

Enduring Work

Experiences with Canada's Temporary Foreign Worker Program

Catherine E. Connelly

An organisational behaviour and human resources management perspective on Canada's controversial migrant labour program.

"*Enduring Work* is well-grounded empirically, clearly written, and engaging - a valuable addition to the literature. The book closely examines the lives of Temporary Foreign Workers, using a clear human resources perspective, and enhances our understanding of the program and workers' experiences with it." **Jason Foster**, Athabasca University and co-author of *Health and Safety in Canadian Workplaces*.

If you believed most of what's said about the Canadian Temporary Foreign Worker program, you might naturally assume that there is a trade-off between workers' poor experiences with the program and employers' significant benefits. In reality, the experiences of workers are far worse than is commonly acknowledged, while employers are not reaping as much benefit as the public might suppose.

In *Enduring Work* Catherine Connelly draws on over one hundred interviews with people connected to different aspects of this program, analysing their experiences from the perspective of organisational behaviour and human resources management. She compares the lived reality of agricultural workers, in-home caregivers, and low- and high-wage workers, showing how and why each group is vulnerable to mistreatment, albeit in different ways. She further explores how employment agencies and immigration consultants contribute to program abuses. Critically, *Enduring Work* provides the perspectives of employers, distinguishing between the reluctant users of the program who follow the rules and the reckless users who do not.

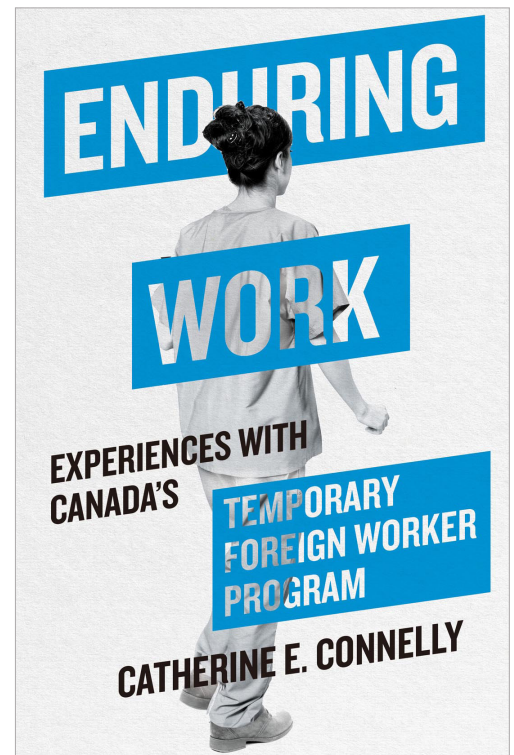
Groundbreaking in its analysis of an issue very much in the news, *Enduring Work* unpacks the harms within Canada's Temporary Foreign Worker program and offers nuanced strategies to improve it.

Catherine E. Connelly is professor of organisational behaviour in the DeGroot School of Business at McMaster University.

200 pp • 6 x 9 • 4 tables • May 2023 Management Studies • Sociology

ISBN 9780228016670 • Cloth ~~\$120.00~~ **\$84.00 CAD** • ~~\$120.00~~ **\$84.00 USD** • ~~£100.00~~ **£70.00**

ISBN 9780228016687 • Paper ~~\$32.95~~ **\$23.07 CAD** • ~~\$32.95~~ **\$23.07 USD** • ~~£27.99~~ **£19.60**



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