

Dear Respected Committee Members,

I would like to thank you for giving me and my colleagues an opportunity to speak and address our concerns regarding Bill 210.

It is clear to me, that each one of us in the room yesterday shared the same goal, which is to protect the caregivers and put an end for once and all, to the horrible stories we heard yesterday.

However, in order to put efficient safety nets in place, one must understand the intricate details of the industry, and this is where the expertise of the experienced stakeholders comes into place.

It is very easy to say: "Ban all fees!" and hope that things fall into place and the bad guys go away. However, such well-intended actions will have detrimental effects on reputable agencies and on those who offer genuine and beneficial services to the caregivers.

From the questions asked yesterday, it was clear that several important facts were not well understood.

There seemed to be confusion about the total cost of executing placements. As you heard, it takes 51 work hours per placement plus the cost of office overhead, if the placement is done correctly.

Typically, the overseas agents charge between \$2,500 and \$4,000 to the caregivers, whereas rogue agents charge up to \$10,000. An immigration consultant charges anywhere between \$1,500 to \$2,500 per work permit, which is the norm in the industry. The fees by the Canadian agents to families vary greatly, with some not charging a fee at all, while the well-known agencies charge anywhere between \$700 to \$2,000 per placement.

And here is the missing link that is so critical for you to understand. There ARE ethical recruiting agencies overseas that are licenced by their government to recruit live-in caregivers and are indispensable to the Canadian agencies. Here are the actual verifiable monthly overhead costs for running a licensed recruitment agency in Taiwan.

Advertising in 2 major newspapers	\$700
Radio ads to reach caregivers in rural areas (i.e., 90% of applicants)	\$ 2,000
Taiwan law requires that a licenced recruitment agency has at least three licenced immigration specialists on staff and guarantee their salary, irregardless of their workload	\$ 2,000
Annual licencing fee (\$1,500/yr)	\$125
The agency is required to have a CEO (must be a Taiwanese citizen that resides in the region) with a salary, which is double of the going minimum wage	\$ 1,300
Office staff minimum wage salary plus commission	\$ 2,000
Office expenses (phone, internet, security, rent, building service fee)	\$ 2,500

In addition to the above, each licensed agency must post a bond of \$50,000 and have a registered paid-out capital of \$120,000. (This is the minimum cash amount they must have sitting in their bank account to show they have enough money for operating costs.)

This totals \$9,325 monthly, which is only achievable by those who turn over large volumes, and will obviously become impossible with Bill 210.

Keep in mind, that these agencies must compete with the rogue recruiters that are walking the streets, signing up new caregivers every day for outrageous fees for big promises, and only have the cost of their cell phones as their overhead. These guys will not go away with Bill 210, only the ethical agencies will!

Now that you better understand the importance of ethical recruiters, I beg you to reconsider the consequences of Bill 210.

The Canadian agents were telling you over and over yesterday, that they will not be able to survive on fees to families alone. You have heard from hundreds of families via e-mail that they are not willing or able to pay higher fees.

The results will be catastrophic. The caregivers will no longer be pre-screened and will be scooped up by unsuspecting families hiring via direct-hire through the internet and from scrupulous agents.

It will reinforce an already existing system, where Filipinas charge other Filipinas hidden fees, since they are culturally trained not to tell on each other. The bad guys will flourish, and the embassies will be inundated with half-hazardly prepared applications. But that isn't even the biggest issue of all.

The biggest issue lies in the fact, that unscreened, unreferenced caregivers will be arriving into Canada to look after Canadian children and putting them at risk. It is criminal to protect foreign nationals while putting Canadian lives at risk. These unscreened caregivers will be arriving to look after newborn babies in remote towns of Northern Ontario, only to be released upon arrival, because they do not have any knowledge of hand-washing or food safety preparation. Canadian children will be at risk, if caregivers cannot swim after they assured their Canadian employers over the phone that they are great swimmers. Our elderly will be at risk, because the caregivers will not have any basic First Aid training and will not even know how to call 911. Our children will be at risk, because they will be left unattended by their caregivers, who can walk out the door without any consequence!

Isn't it the responsibility of the Canadian government and its committees to ensure the safety of Canadians first and foremost? The system is failing the Canadians and it is up to you to step up to the plate.

One final issue that needs to be addressed as a result of Wednesday's testimonials of caregivers. We all sympathize with those who are abused by the system and we are

undeniably on their side. But the picture that was painted yesterday was not characteristic of the real numbers.

I invite you to bring forward ten randomly selected caregivers that have arrived in Canada under the LCP and see what the real statistics are. I suspect that only one will come forward, and most likely because of a minor complaint. I invite you to ask the ethical agencies and see what their success rates are, and I suspect you will be pleasantly surprised.

Caregivers who are deemed not placeable by legitimate agencies because of either gender or poor communication skills are offered big promises for big money. Too many times I have seen caregivers appear on other agencies' websites after I already deemed them unplaceable or even unqualified.

It is also important to differentiate the recruiter of foreign live-in caregivers versus a head hunter for corporate positions, where the employer is willing to pay anywhere from \$5,000 to \$25,000 in commission fees to the head hunter, therefore the client does not have to pay any fees.

I urge you to rethink your plan for Bill 210 and help bring forward a bill that we can all be proud of.

Thank you,

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