture Safety
and Awareness
Hydrogen
Sulphide Gas*



Hydrogen Sulphide Gas Awareness Manual

For more information, contact:

Mary Petersen

Program Coordinator – Agriculture

Assiniboine Community College

Toll free: 1.800.862.6307

Email: petersem@assiniboine.net

How to Access MISI Resources

- **Electronic resources (manuals):**
 - Download at www.safetyservicesmanitoba.ca – look for Manitoba Immigrant Safety Initiative
 - Other websites – www.safemanitoba.com, www.immigratemanitoba.com
- **Print resources** – wallet cards, postcards, posters
- **CD-ROM** – available when all resources completed (Sept. 2009)
- Information to order print resources and CD-ROM will be at www.safetyservicesmanitoba.ca

Resource Sharing Events

- **Morden/Winkler – Friday, June 19**
- **Steinbach – Tuesday, June 23**
- **Brandon – Thursday, June 25**
- **Winnipeg – Friday, June 26**

Community Outcomes

- **Increased awareness** of issues related to immigrant worker health and safety
- **Facilitated communication and sharing** among community stakeholders
- **Provided a foundation for an ongoing community-based coalition** to continue after project completion

Evaluation and Sustainability

- **Evaluation** – will be completed in June 2009
- **Sustainability** – MISI Community Coalition will continue after funded project ends (June 2009)
- **Next Meeting** – MISI Coalition will meet September 9, 2009
- **Regional Coalitions** – MISI Coalition will promote and support development of regional coalitions

MISI e-News

- Stay in touch with MISI Community Coalition and issues and resources related to immigrant worker health and safety
- To receive MISI e-news contact dwilkie@safetyservicesmanitoba.ca