

**Towards Step Migration from Taiwan to Canada:
The Case of Filipino Migrant Domestic Workers
Transitional Adaptation**

by

Nerissa Mabanglo Servando

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Advisor: Ted Shir-Tau Tsai, Ph.D

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指導教授：蔡錫濤 教授

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ABSTRACT

Step migration, otherwise known as onward migration is a phenomenon referring to the movement of migrant labor from one country to another without the need to go back to the country of origin. While “brain drain” may hold true for the highly educated workers like doctors, engineers and scientists, subjects of this study are Filipino migrant domestic workers who are supposed to be mothering children or caring for families in home country. Conclusively due to lack of better employment or earning opportunities in home country, the Overseas Filipino Workers (OFWs) chose to migrate for work and do “menial labor” in Taiwan. For other reason, due to preconceived plans of migration to Canada through social networks and perceived better gains and benefits either known from acquainted friends, family or mass media. They gain valuable related experience in Taiwan then choose to step migrate in Canada under the Live-in Caregiver Program (LCP). A qualitative interview was done with 12 migrant domestic workers in Taiwan and Canada using semi structured questionnaire. The framework of the study represents a cycle of the transitional adaptation in the life and work adaptation of the Filipino migrant domestic worker. Transitional adaptation is a temporary process, prior to another cross-cultural adaptation. Three transitions are noted in the study during the five phases of their domestic life covering from Philippines, Taiwan and Canada highlighting the events while tying up with migration issues. Findings of this research may assist the subjects in their transitional adaptation, the labor sending and receiving countries in policy making, and inspire future researchers of migration theories.

Keywords: Transitional adaptation, step migration, cross cultural adaptation, experiential learning, domestic workers

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CHAPTER I. INTRODUCTION



Chapter Overview

This chapter introduces the research background, problem statement, study purposes, research questions, significance of the study, definition of terms and delimitations of the study.

Background of the Study

Millions of people cross cultural boundaries under various arrangements on a permanent or temporary basis. Migrants face different sorts of problems regarding adjustment and adaptation. This is an important topic to deal with, especially how the process undergoes. In general, migrant workers have to cope with great deal of issues and concerns to be covered in this paper especially the dimensions of cross cultural perspective how they go through the transition period of being far from home and then proceed to cross migrate for work in another destination. Factors that affect the adaptation process of migrant workers specifically domestic helpers, caretakers and caregivers in Taiwan and as they cross migrate to work in Canada. Cross cultural perspective on the dimensions of the adaptation process are to be considered and presented.

Taiwan is a second home to the current number of documented migrant workers of a little less than 400,000 foreign workers (CLA, 2010). Recent data (May, 2011) shows 193,162 foreign migrant domestic workers from Asian region. Less than eighty thousand migrant Filipinos are employed as factory workers, caretakers and caregivers. When Taiwan government legalized the employment of foreign workers in the early 1990s, it copied a great deal from the policy frameworks in Singapore and Hong Kong, both of which had established a “guest worker” system in the late 1970s. The case of Taiwan is a microcosm for a trend of policy convergence in the East Asian region making up a significant case for the political incorporation of racialized aliens, since the state has adopted some strict regulations in granting work permit and limiting the maximum duration of stay (presently at 9 years), given the local discursive contexts of nationalism on dislike of foreigners. Vic Satzewich

(1991) identifies three forms of state intervention in the process of labor migration. Firstly, by setting up a standard of exclusion, the state determines who is eligible for entry into the geographic national boundaries. Secondly, it stipulates who is included within the symbolic boundaries of the nation by regulating access to civil rights. Thirdly, it also determines how migrant workers are allocated and incorporated into specific sites in the relations of production and the organization of the labor process. Local brokers have been accused of migrant workers as over charging the placement fees while they struggle their way of work adaptation commensurate to subtle slavery due to unbearable pre-conditions having no day offs, no telephone use and no holding of passport and ARC allegedly to avoid running away. Some really strict employers may even hamper talking to anyone especially fellow Filipino migrants. Confused workers thought of terminating their contracts and changing employers. Few lucky ones who can afford placement fees may have arranged themselves cross country employment to Canada while other unlucky ones might just give up and break contract which means they'll be sent back to the country of origin.

The Manila Economic and Cultural Office in Taipei (MECO) Labor Affairs have the primary responsibility over the welfare of the Overseas Filipino Workers in Taiwan. MECO houses the representative office of the Overseas Workers Welfare Administration (OWWA) and Department of Labor and Employment (DOLE) in the Philippines. The MECO Labor Affairs extends a number of services aimed at safeguarding and enhancing the welfare of the Filipinos working in Taiwan, but still a far cry to upholding its goals as cases of terminations, changed employers due to maltreatment, and breaking contracts are some of labor disputes their office usually address. "The Filipino migrant workers in Taiwan are very adaptable and competitive", this being said by Philippine Ambassador Antonio Basilio, at a brief interview during the early stage of my research. Citing some projects and programs from the Philippine government representative in Taiwan (MECO Labor) for the migrant workers useful as part of the worker's preparation and adaptation to work here, at home upon return, or maybe in Canada in the future. There are worthwhile programs offered by OWWA and DOLE in support of the OFWs welfare in Taiwan, through the Migrants Ugnayan Center as informed by the resource person Ms. Fe Buitizon namely: Basic Microsoft Computer Class, Bartending, Baking, Cellular Phone trouble shooting, Japanese class, Mandarin class, Accessories

Making, Entrepreneurship and previously Dressmaking. All short courses are completed in 4 weeks with the exception of Computer Classes done in 8 weeks, whereas dressmaking lessons are completed in 6 weeks. The center aims having at least 20 students each class while most migrant workers are not allowed to have weekly day off from work, the volunteer teachers of the program are adjusting to the budget and having a spirit of volunteerism. Catholic Churches primarily the St. Christopher's church and other religious or Christian Community can be found in Taipei as Filipino overseas contract workers commune in these places of worship. While others meet friends and go to the park or some places where they are free to do activities with freedom from employers, the researcher found means to know about their life and work adaptation process, made efforts to communicate with them, familiarize with their activities through observation and hearing their personal experiences with work and life in Taiwan, as well as on the accounts of people who know them. Close encounters with these migrant workers brought about awareness of the experiences, difficulties, struggles, coping strategies, adaptation and plans they have in mind. Generally speaking they can be stratified into three groups of migrant workers in reference to their future plans. The first kind are those who have a preconceived idea of working in Taiwan as a springboard to a greener pasture, who are lucky to be given weekly days off as stipulated in their contracts meaning, they have access to communication with love ones, attend religious services, and able to rest from the whole week's hectic work schedule at home. The second group are those who discover the opportunity to step migrate from Taiwan to Canada. They may enjoy the same liberty as the first group or seldom take the time off or rest day, maybe allowed once a month to make remittances to their family left back home and may make the most of the time they have to meet friends. The third kind either chose to have no day off if it means extra pay from employer, or if they are the unlucky ones, they are like birds in the cages without liberty at all. All three groups mentioned have dreams of making their lives better and a number would have thought of the next destination after Taiwan, either back home for business or a better opportunity. The researcher have become witness to the improvement of the lives of countrymen as an intern in one of the leading immigration consultant companies for work visa application to Canada. Such agency caters to migrant workers in Taiwan who are experienced in the career of childcare and eldercare. Reason being that the researcher rose interest on the purpose of finding out how the adaptation

process of Filipino migrant workers here in Taiwan compares to that of their adaptation in Canada, and how they manage to cope during the transition process. Furthermore, finding out the factors affecting the phenomenon of Filipino migrant workers especially caretaker or caregiver contract workers step migrating to Canada as live-in caregivers under the Live-In Caregiver Program (LCP) is discussed in this paper. Difficulties for cross cultural adjustments they have undergone and have experienced such as language barriers, differences in beliefs and practices, unfair labor practice or treatment and working conditions are some of the points inclusive. These include working hours, remunerations, opportunities for growth, and benefits they are actually enjoying and how they affect their work adaptation in Taiwan. In Canada maybe another story, the researcher may find out surprising results.

Among the aspects or factors affecting their adjustment and adaptation includes communication with local and media usage, work experiences (stress and gains), growth strategy and environment (food, weather). With social support, it would be interesting to know that these groups of migrant domestic workers may differ as the researcher hopes to find out how their capacity and willingness to adjust and adapt to a new culture and environment either would come up in various ways or uniformity.

The labor policies of both (Bureau of Labor Affairs- BLA) Taiwan and (Human Resources and Skills Development Canada- HRSDC) Canada will be cited and slightly compared through the workers experiences and migration procedures undergone in the effort to arrive at a generalization and rational conclusion. Cross work migration is a rather fresh and far from a well explained term, basically it is pertained in this paper as the cross country opportunity of a Filipino migrant worker to migrate to another country for work. Better known as onward migration or step migration, it refers to the migrant worker step migrating to another country without the need to go back to the country of origin. Canada has one of the biggest numbers of migrants around the world. In 2006, migrants coming from China, India and Philippines topped the list of origin countries. Migrants make up some 29 percent of the work force in Singapore; Malaysia has about 16 percent; in the Gulf countries, migrant workers outnumber national workers (Asis, 2004).

Statement of the Problem

Filipino migrant workers in Taiwan are treated as 'guest workers' as is the labor policy concerning foreign workers. Their experiences in their contract as domestic helpers, caretakers or caregivers make them in need of the proper adjustment and adaptation. What are the factors affecting the Filipino migrant workers life and work adaptation in Taiwan? Migrants in this mostly Mandarin and Taiwanese speaking population, especially elders as are the employers of the 'social welfare workers' (term of this group of migrant workers in Taiwan labor force), face communication as one major problem in adaptation. Migrant workers who speak different languages, have different practices and mind set have to deal with countless communication problems, most common of which is that with employers and the community. They are forced to learn the language or else they are left to rely on their gestures and facial expressions to become their way of communication.

Experiences of the migrant workers make their adaptation and adjustment process easy or difficult. Stress will always be present as tension, fatigue, loneliness, insecurities, home sickness and maladjustment engulfs these domestic workers again contributing negatively to their life changes and work adaptation. Part of the experiences that contribute positively to their adaptation would be the gains or benefits of becoming a migrant worker. Primarily affecting to lessen the number of ballooning unemployment rate in origin country and being able to provide needs and wants of the beneficiary family back home are some considerable effects. Regarding the environment, Taiwan and Canada differs a lot in terms of food and weather for example, Asian and Western foods vary a lot in terms of preparation and taste as well as the culture and beliefs of people. However, Filipino taste buds are one of the most adjusting as they love to cook and eat variety of dishes depending on available ingredients. As for the weather, both have four seasons, although, the idea of "white Christmas" cannot be experienced in Taiwan. There is also difference in the working conditions and considerable amount of freedom of workers. How does the adaptation process of the Filipino migrant workers in Taiwan compare to their adaptation process in Canada? Comparing their income and benefits, it can be seen that the Live-in Caregiver Program (LCP) has an irresistible offer. Adding

the fact that it is an English speaking country, therefore we can assume that Filipino migrant domestic workers' adaptation will be more likely to take place in terms of communication. One phenomenal benefits of migrant workers in Taiwan is that their 'guest worker' contract in this 'non immigrant country' becomes a training ground for a better paying and permanent resident option work life in Canada under the Live-in Caregiver Program Transition is an on-going process as these LCP enrollees work their way to becoming a permanent resident in Canada after considerable amount of time and completion of requirements.

How do Filipino migrant domestics workers in Taiwan manage to cross migrate as domestic worker under the Live in Caregiver Program in Canada? What are the risk and bargains they have to take? Does it include the agony of extending their absence in their own families in the Philippines? What about the monetary considerations in cross migrating for another work contract in another foreign land? How long will be the transition period until one migrant worker can say that she has adjusted well or adapted through the different dimensions of cross culture perspective? Communication wise, experience wise and environment wise, how are these factors related to each other in attaining the life and work adaptation of these migrant workers in Taiwan and Canada? Is the permanent resident status the final goal for these chronological transitions? How do we mark up the timeline for these Filipino migrant workers become Canadian citizen by migration? To sum up these points are to tackle these problems:

1. What are the factors affecting the Filipino migrant domestic workers life and work adaptation in Taiwan?
2. How does experiential learning influence the transitional adaptation process of the Filipino migrant workers in Taiwan to step migrate to Canada?
3. How do Filipino migrant domestic workers in Taiwan manage to cross migrate for work under the Live in Caregiver Program in Canada and eventually become permanent residents?

Purposes of the Study

This paper aims to present the learning experiences, life changing situations and work adaptation of Filipino migrant workers in Taiwan and Canada particularly domestic helpers, caretakers and caregivers. The purpose is to explore a threefold phase: 1) preparation from home country, experiential learning (learning by experience) and transitional adaptation process in coming to Taiwan; 2) their transition process to work in Canada and 3) preparations to eventually become a permanent resident or decision to go back to home country. Constructing a comparative analysis of their adaptation as they cross migrate to Canada to work as Live-in Caregivers having a central scope of the transitional adaptation of these Filipino migrant domestic workers. The purposes of this study are as follow:

1. Present the mindset and preparations affecting the Filipino migrant domestic workers before coming to Taiwan.
2. Infer on the related experiential learning and establish a pattern of the transitional adaptation of the Filipino migrant domestic workers in Taiwan to step migrate to Canada.
3. Describe the adaptation process undergone by Filipino domestic workers in Canada with connection to migration requisites.
4. Mark up a timeline in the life and work experiences of the Filipino migrant domestic workers from Philippines to Taiwan and Canada
5. Formulate recommendations for the transition to help make it less difficult for the Filipino workers migration in Taiwan and onward migration to Canada.

Significance of the Study

This paper aims to explore the transitions and adaptation process of the Filipino migrant workers under contract as domestic worker, caretaker or caregiver. Mainly, discussing the life of caregivers in Taiwan and as they step migrate to Canada, the phenomenon of their onward migration and adaptation process, and their transition from Taiwan to Canada. We hope to find useful strategies and theories applicable to their adjustment and adaptation in the cross cultural perspective. Numerous accounts on studies of adaptation and adjustment have been done by scholars in the field of cross cultural phenomenon, quite a number covering expatriates in organizations yet very few if any, of those works, deal with migrant domestic contract workers. From a standpoint, it is even more difficult to be temporary workers migrating alone in a different society and culture rather than expatriates of huge companies that provide accommodation for the family to live with the workers in the assigned country.

In this paper, Taiwan being closely situated to the Philippines in the South East Asia have been accessible to competent Overseas Filipino Workers (OFWs) but not many of these workers have general knowledge about the new culture they will experience, for one due to lack of cross-cultural training. OFW's with previous working experience in the same field will more likely to be easily adjusted to another culture or environment if they are culturally adaptable. Life and work adaptation of the migrant workers especially among caretakers or caregivers entails courage and patience as times may make them totally immersed into their wards (elderly, children or household) to the extent of not having day offs for the whole duration of two to three years contract. Mostly working long hours each day, lacking sleep even food or working outside the scope of the original contract. The overworked migrant workers also attempt to demonstrate their loyalty and diligence to their employers so to ensure the renewal of their second-year or third-year contract. From the time they have a "pre-departure seminar/ training" as a sort of servitude to the agency in the home country, it was not enough to be called a cross-cultural training as compared to expatriates doing white collar jobs. It is not applicable to learn new skills in order for them to be adaptive to a new culture contact or change in environment. Unlike Indonesian

workers who are trained to speak in Mandarin Chinese as part of their longer pre- departure training. Some workers may adjust easier than others, and their adaptation less gradual.

Workers usually pay the down payment of their placement fees to recruitment agencies in their home countries. Placement agencies in Taiwan collect their share through monthly deduction from workers' wages. During their first year contract, migrant workers receive only partial wages after the subtraction of a placement-fee deduction and "forced saving" (NT\$ 3,000-NT\$5,000; a deposit held to prevent workers from "running away"). Their three-year stay in Taiwan is divided into three phases: the first year is to pay the debt, the second year is to balance the costs, and the third year finally nets a profit for the worker (Lee, 1995).

Accordingly, preventing migrant workers from running away becomes a primary concern of employers, leading to control strategies such as compulsory deposit, spatial monitoring and moral custody (Lan, 2006). And yet, the stricter the measures of personal control the employers adopt, the more likely migrant workers are to choose to escape them. Migrant workers in Asia are placed in a "provisional diaspora" (Barber, 2000): their contract-bond overseas stay is inevitably transient but it often prolongs into a sojourn of migration. The trajectory of circular migration may involve a series of movements across countries. Many Asian migrants firstly work in Middle East, later move to East Asian countries where higher wages are offered, and then seek immigration in Canada as the final destination. As workers adapt in their present job location, some may have future plans in a better destination for step migration. Most Filipino migrant workers are considered most qualified for the job compared to Indonesians and Vietnamese workers in terms of English speaking ability. Since the Live in Caregiver Program was introduced in Canada in 1992, the purpose of which is to fill in the shortage of Canadians or permanent residents, it has opened the door to immigration by foreign workers to supply their lack of labor force. The idea is to achieve a variety of socio-economic and humanitarian objective; in essence Canada has achieved one of the highest rates of immigration in the world in the last half century. In 2006, leading countries of origin is topped by China, India and Philippines respectively. The program has lured many workers in the Asian region mostly are educated and experienced, in part contributed to the brain drain in the origin countries.

In reality, the presence of “guest” workers has become relatively permanent in many Asian countries and their active participation has greatly contributed to the economic, social and cultural life of the host societies. Scholars have criticized the exclusion of guest workers from naturalization as an immoral policy against the ideals of justice and democracy (Waltzer, 1983) and have advocated the protection of migrant workers based on the global discourse of human rights (Soysal, 1994). These alternative policy frameworks contest the traditional practice of national sovereignty and the conventional principle of membership. We do need state intervention in the global labor market—not by placing migrant workers subordinated to employers’ legal servitude, but by strengthening the protection of migrant rights and enforcing universal labor standards. As labor equals, migrant workers should be granted the freedom to change employers, extend residency, and participate in civil politics in the residence country. If the host country really treats migrants as “guests,” it must break loose the dichotomy between citizen and alien.

Fleras and Elliot, 2003 criticized “non-immigrant countries” for treating migrants as “guest workers”, denying them full citizenship rights and ignoring their reliance on immigrants for their economic health, adding that Canada does not share these problems. Almost 3 decades past, over 5,000 women every year are arriving in Canada to work as “live-in” domestic workers under the government’s 1981-1992 Foreign Domestic Movement program, and the current Live-in Caregiver Program (LCP) (Stiell & England, 1997).

Delimitations

As adaptation process of each individuals or groups may vary from each other. Findings of this research might not be applicable to other foreign or migrant workers in other countries. It is focused on migrant domestic workers and as such, might not be useful to other work contract bearers. The availability or accessibility of Filipino migrant workers in Taiwan are more female social welfare (caretaker, caregiver, domestic helper) workers than male as it holds true in global statistics. Furthermore, subjects of this research does not represent the general scenario of migrant domestic workers in Taiwan, they belong to a middle income class, being able to afford expenses to finance their considerable amount of application for job overseas. They also do not belong to the worse case scenarios of those who suffered maltreatment by employers.

Definition of Terms

The following terms are used to provide particular meaning to the relevant subject matter relating to the scope of the research. Some words are accorded with a slight distinction from the common knowledge terms for the purpose of clarity and specificity of the terms:

Domestic Workers are the subjects of this paper, who are engaged in home care, performing household chores, taking care of children and / or elder. It is used as a general term for those having a caretaker, care giver or domestic helper contract in Taiwan. Another term used referring to their work group stratification is 'social welfare workers'.

Caregiver/ Caretaker in this paper is a Filipino overseas contract worker who is in charge of duties in a private home or nursing home with contract but not limited to taking care of an elderly or a child or both receiving a monthly salary accorded by the Taiwan Labor Law.

Domestic Helper is an overseas contract worker whose task is to care for children and do household chores or home management. In Taiwan, this contract ensures there are children in the household and the employer undergoes a more stringent qualification to hire a foreign worker.

Adaptation is the process of adjustment of a foreign worker which is affected by different factors of the cross cultural perspective as taken in this paper.

Transitional Adaptation is a state of continual adaptation temporary in nature, as in preparation to move on to the next state re-adaptation to another less familiar setting.

Cross cultural Perspective pertains to the factors affecting the adaptation process of these migrant workers

Communication refers to the process of interaction both personal and interpersonal, as experienced by the migrant workers.

Personal Experience refers to the stress undergone and gains they enjoy, including benefits obtained.

Experiential Learning refers to the knowledge and skills derived from actual experiences, especially which of a lengthy duration made useful for future employment. Also refer to learning by experience.

Environment refers to the location, food, weather encountered by the migrant workers taken as one factor of cross cultural adaptation.

Personality refers to one's cognitive perception, emotional and intellectual ability of a migrant worker affecting the adjustment and adaptation process.

Step Migration (or Onward Migration) is the trend of workers migrating to other countries to work in another country, allegedly with better working conditions. It means proceeding to another country for legal work without going back to home country.

Labor Law/ Labor Policy a set of principles referring to workers rights and obligations set out to be followed in a country or region. In this paper, Taiwan and Canada are being referred to.

Language Barrier refers to the hindrance to proper communication evidenced by inability to express in the verbal language.

Special Live-in Caregiver Program (LCP) is a program of Canadian government open for foreign workers who have at least high school education (Grade 12) equivalent in Canada, have 6 months full time training or at least one year experience working as a childcare or eldercare giver. The successful caregiver may apply for permanent resident status upon completion of 3,900 Hours of live-in care giver job or at least 22 months (previously full 24 months) within the first 3 years of their arrival in Canada.

CHAPTER II. LITERATURE REVIEW

Chapter Overview

This chapter provides a wide array of relevant literature that assists the researcher to address the issue effect of migrant workers life work adaptation. It consists of theories of adaptation from different sources, migration issues and labor policies of topic countries. The chapter provides an insight into the topic of adaptation and adjustment of Filipino migrant workers specifically care givers situation as guest worker in Taiwan and the benefits as they cross migrate to work in Canada as live-in caregivers and eventually become permanent residents. Some content may also argue the good and the bad in the scholarly perspective.

Theories of Adaptation

Adaptation is a physical or behavioral characteristic that has developed to allow an organism to better survive in its environment. Adaptation is the process of changing to fit some purpose or situation, or simply means, adjusting to a new environment. Adaptation adheres to a number of theoretical assumptions. The first is that humans have an inherent drive to adapt and grow. This drive is reflected in the human instinct to be curious and proactive in feeling efficacious. Adaptation, then, brings about a succession of changes within the individual which occur in the direction of increase in the complexity of an individual's structural and functional characteristics while maintaining his or her inner coherence and unity. The most noted adaptation theories include the succeeding idea.

Stress Growth Adaptation

Complexities in the adaptation process are many other factors to be dealt with as well. For example, stress and coping to adapt, personality, expectations, life changes, social support, cultural distance and others. Taft (1977) has referred to cognitive aspects in intercultural adaptations in his psychological works. Adaptation is a complex and dynamic process. It is a process that consists of multiple dimensions and facets. Two of these, the internal and external facets, mutually influence each other. Kim argues that an important outcome of stranger's adaptive transformation is psychological or mental health. An

imbalance can occur between cognitive, affective, and operational communication competence. Wong-Rieger (1984) stated that such an imbalance can result in mal-adjustment such as the image, low self-esteem, a feeling of alienation, and other unpleasant things.

Strangers' adaptation potential is directly a function of the degree by which they are prepared for change- that is, their readiness for and understanding of the challenges of crossing cultures and of the particular host culture and its communication system. The greater their preparedness, the more realistic their expectations about their life in the new environment are likely to be, and hence the better their chances are a smooth transition and adaptation (Black & Gregersen, 1990; Brabant, Palmer, & Gramling, 1990; Searle & Ward, 1990). Additional research findings supporting the positive association between prior foreign experience and social participation in the new environment are offered by Church (1992), Furnham and Bochner (1986), and Sewell and Davidsen (1961).

Researchers working on sojourners' cross-cultural adjustment found that previous overseas study and work experience are associated with sojourners' work and general adjustment (Black, 1988; Black and Gregersen, 1991).

Perspective Transformation

A perspective transformation is the process of how we change our meaning structures. This changed or revised interpretation of our cultural ways is often the result of our "efforts to understand a different culture with customs that contradict our own previously accepted presuppositions" (Mezirow, 1991, p.168). Perspective transformation is also a process of questioning basic psycho-cultural assumptions and habitual expectations by examining why and how they constrain the way we see ourselves and others, and can result in altered meaning perspectives.

In a perspective transformation the catalyst for change as a dimension, along with process and outcome; is a disorienting dilemma which occurs as a result of an acute personal crisis, such as death of a significant other, divorce, a debilitating accident, job loss, or retirement (Mezirow, 1991). Somehow similarly to culture shock as a catalyst for change is intercultural transformation. Life and work are intertwined in this study and the researcher will also look into the strategies noted by Taylor in 1994, such as making friends,

observation and commitment. These two main areas would lead to the findings how they affect their work bringing about adaptation from a cross cultural perspective. This paper would also infer on the stress adaptation context and the intercultural communication as necessary process for perspective transformation leading to intercultural competency.

Intercultural Competency

The process of intercultural competency is seen as transformational by Kim and Ruben (1988), a learning/ growth process where the stranger's 'old' person breaks up, and the intercultural knowledge, attitudes and behavioral capacities construct a 'new' person at a higher level of integration" (p.314). According to Kim, 1991, intercultural competency depends upon adaptability- "the individuals capacity to suspend or modify some of the old cultural ways, to learn and accommodate some of the new cultural way [and] is likely to be more open to learning different cultural patterns" (p.268).

Understanding the process of intercultural competency means looking at studies under a variety of different but related terminologies such as culture shock, sojourner adjustment, cross-cultural adaptation, cross cultural adjustment, and intercultural transformation, (Adler, 1975, 1982; Benson, 1978; Church, 1982; Furham, 1986; Hannigan, 1990; Kim, 1988, 1992; Kim & Ruben, 1988; Mansell, 1981; Oberg, 1960; Yoshikawa, 1987).

Kim (2004) sees intercultural competency as anchored in the individual's adaptive capacity to adjust. According to Kim, new sets of relationship can help facilitate newcomers' adaptation to the new cultural environment. The adaptive functions of relational networks, such as informational and emotional support, provide newcomers a sense of security and well being as well as various types of knowledge about the host culture.

Acculturation and Deculturation

Adaptation theory has as its tenets the concepts of acculturation and deculturation. Acculturation refers to the changes that occur as a result of continuous first hand contact between individuals of differing cultural origins (Redfield, Linton, & Herskovits, 1936). It is the process of adjusting and adapting to a culture other than one's own. It is commonly experienced by people who live in other countries for extended periods; for example,

expatriate and overseas contract workers. Acculturation occurs when individuals, “become acquainted with and adopt some of the norms and values of salient reference groups of the host society. As acculturation takes place, however, some unlearning of old cultural patterns occurs as well...” (Gudykunst 2005; Kim, 2003, p. 359). This unlearning of old cultural patterns is termed “deculturation.” Through this process an individual has new responses that are adopted in situations that previously would have evoked different ones. According to this theory, when one adapts to a new cultural structure, there is an unlearning of original cultural habits. However, I am inclined to argue that it is only true as long as the migrant worker is in another country. Upon returning home, also known as return migration, to his own home, family, community- the same traits or culture will re-emerge from his nature as they are embedded in his being. There is a great possibility that it will normally be present, thus unlearning (deculturation) in the strict sense is not possible. We cannot unlearn what has been learned, we can simply adjust or modify some traits but not to the point of eradicating them from our system.

Along with this movement, there seems to be a process adjustment and familiarization with the new situation. This adjustment has been labeled as socialization and several processes are identified as occurring (Gudykunst, 2005; Kim, 2003). According to Gudykunst and Kim, these sociological processes form the foundation of communication investigations. They are enculturation, which is the learning of the culture; acculturation, which involves the process of re-socialization; deculturation, which is the unlearning of the original culture; and finally assimilation, which is a state of high deculturation of the original culture and acculturation of the new culture.

Cross-cultural researches have extended line of inquiry to the acculturation domain and have considered factors that promote learning of new skills and that facilitate adaptation to an unfamiliar cultural milieu. On the most obvious count, general knowledge about a new culture (Pruitt, 1978) has been considered in relation to cross cultural adaptation.

Cross- Cultural Adaptation

The goal of adaptation theory is to describe the process of cross- cultural adaptation over time and to explain the structure of cross-cultural adaptation, key factors that influence

the degree in which individuals adapt to a new environment in unfamiliar culture, and cross-cultural adaptation .The adaptation process occurs when individuals travel from one culture to another, both in long term and short term encounters. While immigrants, students, sojourners and refugees somewhat have similar experience in terms of adaptation to the host country. Different reasons for crossing cultures accompany different degrees of commitment that individuals feel about their new environment.

Kim (1988) notes the importance of media in cross cultural adaptation. She noted that the own culture media serves as bridge for the sojourners in connecting to the familiar culture. In the case of Filipino migrant workers in Taiwan, the presence of a native language (Tagalog -basis of the Filipino language, and English) newsletters (i.e. “The Migrants,” “Chika Magazine,” “Pinoy Circle,” “Filipino Post” to name a few) and an English Radio Station “ICRT”(International Community Radio Taipei) which earned a great deal of admiration from the Filipino community in Taiwan, not only serve as a bridge but a source of information dissemination and learning current events. Not many Filipinos have learned the local language in this country and find entertainment especially during Sundays live or taped radiocast of regular program ‘Asianation with Tito Gray’, a foreign disc jockey who is married to a Filipina.

Kim (2001) also asserted the role of environment, host receptivity and conformity pressure. Some researchers cited the term ‘diaspora’ referring to people from particular region that emigrate to many different cultures which in effect pertains to ‘hybridity’ which deals with the blend of cultural elements in between two cultures living side by side (Martin, Nakayama & Flores, 2003). Filipino diaspora has come out in a number of researches both in Asian and Western scholar works. Termed by the Philippine government as the “modern day heroes” Filipino overseas contract workers (OCWs) in general has been critically acclaimed as world class workers. Noting connection between communication, culture and identity, Smith, 2002 in his paper “The Cycle of Cross-Cultural Adaptation and Re-entry”, presented just like Kim. The main point of the theory was that ‘identity maintenance and change’ are key components in travel both abroad and back home. Kim’s theory frames identities, behavior and self-perceptions as important to cultural adjustment. The perception ‘new ways of seeing the world’ coincides with the point of Kim’s intercultural transformation.

Cross- Cultural Communication

Kim (1988) claims that cross-cultural adaptation occurs through communication. Adaptive changes in individuals continue as long as they are in a given socio-cultural environment in which they encode and decode messages. In doing this, the communicator generates “information output” to the environment as well as generates meaning for the “information input” or internal feedback. All (non)actions and (non)events have continuous and pervasive communication influence. Successful communication therefore becomes synonymous with adaptation and life, because cross-cultural adaptation is applied to all forms of intercultural communication, it is seen as a major approach to investigating how individuals deal with others from differing backgrounds. From the above quotation, it is obvious that Gudykunst and Kim’s approach to cultural adaptation is oriented to “effective” communication. Thayer (1968), as cited by Gudykunst & Kim (1997), believes successful communication with self and others implies correction effect is negative self by others as well as self-correction. In such a continuous process, up-to-date information about the self, the world, and the relationship of the self to the world leads to the acquisition of appropriate techniques, and eventually increases the individual’s chances of mastery of life. The term ‘intercultural communication’ is sometimes used synonymously with cross-cultural communication. The term “cross-cultural” refers to comparing/contrasting phenomena across two or more cultures (Jandt, 2007; Oetzel, 2005), while intercultural communication refers to communication between people and groups of diverse culture, sub-culture, or subgroup identifications (Jandt, 2007). Although Kim, 2005 put cross-cultural communication in the domain of intercultural communication (IC), these two terms are used interchangeably. It seeks to understand how people from different countries and cultures act, communicate and perceive the world around them. It studies situations where people from different cultural backgrounds interact. Dodd (1998) defined effective intercultural communication, as the ability to successfully achieve task performance and to establish healthy interpersonal relationships. He emphasized that successful adapting to the new culture is one of the outcomes of effective cross-cultural communication. The crucial importance of participating in host interpersonal communication activities has been amply emphasized. In anthropological studies, interpersonal communication has been regarded as a “given” (or necessary) condition for “acculturation” (e.g., Herskovits, 1958, 1947/1966).

In sociological and social psychological studies, most interpersonal communication mainly in terms of the number of relationships strangers develop.

Communication is said to be vital to this process as adaptation occurs in and through communication. The domain of adaptation theory is the interpersonal and intrapersonal with a focus on the psychological/sociological outcomes. This is important because adaptive experiences of individuals are faced in individual contexts, and are applicable regardless of the location of the encounter. The boundary conditions of the theory apply to those who have a primary socialization in one culture and move to another unfamiliar, different culture. The newcomer is at least minimally dependant on the new culture for meeting social and personal needs. This involves continuous, firsthand communicative interaction between the new participant and the established environment.

Table 2.1

Definitions of Cross-cultural Communications from Different Researchers

Researcher (Year)	Definition
Bennett (1998)	Communications between people of different cultures. Cultures are different in their languages, behavior patterns, and values. He emphasized intercultural communication focus on the face-to-face(or at least person –to-person) interactions among human beings.
Dodd (1998)	Interactions between people from diverse culture backgrounds. Here, culture is defined as the holistic summation and interrelationship of an identifiable group’s beliefs, norms, activities, institutions, and communication patterns.
Harris and Moran (2000)	A process whereby individuals from different culture backgrounds attempt to share meanings feelings.

(continued)

Table 2.1 (continued)

Researcher (Year)	Definition
Baldwin and Hecht (2003)	Communications in which actual differences in value, norms, beliefs, behavior, and symbol are significant enough to influence the communication process. This view is based on social identity theory (SIT).
Ting-Toomey (2005)	A complex frame of reference that consists of patterns of traditions, beliefs, value, norms, symbols, and meanings that are shared to varying degrees by interacting members of a community.
Gudykunst et al. (2005)	Interacting with strangers from other groups (including cultures and ethnicities), and the central process is to manage uncertainty and anxiety.
Hall (2005)	The process of becoming communicatively competent in a culture we have not been raised.
Kim (2005)	Direct encounters of individuals of differing culture and subcultural backgrounds. It considered all communication encounters to be potentially “intercultural,” with varying degrees of “interculturalness” in the experiential backgrounds of interactants.
Jandt (2007)	Communications between people and groups of diverse culture, subculture, or subgroup identifications.

Social Network Theory

Acculturation scholars believe that for adaptation to take place, communication must be present via social contacts. The migrant workers will reduce the intensity of isolation from the new society through social contacts with their families and friends. Migrants become acculturated primarily through communication with their employer and members of the family. Studies have shown that the more frequently one associates with the host people, the more easily one may adapt to the dominant society. Kim, 1988 indicates ties with the host people would replace some of the ethnic ties, making the immigrant social

network increasingly heterogeneous over time. This is true with workers who are able to establish a good relationship with their employer and his family members or the community in general.

Social network theory is concerned with the properties of social support networks and social support and resource exchanges among network members. For domestic workers, it is more difficult to find a social network from their own background since they are tied up with household tasks and prohibited to associate with fellow workers during the time of work. From a social network perspective, a social network involves a set of actors and the relations that connect them. Those who enjoy rest days or days off actually make themselves busy on a “Taipei Sunday”, in where they call “Little Manila” at Chung Shan District in Taipei City. Being referred to as actors, are either individual people or aggregated units such as organizations or families, exchange resources. These resources may include data, information, goods and services, social support, and financial support (Marsden & Campbell, 1984). According to social network theory, an individual’s social networks comprise strong ties and weak ties – a tie simply refers to the relationship between a certain individual and a particular network member – that help the individual identify with others of different groups, not just different ethnics groups, but also across boundaries of age, gender, class, organization or professional affiliation or even across boundaries of identity constructs such as hobbies, personalities, and subculture identification. While strong ties can provide informational support and validation, the close relationships among strong ties may play an effective role, which can satisfy an individual’s emotional needs. Weak ties, on the other hand, involve fewer intimate exchanges and less frequent maintenance. Weak tie relationships allow people to diversify their networks or connections, thus providing a helpful alternative for social support. Friendships are built and enemies are sometimes found which would suggest the ties they have made. These ties are evidently present to those migrant workers, especially strong ties inspire the other to pursue a brighter future.

Social network theory, particularly its contentions about strong ties and weak ties, is applicable to the examination of social support networks for migrant workers. The church, the government and the community, with the extension of the online social network sites in this modern day situation. A simple telephone call is equated by an online call from

personal computer, letters are being replaced by emails or real time chats. These migrant workers need to seek support and help from different sources in order to cope with the feelings of inadequacy and frustration in their changed environment. These are types of strong ties in cross- cultural adaptation: new relationships established in the host country, and distant long- standing relationships in the home countries. According to Kim (1988), new sets of relationships can help facilitate newcomers' adaptation to the new cultural environment. The adaptive functions of relational networks, such as informational and emotional support, provide newcomers a sense of security and well- being as well as various types of knowledge about the host culture. Interactions with new close ties, especially interactions with members of the host culture, are positively linked to successful adaptation.

Migration Theories

Migration refers to the movement, relocation or resettlement of people individually or by group for safety or for greener pasture. Migration offers the individual a fresh start with expectation of gains. The notion of opportunities gave grounds to the synthesizing *push-and-pull factors* approach of Lee, 1966. His theory explains that migration is determined by the presence of attracting (*pull*) factors at destination, and repelling (*push*) factors at origin. For international migration these factors can be further divided into *hard* and *soft* ones (Öberg, 1996). The former group includes dramatic circumstances like humanitarian crises, armed conflicts, environmental catastrophes, etc., while the latter – less critical problems, such as poverty, social exclusion, or unemployment. The dominance of particular factors determines to some extent the characteristics of the migrating population: the favorable pull factors at destination tend to attract migrants who are positively selected in terms of human capital or motivation. This is not the case, when the unfavorable push factors at origin play a crucial role in instigating the migration process. Taylor, 1986 noted that a very important pull factor is the presence of interpersonal *migrant networks* in the receiving country, which are comprised of people sharing kinship, friendship or origin.

While work migration dates back in the olden days, records show that migration flow in the 1930's are notable due to a number of circumstances such as the period of depression, drought and the increased need of small farmers and laborers in the United States of America. "Migrant labor", the term applied in the U.S. to laborers who travel from place to place harvesting crops that must be picked as soon as it ready for harvest. This migrant labor practice exists in other parts of the world such as Africa, Australia, Canada, Europe and South America, but compares to the propensity of the system in the U.S. During those times, around 3 million permanent migrant workers, without home, voting privilege, or union presentation worked as farmers and laborers. Later on before World War II, another type of migrant worker emerged as the need for labor in the defense industries arise, although they were protected by wages and hour laws, they are still homeless. It was not until 1960's that efforts to enforce sanitary conditions, prevent child labor and protection of workers from exploitation was partially successful. Then as the composition of labor force kept changing until in 1980's foreign workers have been granted temporary or permanent resident status under the Immigration and Control Act of 1986.

International Migration

Castles and Davidson (2000) highlight two novel features of current migration patterns that are intensifying levels of multiculturalism. The first is affecting all regions and most nations simultaneously. Millions of people hold multiple citizenships and live in more than one country, and millions of others do not live in their country of citizenship. Globalization has increased the mobility of individuals crossing across cultural borders, ensuring that populations become heterogeneous and culturally diverse. Although employment led migration is becoming more significant, family migration constitutes two thirds of migration to the USA, between a third and a quarter in Canada and Australia.

The second novel feature of contemporary migration patterns relates to the diverse characteristics of immigrants arriving from distanced parts of the world in terms of geographical location and cultural terms. Early immigrants often originated from former colonies, or areas of influence in receiving country as the case of Filipinos, Mexicans, Koreans, Vietnamese in the case of USA; North and West Africans to France; Caribbean,

Indian, Pakistani and Bangladeshi to Britain. Recent immigrants are received from economical and cultural linkages are more unsubstantiated, as the case of Arabs to the USA, South East Asians to Japan and the Chinese to virtually all developed countries in the world. Wang (2000) noted that Taiwan is emerging as one of the major exporter countries in the world, with migration increasing from a quarter to more than one hundred thousand in six years (1990–1996). Majority of those leaving are business, people, investors and professionals.

Another feature of contemporary migration patterns is their complexity. Until recently, migrants moved from one country to another in order to settle permanently, or to return home at a later date. Castles (2007) stresses ‘there is a proliferation of patterns of recurring, circulatory and onward migration, leading to greater diversity of migratory experiences and as well as more complex cultural interaction.’ New transnational communities have emerged as a result of these more complex migratory patterns (Taylor & Francis 2008) .

Diaspora

The term Diaspora has a long history dating back to the exile of the Jews from Israel. As a noun it means ‘scattering of language, culture or people’ or ‘a dispersion of a people, language, or culture that was formerly concentrated in one place’. (Encarta Dictionary: English (North America). Diaspora is originally derived from the Greek word *diasperian*, *dia* meaning ‘across,’ *sperian* meaning ‘to sow or scatter seeds’ referring to the process where people move from their place of birth whether in the context of migration, immigration or exile (Braziel & Mannur 2003). This movement maybe voluntary or enforced.

“The Filipino diaspora is at least 400 years old. Since the sixteenth century, Filipinos have been going to foreign lands to find their place in the sun.” (Mercene 2007). Permanent settlements are seen as threatening to the receiving country for economic reasons such as a pressure on wages and condition, social reasons such as demands on social services and an emergence of an underclass, cultural reasons such challenges to

national culture and identity, and political reasons such as fear of public disorder and effects on political institutions or foreign policy (Castles, 1999).

Perspective on the Filipino Migrant Domestic Workers

Despite their larger number and wide dispersal, there is still very little academic discussion on the status of migrant Filipina domestic workers with the exception of Philippines based publications, existing work include the book-length studies of Nicole Constable, 1977 and Abigail Bakan and Daiva Stasiulis, 1997 and article by the aforementioned scholars as well as by Giovanna Campani ,1993a, 1993b; Dan Gatmaytan, 1977; Patricia Licuanan , 1994; James Tyner , 1994, 1999; and Brenda Yeoh et al. ,1999.

The insights contained in other studies, however, expanded the Filipino migrant domestic workers methodological scope. Anthropologist Nicole Constable's (1997) study "Maid to Order" in Hong Kong, for example, offers an exemplary reading of the contradictions in the daily lives of migrant Filipina domestic workers in Hong Kong using a structuralism view, Constable examines the dialectic relationship between discipline and resistances in the lives of migrant Filipina domestic workers, and she shows that their strategies of resistance at times involve conforming to the disciplining imposed upon them by the state, recruitment agencies, and employers. The collection of essays edited by Abigail Bakan and Daiva Stasiulis (1997), 'Not One of the Family', reinforces the conclusion that the occupational issues of migrant domestic workers extend to the level of the nation-state. They demonstrate that political and social inequalities structure the incorporation of migrant domestic workers into Canada, where they are subject to restrictive temporary visas that require live-in employment and leave them vulnerable to unregulated employment standards.

A comparative study extends the discussions that have been initiated by these scholars. Heeding the call of Alejandro Portes, 1997 for more "cross national comparisons" in the analysis of international migration, a comparative study of migrant Filipina domestic workers contributes to a broader understanding of the significant variables molding their incorporation as migrant workers into the host society. Moreover, a comparative perspective is a tool for studying how similarities emerge in two different settings. By

limiting my comparison to domestic workers, she achieved a study that draws out similarities and differences in experiences across nations (Parrenas, 2008) .

“Female labor migration from South East Asia has become a migration stream of global significance and may eventually outstrip the significance of male labor migration from the region.” (Wee and Sim, 2003)

Recent Domestic Workers Issue

The recently concluded 100th Conference of the International Labor Organization (ILO) on June 1- 17, 2011, adopted Convention 189: Decent Work for Domestic Workers with 396 voting in favor, 16 against and 63 abstentions in Geneva, Switzerland. It is a historic victory for domestic workers as 100 Million domestic workers throughout the world have been patiently waiting for 65 years for this moment. (The Migrants, Volume 76, p.22, July 2011 Issue). It gave way to the heralding sounds of victory for domestic workers both local and migrants to enjoy accords of having a decent work equal to any labor.

In the light of Geneva Convention on Decent Work for Domestic Workers, how is Taiwan implementing the result? If Taiwanese employers accept the values the said conference adhere to, then it would somehow affect, and in good favor, the conditions of domestic migrant workers in Taiwan. It will be a ticking clock for the world to see the reality of the effects of this momentous event for all the government labor agencies local and global. If any nation wanted to be globally competitive, this should be observed for the benefit of the domestic workers.

Migrant Workers Policy in Taiwan

Commencing from 1989, migrant workers are introduced to meet the labor shortage in limited businesses and entities for the purpose of filling the economic and social needs of Taiwan. Currently, the labor sending countries deploying workers to Taiwan include Thailand, Philippines, Indonesia, Malaysia and Vietnam (Bureau of Employment and Vocational Training, 2008).

There are some premises while approving the introduction of migrant workers. They are:

1. Employment rights and interests of local workers must be protected: employers shall first advertise to recruiting local workers and shall not refuse the job applicants without proper reasons. As a result, employment rights and interest of nationals will not be violated and labor conditions of the country will not be lowered.
2. Migrant workers shall be prevented from becoming covert immigrants, since Taiwan is a small island with large population.
3. Social problems resulted from migrant workers must be curbed, for instance controlling the quantities, NBI clearance, and medical examination certification.
4. No impediment to industrial upgrading and economic development of the country. To avoid overly dependent on migrant workers, Taiwan government imposed restriction on trades, quantities and working duration for employers to recruit foreign workers.
5. Illegal workers shall not be allowed to become on – site legal workers

Regulations for Migrant Workers Working in Taiwan

Currently ,migrant workers are only allowed to work in the following industries : traditional manufacturing industry , major investment manufacturing industry , construction industry , major construction projects , caretakers (including families and nursing organizations) and fishing crews (Bureau of Employment and Vocational Training , 2008).

First, working within the territory of Taiwan is not allowed without permission. Second, the maximum duration of a migrant worker contract to work in Taiwan is 3 years. In the event of major construction projects and under special circumstances, the employers may apply for an additional extension of a maximum length of 6 months. The accumulated duration of Employment of foreign migrant workers in Taiwan shall not exceed 9 years. Third, transferring of employer is not allowed without permission. Fourth, regarding regulations concerning changing of work site: caretakers may change his/her work site due to the moving of the ward, and the domestic helper may change his/her work site due to the moving of the employer. An except for those manufacturing and construction workers who meet the criteria for assignment, the other foreign workers shall not change work at will.

Fifth, engagement in work that is not prescribed in work permit is not allowed. Sixth, must not do stealing, taking away farm products belonging to other people, addiction to drugs or holding of drugs. Seventh, must have none violation of other rules and regulations of Taiwan.

The schedule of fees is made by “Schedule of Fees Collected by Private Employment Service Agencies” The amount of the registration fee and introduction fee shall be negotiated by private employment service agencies and employers, but not charged from migrant workers. Service fee collected from employers include application and extension of recruitment permit, reports of migrant worker physical examination, counseling, assistance or translation (Bureau of Employment and Vocational Training, 2008).

If migrant workers engage in the industries covered by Labor Standard Law such as manufacturing industry, construction industry, his/her wage, work time, leave-taking overtime working, redundancy shall be processed according to regulations of labor stipulated in Standard Law. The minimum basic wage is stipulated as NT\$ 17,280 per month, effective on July 1, 2007. A worker shall not have a regular work time in excess of 8 hours a day and 84 Hours every 2 weeks. For a male worker, the total numbers of overtime work shall not exceed 3 hours a day and 46 hours per month; and for female workers, 2 hours a day and 24 hours per month. Overtime work pay shall be paid according to LSL. As for those engage in the industries not covered by LSL, his/her obligations and rights concerning wage, work time, leave-taking, overtime working shall be negotiated by the worker and the employer and be specified in the employment contract. As for those social welfare workers, their health insurance coverage is left in the hands of the employers willingness and capacity unlike those working in the manufacturing industry. Old timer caretaker pay is slated at NT\$15,840 per month since 1996 up to present, other employers follow LSL or pay more in exchange for no day offs the whole first or two years in contract.

Canadian Labor Standards

Labor standards in Canada fall into three broad categories: employment standards, labor relations and occupational health and safety. Employment standards legislation establishes basic standards in the workplace, including minimum wages, holidays, hours of

work, vacations and family leave. With few exceptions these laws apply to all employed persons who are not managers. For nonunion workers, these standards provide a legislated safety net. In most cases, the legislated levels are truly minima. For example, no province requires a minimum wage that is a living wage. However, legislated public holidays are widely observed in all sectors of the economy Canadian occupational health and safety legislation operates on three basic principles: workers' right to participate in the application of regulations; workers' right to know the hazards they may encounter on the job; and workers' right to refuse work they reasonably consider to be unsafe. The "right to know" is implemented through workplace health and safety committee. Most Canadian workplaces with 20 or more workers are required to have health and safety committees. This system differs considerably from other national programs, but is well-established in all Canadian provinces and territories. Despite formal protections for migrant workers in Canada, none of these legislative frameworks adequately protects foreign workers admitted under Temporary Foreign Workers Program-TFWP and even the LCP.

Canada's Live-in Caregiver Program (LCP)

Over the past 25 years, over 5,000 women per year have come to Canada to work as "live-in" domestic workers under the government's 1981-1992 Foreign Domestic Movement program, and the current Live-in Caregiver Program (Stiell & England, 1997). The women who enter through the Program are largely women of colour from economically marginalized nations such as the Philippines, which rely on foreign remittances to stimulate their economy (Stiell & England, 1997).

Live-in caregivers have certain legal rights respecting fair working conditions and fair treatment under employment standards legislation in most provinces and territories. Nothing in the contract must violate these rights. Employment standards regulations may cover rights in areas such as: Days off each week, vacation time with pay, paid public holidays, overtime pay, minimum wage, other protection including equal pay, equal benefits, pregnancy leave and notice of employment termination and maximum charges for room and board. Public holidays are days of the year when most workers, including live-in caregivers, can have the day off with pay or receive a premium if they work. In Canada, some common holidays are

New Year's Day, Good Friday (Easter), Victoria Day, Canada Day, Labor Day, Thanksgiving and Christmas Day. Some provinces have one or two extra public holidays.

Live-in Caregivers under the LCP have also right to time off and should have a clear understanding of what their working hours are and when their time off is. If the employer asks them to stay and work after regular working hours, and if these hours would extend the agreed upon hours, they should be paid overtime or given time off. As most online agencies advice, it is always a matter of mutual understanding and willingness to come to a compromise to have a good employer-caregiver relationship.

Canadian sociologists Augie Fleras and Jean Leonard Elliott have criticized what they term “non-immigrants countries” for treating immigrants as guest workers, denying them full citizenships rights, and ignoring their reliance on immigrants for their economic health (2003, p.252). They imply that Canada does not share these problems. However, a closer look at Canada’s immigration policy and the Live-in Caregiver Program in particular shows that Canada marginalizes certain groups of immigrants in much the same manner as the “non-immigrant countries” cited by Elliott and Fleras.

Studies show that the “care industry” has stepped into the “traditional wife’s role” (Hochschild, 2002, p.20) as a domestic caregiver. In both source countries, where female relatives find themselves responsible for migrant domestic workers’ children, and Canada, where women take responsibility for hiring domestic workers, the prevailing attitude is that domestic work is women’s work and should be considered “unskilled” and “demeaning.”

From Confederation to the late nineteenth century, most domestics migrating to Canada were British and received financial assistance from the government (Cohen, 2000). However, with more women entering the workforce and domestic workers perceived as a middle-class status symbol, the demand for domestic workers in Canada increased faster than the supply of “preferred” female migrants of European backgrounds (Cohen). Only when the Cold War made migration difficult for Eastern European women in the 1950s was Canada forced to accept “non-preferred” immigrants from Greece, Jamaica and Barbados, while treating this acceptance as a favour to these (Cohen, 2000; Arat-Koc, 1999). With the new group of domestic workers, who were women of colour, Canada found people who, unlike their European predecessors, tended to continue domestic work even after the end of

their initial contracts, largely because employment discrimination left them little other choice (Cohen, 2000).

In 1968, the Government of Canada began to issue temporary work permits to allow domestics into the country for a set period of time to work for a specific employer, essentially creating an indentured work force (Arat-Koc, 1999). In response to criticisms of the temporary permits, the government instituted the Foreign Domestic Movement Program, which ran from 1981-1992 and began to enable domestics to apply for landed immigrant status after living in their employers' houses for a minimum of two years (Cohen, 2000). The current federal Live-in Caregiver Program is a variation of the Foreign Domestic Movement Program, and requires domestic workers not only to live in their employers' houses, but also possess the equivalent of a Canadian Grade 12 education supplemented with domestic training, effectively barring many women from economically marginalized nations from migrating due to a lack of access to Western education (Arat-Koc, 1999). These restrictions make the marginalized countries less educated migrant workers unqualified, brought about by lack of financial support for studies so much so with lack of affordability to pay sky high placement fees charged by unscrupulous agencies. Despite the restrictions placed on Live-in Caregiver Program applicants, over 5,000 women per year are able to migrate to Canada in this way, with the vast majority coming from the Philippines, followed by the Caribbean, with white European women making up only a small percentage of the applicants (Pratt, 2002). White women tend to be paid more than women of colour (Pratt, 2002). The term "women of colour" is used to designate visible minority women, recognizing the term was coined by these women themselves rather than white academics, in an attempt to "(celebrate) a 'particular but heterogenous' community" (Ochoa & Teaiwa, 1998).

Further, both Immigration and employers tend to ignore domestic workers' families at home in their source countries. Foreign professionals who enter Canada and obtain landed immigrant status are allowed to bring their immediate family into Canada, and a pilot program even arranges work placements for their spouses (Cohen, 2000). In contrast, Live-in Caregivers are separated from their families, often for seven to ten years, which often causes strain upon reunification (Cohen, 2000) and implicitly suggests that Canada wants and needs their labour, but does not want their residency to become permanent. Moreover, when domestic workers finish their two years and are able to apply to bring family over,

Immigration Canada applies a Eurocentric heterosexist definition of “family” that limits applicants to bringing over spouses and children (Cohen, 2000). When children in spouse countries have been cared for by grandparents or other extended family for years, this separation can often be painful and fraught with difficulties (Parrenas, 2000).

Live-in Caregiver Requirements

Foreign live-in Caregivers must meet certain Citizenship and Immigration Canada criteria before being admitted to Canada. These criteria reflect the education, language and skill level necessary for the foreign worker's successful integration into the Canadian labour market:

Table 2.2

Live-in Caregiver Requirements

-
1. Successful completion of the equivalent of a Canadian high school education.

 2. Six months of full-time training or 12 months of experience in a field or occupation related to the job you are offering. For example, the training or experience may be in early childhood education, geriatric care, pediatric nursing or first aid.

 3. Ability to speak, read and understand either English or French. The Caregiver must be able to function independently in a home setting.

The succeeding table of comparison presents the noted characteristics of the caretaker job in Taiwan and the Live-in Caregiver Program (LCP) in Canada. The sample template of each work contract is shown in Appendix D and Appendix E respectively.

Table 2.3

Table of Comparison of Taiwan Domestic Work Contract and Canada Live-in Caregiver Contract.

Contract Details	Taiwan Caretaker	Canada LCP
Validity	2 years with extension of 1 year	1 to 3 years with extension
Number of Working Hours	12 hours or more daily no holiday	8 hours a day, 5 days a week
Salary / Wages	\$17,280 NT / month=(\$500US+)	8~ 10.25 CAD/ hr =(\$1200~\$1500US)
Board/ Lodging	Free of charge	Max. \$365CAD /month
Benefits	National Health Insurance 7 days leave (optional)/ without pay	First 3 months insurance free Annual leave with pay, holidays, sick leave with pay Accident insurance

The comparative table presents the better work prospect in Canada as first hand information were gathered from the subjects and from pertinent documents submitted to Taitekton Immigration Consultant Company by domestic workers in Taiwan applying under the LCP.

CHAPTER III. METHODOLOGY

Chapter Overview

This chapter contains the research framework, research procedure, and research methods. The chapter explains the approach taken in using the cross cultural perspective as independent variables whereby the researcher provides definitions for each dimension in relation to the purpose of the study. The chapter also explains the sampling procedure and the necessity to follow said procedure to obtain the required sample. Details are presented in instrumentation, data collection and data analysis.

Research Framework

This research framework was developed in accordance with the literature review. From the review, cross cultural adaptation is invaluable to the learning experiences and transition of the migrant workers. Drawing upon the literature from cross cultural adaptation, migration, social phenomena and women's roles, transitional adaptation as a term has been given a special meaning to this research pertaining to the temporary phase wherein migrant domestic workers prepare from Philippines before coming as domestic workers, then having experience in Taiwan a transitional phase as they plan to pursue another care giving career in Canada and then again when in Canada during their transition period to becoming permanent residents or plan on return migration. Learning by experience being termed synonymously as experiential learning lends the meaningful term to the general knowledge and skills the migrant domestic workers have gained for useful preparation to the potentially perceived better career. This research framework was developed in accordance with the aim of the researcher to present a structure of what the procedure would be undertaken.

The Filipino Migrant Domestic Workers transitional adaptation is represented in the perceived cycle from their country of origin to their journey of work migration and cross work migration. The cycle depicts the ongoing travails of the FMDW marked by the beginning point*, temporary phases of transitional adaptation are felt before coming to Taiwan, planning to pursue another domestic career in Canada and then again when they

aspire to apply for permanent residency as dictated by migration issues, or go back in Philippines to be reunited with the family.

Framework of the Study

Framework 1

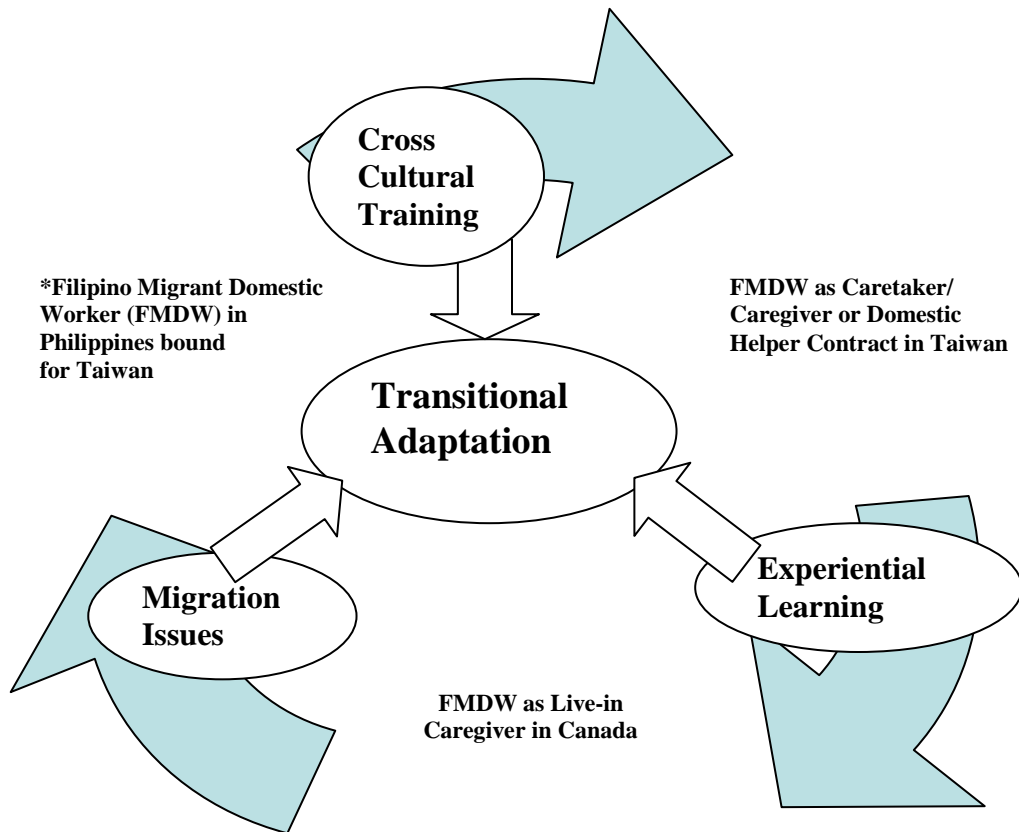


Figure 3.1 Cycle of the transitional adaptation in the life and work adaptation of Filipino migrant domestic workers

Framework 2

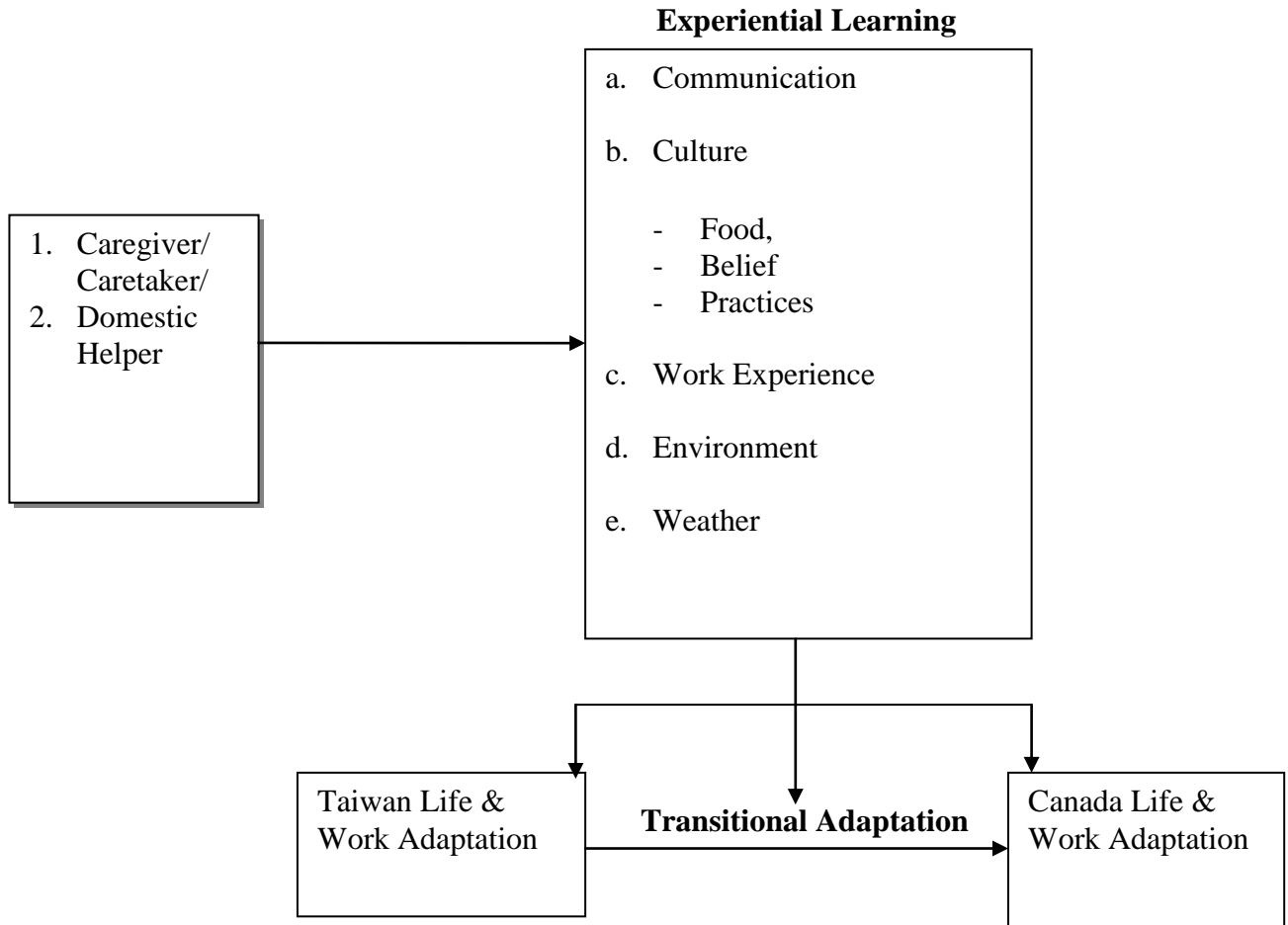


Figure 3.2 Framework that displays possible factors that affect adaptation process of the migrant workers

Research Procedure

The following figure explains the process followed by the researcher of this research.

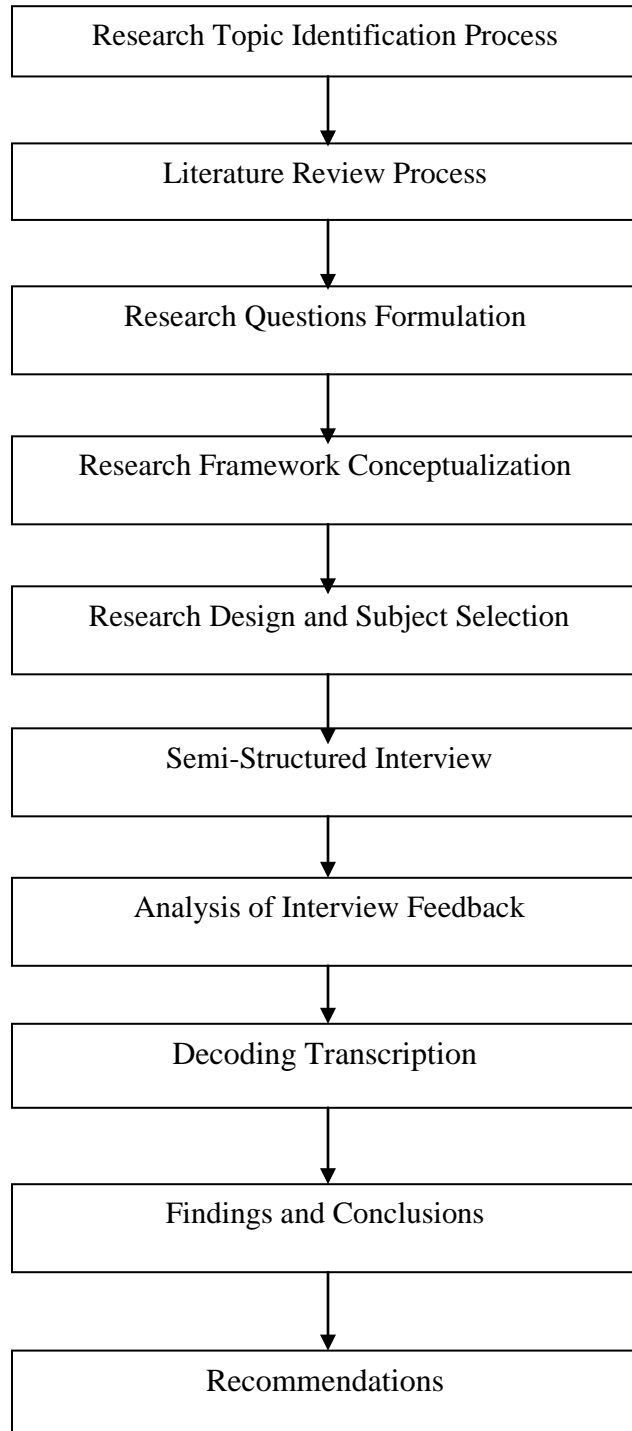


Figure 3.3 The research process

Research Methods

A qualitative interview was designed to obtain subjects responses to the topic of adaptation. Interviews were held in person for those in Taiwan and by internet calls for those in Canada. A semi-structured interview was prepared for 12 subjects, 6 Caretakers in Taiwan and 6 Live-in Caregivers in Canada. Comparison of the life work adaptation process and factors affecting it for the Filipino migrant workers in Taiwan migrating for work in Canada will provide details regarding their adaptation process, strategies and experiences. The work life synchrony will detail how these migrants undergo battles every day at work and beyond from their respective work places and to their extra- curricular activities. The effect of communication in cross-cultural adjustment, the psychological aspect, the political constraints and the environmental aspect all provide a deeper perspective about the adaptation process and strategies transpiring alto together. In the process certain accounts of activities are carried out such as acculturation, de-culturation and assimilation. Life and work intertwines in this study as we become aware of the encompassing potentials to improve the lives of these migrant domestic workers in a foreign land.

Data Collection

Using two sets of semi structured interview conducted by the researcher; first, for those in Taiwan working as caregivers, caretakers or domestic helpers, second, for those in Canada under the Live-in Caregiver Program (LCP). To give the subjects the idea of what the needed information were, a previously done survey questionnaire was administered by snowball sampling for workers here in Taiwan who are processing application to the Live-in Caregiver Program. On line internet calls for those in Canada and personal interview questions were asked regarding Taiwan adaptation factors that also covered their life and work adaptation in Canada. Demographics noted are age, educational attainment, marital status, training, work experiences, years of stay in Taiwan and Canada. With the exception of gender since the entire subject is female. One on one interview is done with the subjects to ensure first hand information and dig deeper into their personal accounts of experiences contributing to their life and work adaptation as well as transitional adaptation. A timeline is established to follow through the flow of life experiences important for their transitional

adaptation. Oral histories will also be presented to enlighten the readers of the nature of the respondent personalities and job expectations.

The researcher made semi structured questionnaire found in Appendix A as generally used have been slightly deviated from at times in some of the interviews in order to get more details from subjects who are not likely to speak fluent English and needs translation of some of the terms in colloquial language.

Research Subjects

A semi- structured interview was conducted for 12 migrant domestic workers, 6 subjects from Taiwan and another 6 subjects in Canada who worked in Taiwan as domestic helpers, caretakers or caregivers before they qualified to work as live-in caregivers in Canada. The choice of subjects is done by choosing from the leading consultant company for workers under the Caretaker, Caregiver or Domestic Helper contracts in Taiwan applying for work permit going to cross work migrate to Canada under the Live-in Caregiver Program (LCP) and another group of those who are already working in Canada and either planning or undergoing application for permanent residence represented below:

- A. Taiwan Overseas Filipino Workers (OFWs) under Caretaker contracts
- B. Canada OFWs under the Live-in Caregiver Program (LCP) of the Canadian government

Those in Group B are presently live-in caregivers in Canada for more or less than a year and have worked in Taiwan for more than a year. The researcher have met them personally in Taiwan before and aware of their plight in their Taiwan contract being the springboard to Canada Live-in Caregiver Program (LCP).

An open ended interview was done in person to the migrant domestic workers in Taiwan and online internet calls to Canada. Making up two groups to track down, mark up the timeline from being a caregiver in Taiwan planning to work in Canada, step migrating to Canada as Live-in Caregivers and applying permanent resident in Canada.

Background Summary of Subjects

Table 3.1

Background Summary of the Subjects' Demography and Training

Subjects	Age	Education	Civil Status	Training	Experience
A	27 y/o	Computer	Single	6 Months	3 Years
B	39 y/o	Commerce	Separated	100 Hours	9 years
C	42 y/o	Secretarial	Married	150 Hours	7 years
D	32 y/o	Education	Married	6 Months	2 years
E	29 y/o	Computer	Single	100 Hours	5 Years
F	36 y/o	Undergrad	Married	Experience	2 years
L	38 y/o	Midwifery	Married	None	9 Years
M	30 y/o	Management	Single	100 Hours	3 years
N	31 y/o	Computer	Single	6 Months	2 Years
O	43 y/o	Computer	Single	248 Hours	3 Years
P	40 y/o	Nursing	Married	100 Hours	5 years
Q	31 y/o	Education	Single	150 Hours	3 Years

Subjects A to F are Filipino migrant domestic workers in Taiwan. Subjects L to Q are those in Canada under the live-in caregiver program (LCP). Education refers to the majors they have taken, undergraduate if no degree but have at least 72 units in college. Training duration is indicated as the actual hours or months of training from Philippines, or if they have working experience oversea, they are waived from hours of training for Taiwan. Years of experience are cumulative years they worked in Taiwan and Canada (not including experience in other countries).

Data Analysis

It was carried out in five stages with two groups. Prior to the following stages, the migrant worker prepares herself for the cross cultural encounter psychologically, emotionally, mentally, physically and spiritually. From a modified approach, not coinciding with the works of other researchers regarding migrant domestic workers in different cultural milieu, several concepts are interrelated to the topic of these migrant domestic workers following the chronicle of their journey from Philippines, to Taiwan for work, then to Canada for onward migration. The aim of the researcher is to present the phases in the life of a FMDW to convey the essence of the study.

Stages of Overseas Filipino Workers as Subjects:

Stage A- Transition from Philippines to Taiwan

Stage B- Taiwan life and work adaptation

Stage C- Transitional Adaptation from Taiwan to Canada

Stage D- Canada life and work adaptation

Stage E- Transitional Adaptation from LCP to Permanent Residency

Comparison of the life and work adaptation process and factors affecting the Filipino migrant workers in Taiwan migrating for work in Canada provided a timeline of the phases in their life regarding their adaptation process, strategies and experiences. The life work synchrony detailed how these migrants underwent battles every day at work and beyond from their respective work places and to their extra- curricular activities. The effect of communication in cross-cultural adjustment, the psychological aspect, the political constraints and the environmental aspect all provide a deeper perspective about the adaptation process and strategies transpiring altogether. In the process, certain accounts of activities are being carried out such as acculturation, deculturation and assimilation. Life and work intertwines in this study as we become aware of the encompassing potentials to improve the lives of these migrants in a foreign land.

Validity and Reliability

Validity refers to the accuracy of the inferences or interpretations made from the test scores (Johnson and Christensen, 2004). The validity of the instrument is determined by content validity. It is the extent to which the measurement device, in this case the measurement questions in the questionnaire, provides adequate coverage of the research problems and research questions. The researcher tests content validity by providing definitions of each dimension used in the cross cultural perspective and experiential learning in the topic of transitional adaptation. The questionnaire design and development of this study is based on related literature, discussed with researchers to determine the usefulness and revised several times grounded on scholars' advice.

Using a personal interview, the researcher has consulted authorities with actual encounters and in charge of the migrant domestic workers welfare and development. Meeting with the Philippine ambassador to Taiwan, as well as labor affairs officers were asked about the status of work adaptation of the FMDW in all aspects. To validate the claims and answers of the political figures, government representatives and the workers themselves, another dialogue was done to discuss the usual hindrances for the migrant workers adaptation with religious leaders. Triangulation was attempted to make an over-all picture of the life and work adaptation as well as transitional adaptation.

Reliability refers to the consistency or stability of the test scores (Johnson and Christensen, 2004). To test reliability, a pilot survey questionnaire was administered during the early period of this research. It was conducted to a group of migrant domestic workers in Taiwan regarding cross cultural adaptation. After which, a semi structured questionnaire was conducted face to face in Taiwan and through online internet calls to Canada. The instrument was used to have an in depth information from the subjects' transitional adaptation.

CHAPTER IV. FINDINGS AND DISCUSSIONS

Chapter Overview

This chapter presents a profile of the subjects and the outcomes of the research addressing the issues of transitional adaptation of the FMDW. The results are divided in subtitles to explain further the findings from observation, qualitative interview and discussions with the subjects and people in direct contact with them and know their plight as migrants. Based on the subjects' accounts, the story started when they were in the country of origin. Commencing on the life they have embarked as a migrant domestic worker towards becoming permanent residents in a foreign land.

Personality Sketch of Subjects

To learn about the interesting personality of the subjects of the research and further understand their nature and experiences, their individual background is presented as follow to be validated in the findings hereafter.

Subject A

Coming out of her comfort zone, Mabel is a simple but tough lady. Dealing with the transitional adaptation, she finds herself frustrated at how long she is going to wait for the chance to find a job in Canada. She is allowed to spend time with friends when the employer is out of the country. Lucky for her since there is not much to do in the house but housekeeping. She previously took care of a child who is now studying abroad. She finds motivation for adaptation from friends also in Taiwan coming from their province back home who shares similar interests and values. She claims not having a problem dealing with employers but need to include gestures aside from learned broken Chinese to communicate effectively. She plans to stay with the employer until she is able to go to Canada.

Subject B

A separated mother of a child whom she left in the care of her sister, she dreams of being reunited with her family once in Canada. Corazon is the generous type of person who

finds joy making friends by showering them with tokens of appreciation. She worked in Dubai before coming to work in Taiwan. Her hard earned money gives her security to support her application while she handles her job pretty well. She experienced difficulties common to the migrant workers upon arrival during her first contract such as loneliness, homesickness, language barrier and culture shock. On the second and third contract, she learned how to manage her time in performing duties to her advantage. Her employer is considerate enough to give her some days off during the weekends so she has met some friends and has the time to go to church. Her character doesn't seem to be trusting due to some personal experience with first the husband and then with another man, she felt cheated and vowed to concentrate on work and her child's future and herself. She claims she have developed a kind of psychosomatic symptoms, sometimes having the feeling of frustration and inadequacy. She is able to go through tough times calling on God's guidance and consolation as well as entertaining herself listening to the English radio station in Taiwan, ICRT and reading from local newspapers like 'The Migrants' with English and Tagalog news from home country.

Subject C

Linda is a mother of two adolescents back home. Typically simple family in the rural area, the husband is left to care for the children and free to do things he would consider providing for the family. The children are well disciplined, according to the mother. A girl and a boy who prefers to act like a girl, having the mother as a good role model. The elder child recently graduated as valedictorian in high school. She says she is a hands-on mother despite of her absence in the physical life of her children. Always communicating with the help of convenient internet calls or mobile phone calls keep her in touch with the family left behind. Linda has a foreign national employer in Taiwan. She thinks it is easier for her to adapt since she doesn't share the language barrier problem, she can communicate well with her western employer and family. The food may just have to be adjusted to the taste, it's not Asian.

Subject D

Jelyn is the kind of woman with an interesting personality. Married but without a child, she decides fickle mindedly and always having doubts on almost anything. Although,

her faith is somewhat one of her beautiful characteristics. She is the vocal type who would talk about being harassed and have strong determination to get back at the situation to correct it. She is also the caring type, going out of her way to spend for her ward's air conditioning system when it failed, for the elderly woman's comfort. She stays with her in the room and treats her like her own mother. Even as she was having difficulty due to language barriers, her language of care and concern is evident to the employer's family. She even has a voice of opinion when she speaks for the elderly, the mother of the employer. She is proud of the fact that she is the longest staying caretaker after few workers they hired quitted the job after a day or a week. Her theory that the drunkard son may have done the same harassment he did to the previous ones. It was only her who managed to address and put a stop to it and she is supported by the family members. She said she is sacrificing her stay with the employer as she waits for the right time to leave for her future job as a live-in caregiver in Canada.

Subject E

An eloquent and smart lady with a friendly attitude, are best words to describe Marissa. Being the eldest child in the family of nine siblings made her to grow a mature disposition in life. Sending her brother to college after the other sisters have graduated, she grabbed the opportunity to apply for a better remuneration and benefits in Canada. Her most difficult situation is when the elder died in her care after three months and she has to be transferred to another ward, the agony of the loss and yet she managed to move on. Now she is set to embark on another phase of her life, getting ready for her life in Canada. She was chosen by her Canadian employer through her down to earth and jolly renditions during her phone interview sometime in April. She has to present some made up experience of a borrowed child from a neighbor to be able to apply to the agency. Her employer was kind enough to back her up in presenting such experience to process her documents. Saving up for Canada application took her five years and now she was lucky to enjoy the benefits of the new labor policy requiring employers to shoulder the transportation costs of the foreign caregiver from the country of residence to Canada. She said she is very grateful to the agency who helped her find the wonderful employer as they are anticipating her arrival as soon as her work visa is released.

Subject F

A veteran caretaker and domestic helper, Jennifer worked in Hongkong and Lebanon for quite a period of time with same duties of taking care of children. She speaks fluent English with a good accent, even as she took up two years college and never finished a degree. She could do everything, difficult job for her family in Philippines. She hopes to achieve transitional adaptation as she is preparing to her next destination Canada. Adding to the pressures of her job is the unusual set up in her employer's family. She is left to care for the children and the mother of her female employer, while she works in Shanghai and come back home only after two or more months. Jennifer acts as the second mother to the children and has to keep up with the immature behavior of the male employer. She experienced treatment of being judged or looked down and ordered to do a lot of things in the house. She had no choice but to carry heavy things inside the house especially when they have just moved to a new address. The most crucial part is when she asked permission to apply for Canada and the employers held her passport and deprived her of renewing it. Presently she is still planning to pursue by compromise with the employer. She was never rewarded any rest day in her entire contract of two years. Still, with her positive outlook she is sure she can find a way to follow her dream for herself and family.

Subject L

A real down to earth character is referring to Madonna, who, like Corazon almost finished nine years in Taiwan before her cross migration for work in Canada. She has a daughter back home and make sure she communicates with her husband and child everyday of her migrant worker life. She claims to be lucky with her experiences with employers, both in Taiwan and now in Canada. Presently waiting for the approval of her application for permanent residency, she is past the transitional phase of dilly dallying. Keeping her fingers crossed, that she would get her family from Philippines to Canada. Her character did not seem to be much affected of the long distance separating her from family. Their absence, as she pointed out, is a sacrifice for a more fulfilling life she dreamt of. She still communicates with her previous employer in Taiwan and to her agent who sent her to Canada. She believes that as long as one is steadfast and will pursue the goal set, nothing is impossible. The presence of friends around her can only affect her for a while, hearing some misfortunes and stories of sufferings in Canada, she is the righteous type who would mind her own business

rather than give in to criticisms and rumor appreciation among fellow migrant workers during their occasional meeting in the park, in malls or any public place. There is nothing that her employer cannot address to talk to her as she presented herself as an honest and reliable worker. She said she is happy to work with the employer's family and she feels treated like a member.

Subject M

Jolly and healthy Michelle shared her secret that she never planned to go to Canada before. She just heard the advertisement over ICRT FM Radio about caregivers qualified to apply permanent residents in Canada. She later read the ads inside 'The Migrants' newspaper circulating within the migrant community in Chung Shan. She is a happy go lucky type, being single, enjoys going out with friends on her day off. She did not have much difficulty in her transition and adjustment. During that time she was in Taiwan working as caretaker, the process of work visa application was just so fast that she needed to break her contract with her employer. She was charged by her broker a penalty for contract termination. She was willing to pay noting that she can earn it even more than double once working in Canada. Having family in some places in Canada, she did not feel homesickness there. She visits them during her two days off each week to attend church services, do shopping, and go places to unwind. She finds the food there making her gain more weight as well as the weather.

Subject N

Grace is another lovely lady who did not face difficulty prior to her departure for Canada because of breaking contract. Recalling on her previous work experience in Taiwan, she said she had no regrets. Her employer trusted her with the household and the children in her care. She was lucky that her former employer understood her dream to have a brighter future. Although she was endeared to the family they let her go with contract unfinished. The transitional adaptation from Taiwan to Canada evidently became smooth compared to that from Philippines to Taiwan. She was glad to have the six months caregiver course as her training for the care giving career. Coming from an affluent family, her purpose coming work in Taiwan as caretaker is to have experience as a required related experience for work migration in Canada. She is now enjoying learning in school, as she enrolled short courses

to qualify to find jobs related to her business course. Having a more stable financial status, she is able to support family back home. She even has a chance to have vacations in Philippines each year at her employer's expense.

Subject O

The strong willed and assertive type of worker, Aurelia went through her caretaker contract in Taiwan painstakingly. She managed to deal with her employer civilly doing her assigned task and answering back at them if situations are not pleasing or acceptable. Her subservient nature also became her threshold to fight the battle within herself. The thought that she is working on a domestic job in a foreign land when she is educated in her home country, it caused her additional burden during her transitional adaptation. Her relationship with her employers then was not so good but she managed to adjust herself keeping busy and focusing on her future plans going to Canada like her friends. She thought 'if they can, why can't I?' Leaving her grown up child out of wedlock, she did her best to reach her goal. She was dreaming to marry a foreigner and it seemed Canada will give her a go for it. The newfound liberty in the western world she never felt in the Asian culture made a difference in her life now. She feels victorious over all the hindrances she encountered before the dream becomes a reality. She encourages fellow domestic workers to look forward and dream of a better life.

Subject P

Quiet and distant, Criselda looks as though she is unfriendly but if one knew her well, one will know that she has a huge circle of friends both here in Taiwan and in Canada. In fact, she even helped some of them financially. Being separated from her husband due to some undisclosed situation, she prides herself on being a good mother. If only during the time she spent with them in Philippines, because she also worked in Taiwan for few years. The children all grown up now, sees how her life has changed. She is recovering from a wounded pride and mastering self esteem now that she can decide for herself. Improving on her education as she enrolled in a crash course for caregivers along with her friends met here and there. She is enjoying the way she is living her life, free from stress unlike when she was a caretaker in Taiwan. Lacking sleep, food, and over worked she is able to finish her contract without any complaints. Risking her savings she financed her application to Canada

through the first and leading immigration consultant agency in Taiwan. She is grateful until now for the great change for the better in her life in Canada, having nice employers who treat her as a part of their family and allows her to invite friends to stay over the weekend.

Subject Q

Having the most unforgettable experience among all the subjects, Sharon still feels the slight fear of her escape from her employer in Taiwan. She hailed a taxi back then without any luggage to carry, went straight to the airport and took her flight to destination Canada. It has been more than three years, at least now she can make joke about it. She admitted having nightmares about it during her first year in Canada. The work that she held gave her a chance to provide for her family, she sent her brothers and sisters to school one at a time. She is the perfect elder sister. The dream of earning more and have a better future have pushed her to pursue her application for Canada without the knowledge of her employers. Back then, employment certificates were not needed as much as recently in applying through an agency. Although conditions are better, she seemed not well pleased by her area of work in Canada. Noting the lack of public transportation as compared to Taiwan with all its Metro Railways and routes of public bus transports, she wants to move to another location. She may do so as soon as her application for permanent residency is approved.

Preparation Stage: Transition from Philippines to Taiwan

Filipino migrant domestic workers in Taiwan whose contracts are caretaker, caregiver or domestic worker were discussed as subjects of a social phenomenon in this paper. From the Philippines they apply to work as caregiver in Taiwan undergoing all necessary trainings and preparations for their departure, leaving their love ones in the hope of earning more income to support their families left behind in the care of other family members. Coming to Taiwan entails a great ordeal of anxiety and hope at the same time for most of the subjects, especially those first timers as migrant. The duties and tasks assigned upon their care are mostly caring for elderly, children and disabled family members including a wide scope of household chores from cleaning, cooking, washing, marketing, pet care, errands and some are even forced to work outside of their contract. Aside from financial considerations expending for the moderate placement fees,

or finding financial institutions to loan the amount paid to the agency or broker, the applicant is required to attend a training course for caretakers. It is required for first timer migrant domestic workers from Philippines to Taiwan since 2002. Subject M informed that there was “no training requirement before” when she worked in Taiwan. Subject F mentioned she “previously worked in Hongkong and Lebanon”, so she was exempted from training. Women’s role in the migration process was dictated by the need to support immediate family members. When children in spouse countries have been cared for by grandparents or other extended family for years, this separation can often be painful and fraught with difficulties (Parrenas 2000). Subject A is happy to help the family live better when working abroad. Most of the subjects consider their work unable to provide a good life for the family. As Subject Q blurted out “lack of employment opportunities pushed me to loan before being able to apply to Taiwan”. Others are left unemployed and found means to work oversea where they expect to earn more and make lives better in the future. Subject A and D admitted taking the six months caregiver course as preparation to work in Canada. They also ready themselves with loneliness, not expecting other problems would arise as soon as they set foot on this foreign land. There was a minimum lesson for Mandarin Chinese as some of them claimed it was helpful. Subject C said she learned “to appreciate foreign national, food preparation and interpersonal communications”. Preparing for departure made them excited and sad altogether, the former, having achieved their goals to be hired and start work soon while the latter, thought of separation with love ones. Subject O claims that it is “a real sacrifice for her to leave her children for the first time”. Subject D has pointed out a strange feeling adjusting herself “from teaching to domestic work”.

Some of them left their unstable low income jobs. Taken in the spirit of sacrifice and planning for the future, half of the subjects have a pre-conceived idea of step migration to Canada after Taiwan, they undergo through the first transitional adaptation phase. It was a temporary and unstable state and as they arrive in Taiwan, they have yet to experience the unforeseen difficulties but holding firm in the decision to make their lives better. Subject D confirms: ‘we have to find means to make our lives better, for family and ourselves’, ‘I am staying here (Taiwan) for experience needed in Canada’. The other half have known of the phenomenon of onward migration from Taiwan to

Canada through the media: ICRT Radio FM 100 where Taitekton programs and ads are aired about job opportunities in Canada, magazines and newspapers circulated in the Filipino community, the likes of 'The Migrants', 'Extra, Extra, Chika, Atbp', as well as by word of mouth from countrymen friends, neighbors or relatives whom have proven that it is possible to migrate for work in Canada through Taiwan domestic contract. According to the recent statistics, domestic workers in Taiwan are becoming fewer with the effects of bilateral issues between sending and receiving country. More Taiwanese employers are in favor of hiring Indonesian workers as they are easier to handle and learn the language fluently. As the number of Filipino domestic workers plan and pursue to apply for step migration to Canada, many of them break their caretaker contract in Taiwan. Especially for those with relatives or acquaintances, who are willing to find them available caregiver job in Canada. In the book, "Servants of Globalization: women, migration and domestic work" by Parrenas (2001), the influx of domestic workers is determined by the cost of fees charged by agencies and the prospective wages in the country of destination.

Domestic Work Experience in Taiwan

Coming to their contracted family homes or their employers often have these domestic workers tied down with handful of duties from taking care of children, caring for elderly, doing household chores and even tending to their employers businesses from factories to restaurants to nursery schools. Such was the initial result of the survey questionnaire the researcher has collected from 50 respondents in Taiwan. the researcher has concentrated however, on an in depth interview in the final stage of this research. Most of the subjects claim to have a caretaker contract in Taiwan, bearing an elder to care for but they "look after elderly and children, do household chores" (Subjects A,B,D,E,F-1-01). "Domestic helper, nanny, do housekeeping and cooking"(Subjects C,L,M,N,O,P-1-01;Q-1-02). Few unlucky ones complain their present situation they encounter difficulties like language barrier, few abusive employers, common practice of no rest day, no room privacy, limited food and weather adjustment to name a few. Apparently, as a form of self preservation, they change their statements when asked for the record. Subject A has a 'smooth relationship' with her employer's family. Subject B

mentions 'relationship is great, they are God fearing persons and good hearted' while she accounts for a number of argument with employer's wife but she tries not to get affected. Subject C having a foreigner employer states they are 'like friends'. Subject D and Subject F have the more negative comments: 'I have problem with family members, I feel violated sometimes and wanted to go home to the Philippines' and 'just surviving, because no rest day here' as were the two statements. Of their personal situation, loneliness is a normal feeling being home sick or missing their love ones in the home country as claimed by Subject C. Difficulties with their employer, the employer's family members or the work itself has been encountered by most of them at one point or the other but they consider the employers good.

'Communication is one major problem' Subject A stressed, 'hard to learn the different language they use' said by Subject E. 'Sometimes we communicate by sign language' says Subject D. With the actual experiences they have and the technical, cultural and language training they may have had, they are able to communicate with their employers with the foreign language or else using sign language or gestures would help for a while until they can communicate effectively. Wong-Rieger (1984) asserts that the abusive or hostile communication from the host families contribute to the low self esteem and restrain migrants adaptation. Kim (2001) focused on the psychological dynamic. Subject C said 'children are not listening' and 'word abuse' of first employer before her present employer made her experience and learn from it. These includes communication efforts as they try to learn the language, if they are lucky to have children in the household, most of the young generation can translate the meaning for them in the conversation with their employers. Their coping strategies include 'they speak little English, I speak little Chinese' Subject D, 'children can speak good English, they translate for me' Subject B. Subject L mentioned during her Taiwan stay she 'didn't have difficulty' because she 'never hesitate to ask for clarity' in case of doubt. They face discrimination brought about by their status of being domestic helpers bound by duty to follow everything the employer or his family ordered her what to do when and how they prefer. "I follow the rules and regulations of my employer' Subject A.

These migrant domestic workers found different coping strategies to survive. They keep focused on the job and think of their family and the expenses they have

incurred coming for work in Taiwan. 'My family especially my kids motivate me' tells Subject F of her source of motivation. Subject D tells 'I am reliable and can manage without supervision in the home and care for grandma (her ward)'. They learn from available media exposure and social network about how they can improve their situation. As Subject A claims 'I watch television, migrant magazines with translation'. The presence of technological gadgets available in Taiwan makes it easier for them to communicate with their families back home. Subject C 'loves to use phone and computer for frequent communication with my family'. Subject D makes 'frequent calls and text messages to and from my roaming number'. These workers motivated themselves with the help of family and friends, their mindset, values and belief they uphold. Subject A reiterates 'friends are big help'. Subject B 'keeps focus to work, seek God's help, and go to church at least once a month during (her) day off'.

Other factors are food, culture and environment, specifically the weather, but these are not much of problems to them. Subject F has learnt about the culture and traditions. Subject A and B 'can adjust to the weather'; Subject C says 'it (Taiwan) is near, closer and easy to go home' and she has the feeling of security. Subject E believes that it is 'nice and safe, cozy living and working in this place' and that 'government protects people from crimes, I am adjusted and comfortable'. Subject D has good things to say about this country, 'Taiwan is a good place, food and transportation are convenient. Culture is rich; there are lots of museums and parks around.' For Subject N, it was a bit of struggle culture wise, but with employers and friends help, she was able to live with it. Generally speaking, all subjects consider Taiwan as a secure place to live and work until they find a greener pasture. According to Parrenas, domestic Filipina workers make up two thirds of female labor from Philippines, with the exception of the migrant nurses in the U.S. In Taiwan domestic Filipina workers (22,840) are outnumbered by industrial workers (54,493) mostly in manufacturing companies. (CLA data, May 2011). Stories of migrant workers who left their own families to care for other children and parents in foreign countries have been retold over and over. The plight of the wise and financially able OFW becomes different in the face of migration issues.

Transitional Adaptation from Taiwan to Canada

The experiential learning acquired by the migrant domestic workers from Philippines and Taiwan made their second transitional adaptation smoother and faster. For those whose domestic job is more stressful, adaptation may take longer. As Subject D felt: 'frustrated at times, nobody was able to work here longer than I did'. She said she is trying to stay for her future plan. 'It is not easy, lots of work every day' that being said by Subject F. Subject L remembered how 'stressed with work' she was before. During the process of adjustment and adaptation, different strategies were discovered to enable them to go through the process with less difficulties and more ease. Subject E said in a confident tone: 'I love my job and have my own initiative to maintain harmony, show eagerness and do responsibilities as worker.' The presence of supportive and understanding employers plays a big part in their faster adaptation to their life and work in their caregiver contract. As Subject P accounts her Taiwan transition; 'great, they treat me well, fair, and considerate of everything'. Subject M was also satisfied with her employers before; 'happy and content, thankful for good employers' after they gave blessings to her Canada application. However good the transitions they had, half of the research subjects, due to their preconceived idea of coming to work in Taiwan with plans of step migration to Canada, and the other half upon knowing this cross country or onward migration opportunity through media, their friends, acquaintances or family. These domestic workers did and are doing their best to save for the placement fees and acting on their capacity for use as a stepping stone to Canada job. Subject C notes that she is coming back for another contract in Taiwan to save for her agency fee to Canada as caregiver. Subject A and B have savings to finance their application. Subject D has little savings and considering to loan from agency to finance her application. She is lucky to pay minimum fee due to the new policy whereby employers pay for the placement fees in Canada. Subject E saved her salary and borrowed from friends. Subject F plans to 'work hard here in Taiwan and save my salary'. They stay for a year or so then plan to apply to work in Canada with better working condition as they hear about from friends, and if they have the access to the radio ads or from print media circulated in the Filipino

community about the Live-in Caregiver Program (LCP) and other job offers in Canada with a promise of higher wages.

While some workers have the benefit of going home for vacation within their valid contract, most of them do only when they finish the contract. Good workers are re-hired by employers in need of their services. Subject P shared that she wanted to pursue her dreams, made Taiwan her stepping stone to Canada. Their useful experiences being nannies or caregivers would make them qualified for the special LCP in Canada. Subject L noted that it was a better idea proceeding to Canada than going home. Most of them who can process their papers have a smooth relationship with their employers as they can get good recommendation for their future application. Subject E expects to land a good job, with employers treating her good'. They talk about the second transitional adaptation aiming for Canada 'is another challenge, not only money matters', 'it's a big chance and opportunity for me' (Subject A). Subject F said she's thinking of a good job and high salary, only few hours of work, and freedom to choose. As preparation and transition, Subject D opts to prepare for the weather in Canada by buying thick clothes, coat and boots. 'Just a big preparation for the weather'- Subject A. 'I keep myself physically fit to have capability to work with strength'- Subject E. They have a clear picture of what they plan to have in the future, 'be a Canadian citizen' (Subject B), 'earn more money' (Subject C), 'go to Canada' (Subject D), 'big source of income in Canada' (Subject E), 'be a Canadian immigrant' (Subject F). Subject D mentioned as noteworthy 'My actual experience is my preparation, as well as my six months caregiver course'; 'communication in English will be easier, food and culture, I heard have lots of choices, will do my best'; 'greener pasture'. Some cannot afford the fees and so they would stay to work for another contract in Taiwan, but since migrant workers have a maximum number of nine years they could work here in Taiwan, those who can afford grab their chance to pursue a better care giving career in Canada where they can apply for permanent residency after some time. The book "Force of Domesticity" by Parrenas (2008) talks about how the Filipina migrant domestic workers are simultaneously pushed inside and outside of the home, on the same note the subjects of the research have a pull factor to step migrate to Canada given the opportunity of their domestic experience in Taiwan.

Factors Affecting Adaptation in Canada

The adaptation processes of the live-in caregivers vary depending on the factors affecting them. It takes about three weeks to six months for most of the subjects interviewed to adjust to their working conditions. Subject L took weeks to adjust, considers her job easy and fun, she has no regrets coming to Canada while Subject M felt fine around three months, is happy and contented, and thankful for employers. She plans to stay as long as employer wants. Subject N said it took her three to six months to adjust. She said it's 'a bit of struggle culture wise, but with employers and friends help, she surpassed the adjustment period'. Subject P describes employer as 'great and treats her well, being fair and considerate of everything' and so she 'adjusted with the job, time, weather and food easily through employer's help.' 'Food is not bad, there are Asian stores around' – Subject M. Most of the migrant workers have a good relationship with their employers in Taiwan and in Canada. Subject L and O both claimed that they didn't have difficulty; 'people are friendly. Subject P told that she is free to cook any menu she prefers and her employer drives her where she wants to go on her day off. She also enjoyed her annual leave with pay. Their present task and duties are the same as their previous job making it easier for their transition period. Subject N 'same job, not much change'; contributed to 'fast and easy adaptation'- Subject O. Furthermore, Subject Q was 'confident (she's) able to manage (her) duties and responsibilities'. She stated that it was easy for her to adapt as she was a caregiver in Taiwan before coming to Canada. Similarity of job functions result in the smooth transition. Better pay compensates for any difficulty they face.

Many of the migrant domestic workers complained of the long winter and really cold climate. Subject N discovered the 'severe weather' and Subject M also had to adjust because it is too much cold weather. Subject L mentioned 'climate is crazy', but she has adapted to the taste of food, as well as the weather 'specifically the long winter and skin burning summer'. They have learned to 'wear the right suits and gear to survive' (Subject L) the really cold weather.

Contributing to the migrant workers life and work adaptation in Canada is the usage of the familiar English. Subject Q pointed out that having an English speaking

nanny is an edge for her employer to have a Filipino live-in caregiver; they get more for less pay. These domestic workers tend to communicate well with employers who speak the same language. Subject O described that she had no difficulty and is doing well in Canada. No one mentioned having difficulty in the aspect of communication and employer- employee relationship. ‘Good relationship professionally and personally’- Subject N. Also, Subject Q claims to have a good employer and supportive friends around. Social network is found in such: ‘Filipinas are all around as well as Church communities’- Subject L. ‘Nice neighbors and friendly people’ – Subject M. Most of the workers mentioned they never thought of quitting their job (Subject M, N, O), others are satisfied with what they have (Subject L, P), ‘it is more of a life’; ‘spending weekends is all up to me’ (L), ‘Canada is my dream country’(P). Subject P ‘loves to take care of employers’ kids because they are sweet and very cooperative, I treat them as my own kids’. Only one concern is raised about transportation problem, choice of food and high taxes. Seemingly affecting her notion of adaptation, Subject Q enumerates: ‘there is no bus service in my employer’s place, too much taxes deducted from my salary and inaccessible transportation, Canadian foods make me sick, unhealthy foods’. For the other five subjects they claim a fast and easy adaptation in Canada.

With working hours that would give them time for themselves as well, health benefits and rest days that make them relaxed and ready for another working week, higher wages than in other countries, more freedom to do what they ought to do during their free time, opportunity to earn more or advance in knowledge and the benefit of being reunited with their families after a certain period of time waiting for their permanent residency. Their temporary stay in Taiwan is a useful training ground for a more beneficial and profitable income work as Live-in Caregiver in Canada.

Migrant Filipina women are employed as domestic workers in more than 130 countries (De Jesus, 2005). In Canada, domestic workers under the live-in caregiver program (LCP) behold a beacon of hope to be more than just a migrant worker but an immigrant. In De Jesus’ book “Pinay Power: Peminist Critical Theory: Theorizing the Filipino American experience,” Parrenas noted the three-tier transfer of reproductive labor among women in sending and receiving countries. The explanation is simple and plain truth in such she goes: “while class privileged women purchase the low wage

services of Filipina migrant domestic workers, the same women purchase the even lower wages of poorer women left behind in the Philippines to perform the reproductive labor that they perform for wealthier women in receiving countries”.

Transitional Adaptation from LCP to Permanent Residency

The third transition of those already in Canada under the LCP is less stressful than that of the second. Expected outcomes are in the horizon as these migrant domestic workers foresee a brighter future ahead of them. Subject L hopes to get her permanent residence soon and claims that her needs are met. Subject M just submitted her papers for permanent residence application. Subject N would like to pursue further education; step up, a job for future growth and development. Noting the benefits such as: financial gains as direct effect of being a permanent resident, personal growth and development, attainable goals, perceivable future, health care, and challenging experience. They manage their future plans as Subject Q sees a bright future ahead, Subject O claims her future is very clear now and looking forward to be a Canadian citizen. Subject P mentioned another benefit for them: ‘tax deductions are refundable’, ‘overwhelming joy felt when I got my open visa’.

Applying or waiting for the approval of the permanent residency as their transition phase, many of them are considering a step to the ladder of success. Subject L soon will have freedom to work in a hospital or maybe become a police officer, and other work opportunities. They work as live-in caregivers ‘until have a new career’ (L), ‘much room for opportunity and growth’ - Subject N. Subject O said she feels really lucky all is well now; she has achieved her goals. Looking back, Subject P tells ‘it as a big difference compared to Taiwan; I never regret coming to Canada’. Looking forward, Subject O and Q are aiming to be Canadian citizens soon. Subject P mentions her two kids will come over to be with her soon. Subject M mentions she has achieved most of her goals. Subject Q says not yet for her, but considers it a blessing to be in Canada. Subject O is excited of brighter future for herself. Subject L gained more than getting respect. Expectations and transformations are notable during this transitional adaptation as the migrant domestic workers wait for the achievement of their goals set when they were in Taiwan or maybe from Philippines as a long term plan. Given their present status, they share some recommendations or word of advice. Subject O

convinces fellow workers to dream and work for it. While the results of the research turned out mostly positive, there are those who prefer the tropical weather and would rather go back to Philippines after saving for establishing business and erecting homes.

The whole process discussed above can be presented in the succeeding table (Table 4.1) about the established timeline in the life and work aspect of the Filipino migrant domestic workers highlighted by events and situations encountered and on goings.

Table 4.1

Timeline of the Life and Work of FMDW and Its Highlights

<i>Transition 1</i>	<i>Taiwan</i>	<i>Transition 2</i>	<i>Canada</i>	<i>Transition 3</i>
	<i>Adaptation</i>		<i>Adaptation</i>	
Training/ Preparations	Home Care Childcare Eldercare	Future Planning / Financial Consideration	Actual job of LCP	Contentment versus Discontentment
Caretaker Training (100 Hours) with Language Training	Learning by Experience	Re-contract or Cross Country	8 hrs/ day 5 days/ wk work	Time Apart from Family
Six (6) Months Caregiver Course	Life and Work Adaptation	Experiential Learning	2 days off every week	Waiting Period
Financial Considerations	Coping with loneliness/ Homesickne ss	Frustrations/ Dissatisfaction	Benefits enjoyed	Permanent residency
Family Orientation	Language Barrier	Family Orientation	Holidays paid	Reunification with family

Table 4.1 (continued)

<i>Transition 1</i>	<i>Taiwan Adaptation</i>	<i>Transition 2</i>	<i>Canada Adaptation</i>	<i>Transition 3</i>
Experiential Learning	Supportive Employer versus Unsupportive Ones	Inter Cultural Training/ Actual Experiences	Supportive Employer versus Unsupportive Ones	Return Migration/ Stay for good
Motivations/ Mindset		Motivations/ Mindset	Waiting Period	Motivations/ Mindset

CHAPTER V. CONCLUSIONS AND RECOMMENDATIONS

Chapter Overview

This chapter presents the concluding part of the research and the recommendation raised to address the phenomenal issue of cross work migration and the transitional adaptation that subsequently unfolds as the migrant worker learn by experience in the domestic area and life adaptation in general. It is divided in two major sections. First section provides a conclusion of the thesis highlighting the results regarding experiential learning and transitional adaptation of the FMDWs yielded from the qualitative interviews done. The second presents recommendations anchored with the suggestions the workers themselves hoisted and those learned from concerned figures of the state (consulate representative) and church (religious priests).

Conclusions

Adaptation in Taiwan

Generally, the Filipino caretakers and caregivers in Taiwan face a whole range of challenges and difficulties in adapting to the new environment and occupation. Caring for the welfare of children, elders and the whole household required their patience, courage and intercultural ability to survive at work. Most of them pointed out language barrier as the main source of conflict and most difficult aspect to adjust. They have learned to use the broken Mandarin, Taiwanese they caught from daily conversation and from the few hours lesson in cross cultural training before departure from Philippines. The reality is, it is not enough for them to start communicating. Some made useful the presence of English speaking children of the employers to be translators in times of need, as well as the classic gestures and facial expressions to show agreement or disagreement. Communication is crucial and learning the language is vital for the migrant workers to adjust well in any situation. Some of them are forced to learn the language which they did and made their relationship in a good way. The years of stay also affects their command of the language and

therefore the longer they stay, the better they are able to exchange ideas through cross-cultural communication. The weather in Taiwan served as a preparation for winter in the land of long winters. The Taiwanese culture is embraceable being located in the geographical location. FMDWs vary with the different levels of adjustment on food taste and religious beliefs. While the results of the research turned out mostly positive, there are those who prefer the tropical weather and would rather go back to Philippines after saving for establishing business and erecting homes.

Adaptation in Canada

Live-in caregivers in Canada did not experience language barrier in Canada as much as they did in Taiwan. English being a second native language in the Philippines is the main reason why it is easy for them to adapt to the use of language, notwithstanding the accent, fluency and richness in vocabulary. As for the weather, it is a great challenge for them, coming from a tropical country and now living in the northern hemisphere, where the temperature drops to negative zero during winters. They have to learn strategies to protect themselves and be able to adapt to the climate surrounding them. Having a diverse culture, Asian foods are found in most places where the migrant workers spend their rest days with fellow workers or visiting relatives. While some employers give the caregiver freedom to cook their choice of food, being sensitive to cultural differences. The migrant domestic workers seldom have complains about their relationship with the employers, apart from a few who doesn't pay some of the overtime they served. This was evident from the answers they have enunciated they feel they are treated equal. They were asked to address employers by their first names and converse in a casual manner. Even for religious denomination, Canadian employers don't make it difficult for their workers to abide by their own choice. Since weekends are usual day offs, they are free to practice their beliefs and traditions.

Marital status and age of the FMDWs have a deliberate effect on the attitude they demonstrate in carrying out their domestic duties. Married and family women are more used to childcare with the exception of some single workers who have lengthy experience caring for own families and ones with prior domestic work experience in other countries. Education and nursing graduates also claim to have knowledge of the care giving profession. Regardless

of age and experience, the migrant domestic workers learnt a lot in their caretaker contract. The experiential learning they had from educational trainings back home and actual experiences in Taiwan are their springboard to cross work migration to Canada.

Employer- Employee Relations

In Taiwan, most of the subjects claim to have a good relationship with their employers and the employer's family. Few resented the treatment done to them by family members. They battled emotional stress, frustration, anxiety, homesickness, low self esteem, feelings of deprivation, weakness and to the extent, degradation. The reality bites that they have to take care of other parents' children while their own children are left in the care of others. The affective support of employers and even family in home country are instrumental to their feelings of self efficacy. Upon knowing that they are planning on terminating their present contract and pursuing a contract oversea, employers are becoming more impossible for workers to please and understand. Workers are caught up in a dilemma of quitting or keeping the job.

In Canada, most of the subjects claim an excellent relationship, adding that they are willing to stay with the employer's family as long as needed or wanted. The time frame is between two to three years when they are given the privilege to apply for permanent residency, then they also have a chance to enroll short courses useful for their potential employment in the future. The migrant domestic workers in Canada enjoy the labor protection accorded to all workers foreign or local. They can complain harassment, word abuse, lack of payment or when the contract is not followed by the employer. Somehow that may not be possible for them to enjoy when they are in Taiwan. The power distance in Asian countries is different from that of Western influenced ones. Most of the time, workers are inferior to their employers in Taiwan. The problem goes back to miscommunication due to language barrier. Whereas, in Canada freedom of speech is largely observed as well as human rights are upheld.

Filipino Migrants Amidst Asian and Western Influences

We Filipinos as far as adaptability is concerned, are exposed to two different extremes. In Taiwan, we are South East Asians, with western influence adapting to East Asian culture. In Canada, we are Filipinos, with western influence adapting to stronger and real Western culture. The adaptability measures to the former are combated by patience, strong motivation, and acceptance. On the other hand, the latter's adaptability measures are long term and certain stability, more affluent lifestyle (from food, clothing, environment, people etc.), more work opportunities.

Recommendations

Migration of workers is a global issue especially as women are taking their place in the global and local community as equal providers among men. Cross work migration is a considerable phenomenon for these domestic workers, especially if it would prepare them to a better permanent resident status in the future. To address the issue of transitional adaptation is to deal with the changes or shifts in the course of the subjects' life and work. The following suggestions to migrant domestic workers are strongly recommended:

Migrant workers have an inherent courage to go through life's battles and difficulties. Mindset need to be focused and prepared to handle major issues of cross-cultural encounters, especially that of communication. Lessons can be learned provided by the government prior to departure. Make the most of what one can learn in the classroom instruction to be useful to the real world, the deployment oversea. Cross-cultural trainings are encouraged to be involved in as well as having an advance research of the country of destination. Advance knowledge of the actual job and familiarity to the situation will make a worker ready to take on the challenges.

Experiential learning is an active preparation for future endeavors so make the most of what you can. Our stock knowledge of home economics and industrial arts way back in secondary school or vocational school will be useful. Likewise utilize the learning acquired from actual experiences from older women such as cooking, general upkeep of the home, as well as first aide material sources. Be acquainted with the work contract which you signed.

Transitional adaptation is a temporary phase, do not dwell on it for one to grow. As learning is a continuous process, and change is constant. Always be reminded that there is always room to improve the situation. Maintain satisfactory delivery of service to employers and good relationships as much as possible. Employer and family relationship plays a big role in the adaptation process of the migrant domestic workers. Be realistic, though, because it will be difficult to please everybody. Muster patience, perform duties efficiently and think about your family, the reason why you are where you are. Focus and do what you came here to do.

Dream as much as you can, and don't stop there. If you can conceive it, you can also achieve it. Perceived gains in cross work migration is the strongest pull factor to survive and pursue. Some struggles are normal, accepting the changes in your life in another man's world. In the end, your choices will decide where you would want to be. Be it return migration or dual citizenship, you are in control of your life. Excel in your chosen career; be proud that domestic work is a "decent work". The International Labor Organization has mandated it to be so by June 17, 2011.

For the government and authorities, some suggestions are raised as follow: It is imperative to conduct dialogues between countries of origin and destination on issues of ethical hiring practices, protection of migrant workers rights, and cooperation to ensure development and benefits to both countries are addressed. Provide practical projects to enhance the migrant domestic workers intercultural skills, with regular consultation as to the usefulness to their immediate concerns.

Likewise, recommendations are hoisted for future research: Filipino migrant domestic workers have been a subject to quite a few research, mostly are tied up to the issues of migration. A research focused on the transitional adaptation could have a potential of gathering information and construction of a concrete structure. There are interesting subjects such as the Filipinas married to Taiwanese, their lives are as interesting as the migrant domestic workers themselves. A look into their previous life and future hope can be a good topic of research. Research with the community gathering the attitudes, perception, effects of communication, language barrier and interactions of domestic workers. Research on the effect of Taiwan's culture (norms, rules, regulations) on the migrant workers and to their learning experience. Research on the approaches of government upon addressing the issue of

Decent Work for migrant and local domestic workers, to follow up result of the ILO Convention. As the comparison of two countries worlds apart is discussed in this research, the idea is that the connection lies on the same job, different culture and standards Perce. It would be interesting to make a more conceptually based theory of comparison and contrast of other nations with relativity.

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(Accessed on June 9, 2010)

<http://liveincaregiverprogram.com>

(Accessed on June 9, 2010)

APPENDIX A. SEMI STRUCTURED QUESTIONNAIRE FOR CARETAKERS IN TAIWAN

Qualitative Interview Questions

A. Current Duties/ Experience

1. Please enumerate your Current Duties or Present Experience working as a migrant domestic working in Taiwan?
2. How is your relationship with your employer and the family?
3. How long have you been working here?
4. How do you feel about your job?
5. Have you encountered difficulties in your work? Can you mention some of them?
6. Can you say that you have adapted to your working environment?
7. Can you name some examples or instances that you can say that you have adapted yourself?

B. Motivation for Adaptation

8. How do you think did those instances helped in your adaptation? (ie: learning the language)
9. Can you name your source/s of motivation to make your adaptation easier? Please expound.
10. How do you keep yourself focused towards work?
11. Have you had trainings in preparation for your work here in Taiwan?
12. How do you feel about Taiwan's culture and environment?

13. Why did you choose to work here, would you still want to come back for another contract? Why?

C. Perception of Canada Work Life

14. How do you feel about the migrant workers applying for work in other countries?

15. Do you have any plans of migrating for work in another country? Why?

16. How do you perceive about life and work in Canada?

D. Preparation and Expectations

17. Have you had trainings or preparations for your future plans to work in Canada?

18. What are your expectations?

19. How do you prepare for another work environment?

20. How do plan to finance yourself?

21. Why do you think Filipino migrant workers are applying there?

22. What is your advice for migrant workers like you?

APPENDIX B. SEMI STRUCTURED QUESTIONNAIRE

For Migrant Workers under the Live-in Caregiver Program in Canada

A. Workers Biography

B. Current Duties/ Present Job

1. Can you please describe your present job or duties?
2. How do you feel about your job in Canada?
3. How is your relationship with your employer?
4. Have you ever faced any difficulty in your job or contract at present?
5. How were you able to adapt to your new work environment?

C. Motivations/ Benefits

6. What are the things that motivated you to apply for work in Canada?
7. How did you perceive your future before coming there?
8. Can you name the benefits if there are, that you have gained or hoping to gain in your present situation?
9. What do you look forward to in your present status in Canada?
10. How do you feel about your transition from Taiwan to Canada?

D. Adaptation Process and Transitions

11. Can you name some factors that affect your life and work adaptation process in Canada?
12. How do you feel about the food, climate and working conditions there?

13. How did you go through your transitional adaptation with regards to your work life?
14. How long did it took you/ will take you to say that you have fully adapted yourself in terms of life adjustment and work adaptation?
15. How could you prove that your experience in Taiwan (experiential learning) have contributed to your transitional adaptation?

E. Expectations

16. Looking back when you have had your expectations before coming to Canada, can you say that you have achieved your goal?
17. How long do you plan to work as a live in caregiver?
18. Are you able to manage working on your future plans or are you satisfied with what you have now?
19. Was there a time you thought of quitting your job? Why?
20. Have you had regrets coming to work in Canada? Would you have done it the other way?

APPENDIX C. DECODING TRANSCRIPTION

THEME	CONCEPTS	KEYWORDS
Transition 1	Mindset - Anxiety - Excitement	A-2-01 Happy that I can help my family live better D-5-02 From teaching to domestic work E-4-01 Thinking for my family's education and financial support F-2-05 It will be nearer to my family, not the first time I left the kids. O-2-04 Real sacrifice to leave kids for the first time Q-1-01 Lack of employment opportunities pushed me, loan before able to come
Training/ preparations	A. for Taiwan- Regulated Cultural and Language training Technical training B. for Canada- Experiential training	A-4-03 Everybody is required to have training B-4-03 Learn how to handle task, housekeeping, home care C-5-04 Training as a requirement D-3-08 I took up a six months caregiver course and I was awarded 'best caregiver' E-2-04 caretaker training in 2005 F-2-05 previously worked in Hongkong and Lebanon M-5-05 no training requirement before A-6-01 Six months caregiver course A-6-02 almost 5 years working here B-6-01 my experience for 8 years A-4-04 Child care, elder care, proper cleaning,

		<p>language</p> <p>B-4-04 receive a certificate after training</p> <p>C-6-01 Appreciate foreign national, food preparation and interpersonal communications</p>
Duties/ tasks	<p>Domestic worker</p> <ul style="list-style-type: none"> - nanny - caretaker - live-in caregiver - domestic helper - housekeeper 	<p>A-1-01 Care for elder and child</p> <p>B-1-01 Care for children and domestic</p> <p>C-1-01 Domestic helper</p> <p>D1-01 Caregiver in charge of an elderly woman</p> <p>E-1-01 look after old man and a child, do household chores</p> <p>F-1-01 childcare of two, all around housekeeping</p> <p>L-1-01 take care of 2 kids, do household chores</p> <p>M-1-01 nanny and caregiver</p> <p>N-1-01 take care 3 kids, do housekeeping and cooking</p> <p>O-1-01 nanny of a newborn baby</p> <p>P-1-01 taking care of 2 children</p> <p>Q-1-02 a live-in nanny</p>
Employer- Employee Relations	<p>language/ communication culture relationship</p>	<p>A-1-02 smooth relationship</p> <p>B-1-02 relationship is great , they are God fearing persons and good hearted</p> <p>C-1-02 Like friends</p> <p>D-1-02 have problem with family members i feel violated sometimes and wanted to go home to Philippines</p> <p>E-1-02 very accommodating , supportive, i feel at home</p>

		<p>F-1-02 just surviving, no rest day</p> <p>L-1-03 comfortable with employer</p> <p>M-1-03 so good, so strong</p> <p>M-1-04 No problem, they are so good</p> <p>N-1-02 feels grateful, more of a partnership in raising their kids</p> <p>P-1-02 lucky and contented</p> <p>Q-1-03 good</p>
Length of time	Contract/s undertaken	<p>A-1-03 second contract</p> <p>B-1-03 last contract</p> <p>C-8-05 coming back for another contract to save money</p> <p>D-1-03 almost 2 years</p> <p>E-1-03 finished 3 years, now 2 years and 2 months</p> <p>F-1-03 almost 2 years</p> <p>L,M,N, 1- 3 years in Taiwan and now in Canada</p>
Impressions of current job	<p>Satisfactory</p> <p>Language barrier</p> <p>Stressed</p> <p>Longer adjustment</p>	<p>A-1-05 feel lucky, at ease</p> <p>B-1-05 employers are good</p> <p>C-2-01 In high spirits</p> <p>D-1-04 frustrated sometimes, nobody was able to work here longer than I did. trying to stay for my future plan</p> <p>E-1-04 i love my job and have own initiative to maintain harmony, show eagerness and do responsibilities as worker.</p> <p>F-1-04 not easy, lots of work to do everyday</p> <p>L-1-02 work is easy and fun</p> <p>L-4-10 No regrets</p> <p>M-1-02 happy and content</p> <p>M-3-04 thankful for good</p>

		<p>employers M-6-03 plans to stay as long as employer wants N-1-03 good relationship professionally and personally O-1-02 lucky to be here P-1-04 great, treat me well, fair, considerate of everything Q-1-02 an edge for my employer to have a Filipino nanny A-3-01 relying on sign language B-3-01 difficulty in communication D-2-01 only difficulty is harassment from the drunkard father, I reported to my employer and they help settle the issue F-1-05 communication problem, L-2-01 stressed with work M-4-04 both employers are friendly M-5-03 longer adjustment in Taiwan M-5-04 first time to be away from my family then Q-3-06 too much taxes deducted from my salary, and inaccessible transportation</p>
Actual Experiences	<p>Loneliness</p> <p>Difficulties with employer family members</p> <p>Weather adjustment</p>	<p>C-2-02 Loneliness D-2-02 furious and hate that disrespectful man D-2-03 have learned to adjust making sure I am safe and can defend myself D-2-04 able to argue or explain my side if I feel treated unfairly. E-1-05 none so far, used</p>

	<p>Coping strategies-</p> <p>A. Communication</p> <p>B. Proximity</p> <p>C. Focus on the job</p> <p>D. Remuneration</p> <p>E. Social network support</p> <p>F. Media effect</p>	<p>with hard work, not new to me</p> <p>F-1-05 homesickness, too long working hours</p> <p>O-1-04 no difficulty, am doing well</p> <p>Q-2-04 good employer and supportive friends around</p> <p>A-1-06 communication is the major problem</p> <p>B-2-01 communication and food</p> <p>C-2-04 Children not listening</p> <p>C-3-02 Word abuse</p> <p>D-3-01 no problem with communication, they speak little English, I speak little Chinese.</p> <p>D-3-02 sometimes we communicate by sign languages</p> <p>E-2-01 hard to learn different languages they use</p> <p>F-2-02 i can express what i mean to tell</p> <p>L-1-04 didn't have difficulty</p> <p>A-2-01 can adjust to weather</p> <p>B-2-02 same adjusting</p> <p>D-4-02 good choice, near country and can earn more</p> <p>E-2-02 stay at work, continue to help family, my inspiration</p> <p>M-1-05 had to adjust for the weather</p> <p>M-4-03 hard to adjust ,too much cold</p> <p>N-1-04 Can't remember having difficulty</p> <p>N-3-04 severe weather</p> <p>O-1-03 we get along well</p> <p>A-3-02 learning by</p>
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		<p>listening</p> <p>B-3-02 children can speak English fluently, they translate for me</p> <p>C-2-03 frequent communication with own family</p> <p>D-2-06 am reliable and can manage without supervision in the home and care for grandma</p> <p>L-4-01 never hesitate to ask for clarity</p> <p>A-4-02 Follow the rules and regulations of employer</p> <p>B-4-02 Keep myself busy</p> <p>C-6-04 it is near, closer and easy to go home</p> <p>D-3-06 i am dedicated to my work</p> <p>F-2-01 learned to speak mandarin and adjusted myself to work</p> <p>L-4-03 household chores and hard work to please the employer</p> <p>M-3-03 Money matter good and I'm okay.</p> <p>M-4-02 Focus on the job</p> <p>C-5-02 Loves to use phone and computer</p> <p>D-3-05 frequent calls and text messages to and from my family through my roaming number</p> <p>L-4-07 Learn more by seminars, free short courses</p> <p>A-2-03 watch television, migrant magazines with translation</p> <p>B-2-03 through television</p> <p>M-2-02 Print and media exposure during rest time</p>

<p>Motivation for adaptation</p>	<p>Mindset- stress relief fulfilled life belief or faith</p> <p>Values- freedom, respect health intrinsic rewards extrinsic rewards sense of belonging</p>	<p>A-4-01 Friends are big help B-4-01 Keep focus to work, Seek God's help, go to church once a month on day off C-4-02 Relaxed and stress free D-2-07 we are happy together, i can tell grandma when i have a problem. E-2-05 peaceful environment. i like the climate, way of life, friendly people, good foods and progressive F-2-03 my family, especially my kids motivate me L-3-01 more of a "life" L-4-06 satisfied with what i have M-2-03 Weekend offs O-1-06 brighter future for myself, good salary P-2-06 drive me where i want to go P-2-07 am free to cook any menu I prefer L-3-02 freedom L-4-04 To be respected, but gained more than that N-4-03 work was a lot easier P-1-05 allowed invite friends stay over during weekends C-4-04 Importance of food and nutrition D-3-03 i find my dreams as my great source of motivation M-2-04 Dream of a better life for my family N-2-01 salary, then rich culture C-4-03 Very considerate</p>
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		<p>employers F-2-04 think of family, do the job to earn and save L-1-06 Filipinas are all around and church communities. M-2-01 Nice neighbors, friendly people N-3-03 culture is big difference P-1-07 Canada is my dream country since childhood</p>
<p>Reasons for staying/ Cross culture adaptation</p>	<p>Engagement/ practices</p> <p>Safety / Security</p>	<p>A-4-05 Taiwan people are friendly B-4-05 Taiwan is progressive A-5-01 same culture, only language differ B-5-01 little bit similar beliefs and traditions D-4-06 staying here for experience needed in Canada E-2-06 government protect people from crimes, am adjusted and comfortable living here F-3-02 good salary, plan go to Canada for better opportunity L-3-04 spending weekends all up to me M-7-01 Not thinking of quitting job N-4-08 no regrets, so grateful O-3-06 never thought quitting because am happy O-4-01 no regrets, its my dream country Q-1-06 I can be a citizen later and able to send money back home C-6-02 Experience is the best teacher D-5-04 prepare for weather</p>

		<p>by buying thick clothes, coat and boots</p> <p>L-3-08 just have the right suits and gear to survive</p> <p>C-8-05 coming back for another contract to save money</p> <p>D-4-04 we have to find means to make our live better, for family and ourselves</p> <p>N-4-07 won't quit because happy</p> <p>Q-2-06 easy for me to adapt, i was caregiver before coming here</p>
Transition 2	<p>1 Changes (personal outlook) transformation drastic measures self adjustment family relationship painful realities</p> <p>2 Stress- adaptation- growth</p> <p>3 Future plans</p> <p>4 Social network</p> <p>5 values learned- pragmatism patience sacrifice competitiveness flexibility</p>	<p>A-1-04 Willing to stay same employer</p> <p>B-1-04 cannot extend stay</p> <p>C-6-03 Feeling of security</p> <p>D-3-04 Friends i have met in Taiwan and family in Philippines</p> <p>F-4-02 learn their culture and traditions</p> <p>A-7-01 May be difficult to adjust for the weather</p> <p>A-6-07 they speak same language</p> <p>A-6-06 Just a big preparation for the weather</p> <p>E-3-06 i keep myself physically fit to have capability to work with strength.</p> <p>D-5-01 My actual experience is my preparation, as well a my six months caregiver course</p> <p>E-3-04 Knowledge and experiences gained in Taiwan</p> <p>F-3-06 Save first and stay healthy</p> <p>A-7-02 I have small savings and</p>

		<p>friends who can help me finance</p> <p>B-7-02 Saving in my account</p> <p>D-5-05 little savings and some loan to finance my application</p> <p>D-5-06 lucky to pay minimum fee due to the new policy whereby employers pay for placement fees in Canada</p> <p>E-3-07 saved from my salary and borrowed money from friends</p> <p>F-4-03 work hard here in Taiwan and save my salary</p> <p>F-3-04 better job, earn more money and bring my family</p> <p>B-6-03 Need prepare for the weather so cold</p> <p>C-8-01 undergoing preparations in present contract</p> <p>D-4-05 go to greener pastures</p> <p>D-5-04 communication in English will be easier, food and culture i heard have lots of choices, will do my best</p> <p>E-3-05 expect to land a good job, treat me good and</p> <p>F-3-05 only few hours of work, freedom to choose employer, and more day off</p> <p>L-3-03 hours are mine</p> <p>L-4-08 it's my life line now</p> <p>C-7-01 go to Canada</p> <p>D-3-07 my goal always set me to focus on my job an future</p> <p>E-3-01 big source of income in Canada</p> <p>L-2-05 bring my love ones</p>
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		<p>here L-2-07 work in a hospital or be a police officer maybe M-2-03 could get my family M-6-05 do other jobs N-2-06 work opportunities N-4-05 plan work for 4 years P-3-03 love to take care of my employer's kids because they are sweet and very cooperative, treat them as my own kids</p>
<p>Expected Outcomes</p>	<p>Benefits-</p> <p>Financial gain, be permanent resident, personal growth and development, attainable goals, perceivable future, health care challenging experience</p>	<p>A-5-04 I think it's better B-5-06 can bring your family B-5-07 could be a Canadian citizen C-7-02 to earn more money D-4-03 hope to pursue a care giving career in Canada E-3-02 will settle for a job and if lucky future works out F-4-01 be a Canadian immigrant and bring my family L-2-02 better idea than going home N-2-04 health benefits O-1-07 future very clear now P-2-01 annual leave with pay for two weeks Q-1-07 a bright future ahead A-6-03 big experience A-6-04 another challenge, not only money matters A-6-05 a big chance and opportunity for me</p>

		<p>B-6-02 Good job and high salary</p> <p>A-7-03 For better future</p> <p>A-7-04 Earn more</p> <p>A-7-05 Citizenship</p> <p>B-7-03 Can take family</p> <p>B-7-04 Become Canadian</p> <p>C-9-02 Family oriented</p> <p>C-9-01 promising benefits</p> <p>D-4-07 more relaxed and can earn more, plus be able to be permanent resident after two years.</p> <p>F-3-03 seek good opportunities</p> <p>L-2-04 financial benefit</p> <p>L-4-09 needs are met</p> <p>M-7-03 Taiwan temporary work, Canada is better option</p> <p>O-2-04 my experience in Taiwan and disposition in life</p> <p>P-2-08 all my past work experiences in Taiwan benefited me when applied to my present job</p> <p>Q-3-07 I am blessed to be here</p> <p>C-7-03 more income</p> <p>C-7-04 apply residence in Canada</p> <p>D-4-08 i can bring my family over</p> <p>E-3-03 from word of mouth, work in Canada would bring brighter future</p> <p>L-2-03 benefit to become permanent resident</p> <p>M-3-01 Good opportunity</p> <p>N-2-02 much room for opportunity and growth</p> <p>M-2-05 Submitted papers for permanent residence application</p> <p>N-2-03 better future</p>
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		<p>N-4-06 more realistic and attainable</p> <p>O-2-01 secret for me, dare not say, lots of things</p> <p>P-1-09 tax deductions are refundable</p> <p>P-3-04 never regret coming to Canada</p> <p>P-3-05 proud as nanny and lucky i have good employer</p>
Transition 3	<p>Preparations</p> <p>Experiential learning</p> <p>Personal improvement</p> <p>Expenditures</p> <p>Perception of future job</p> <p>Expectations</p>	<p>L-2-06 going back to school, get a course</p> <p>L-4-05 until have new career</p> <p>M-6-04 get my permanent residence</p> <p>M-7-02 No regrets</p> <p>N-2-05 further education</p> <p>P-1-08 pursue my dreams, stepping stone to Canada</p> <p>O-3-02 experience made me tough and hard working</p> <p>Q-2-03 from no day off to four days off, freedom to speak, more rights</p> <p>O-3-04 as long as my boss needs me</p> <p>O-2-02 looking forward to be a Canadian citizen</p> <p>P-3-02 never thought or attempted to quit my job</p> <p>Q-3-01 two years to adapt</p> <p>Q-3-04 managing my future plans</p> <p>M-6-01 due to experiences, it's easy, same kind of work</p> <p>O-2-03 feel really lucky all is well now</p> <p>P-2-03 big difference compared to Taiwan</p> <p>Q-2-02 to be a citizen soon</p> <p>A-5-02 stepping stone to Canada</p> <p>B-5-02 cannot come back to Taiwan, push through</p>

		<p>my dream B-5-04 benefits to enjoy become permanent resident B-5-05 offer good salary and time of work D-5-07 same reasons why Filipinos go abroad to work, earn more, have better benefits, and live in a better place F-4-04 earn more money and get their family to be with them P-3-02 never thought or attempted to quit my job Q-3-02 adjustment period was easier because Taiwan work is more difficult</p>
<p>Goals set and goals met General adaptation</p>	<p>Current status</p>	<p>A-7-06 Keep believing in your dreams A-7-07 No harm in trying B-7-05 Dreams come true D-5-03 Expect to go to Canada late this year N-3-01 step up, a job for future growth and development O-2-05 well adjusted and good, not difficult O-3-01 took me a month or so to adjust at work O-3-05 can manage to achieve my plans, im satisfied now P-3-01 my employer gave idea to get certificate for my future career to earn more Q-2-04 good employer and supportive friends around</p>
<p>Cross Culture Adjustment/ Return Culture Perception</p>	<p>To Stay or To Go Home</p>	<p>A-5-03 Big change, greener pasture B-5-03 Great country, M-6-02 have achieved most of my goals</p>

		<p>N-4-04 goal achieved</p> <p>O-2-06 fast and easy transition</p> <p>O-3-03 have achieved my goal</p> <p>P-2-09 overwhelming joy felt when i got my open visa</p> <p>P-2-02 my two kids will come over to be with me soon</p> <p>Q-3-03 not yet</p> <p>Q-3-04 a year or more</p>
Recommendation	Word of advice	<p>D-5-08 It pays to dream, pray and do our best</p> <p>E-4-02 Have faith to God, everything happen according to His will. Be a good worker, have strong patience, keep safe and always pray.</p> <p>F-4-05 Be responsible and dedicated to your work and be honest to your employer</p> <p>O-4-02 dream and work for it</p> <p>P-3-06 I owe a lot to my agency, just dream and reach for it</p>

APPENDIX D. TAIWAN CARETAKER CONTRACT

臺灣仲介公司 TMA's Company Name:

地址 Address:

電話 Tel.:

菲律賓仲介公司 PRA's Company Name:

地址 Address:

電話 Tel.:

- ◎ 仲介公司資料免填
- ◎ 申請書需須中英文填寫

填寫最近 1 次重新招募函文號及發文日期

核准函字號 CLA Letter No.: 0971000000

發文日期 Date: 2008/07/02

勞 動 契 約 (看 護 工)

EMPLOYMENT CONTRACT (CARETAKER)

甲方：僱主姓名 請填寫僱主及被看護者基

EMPLOYER'S NAME: 王大明 Wong Da Ming

被看護者姓名

身份證字號

WARD'S NAME: 王周紅花 Wong Zhou Hong Hua

I.D. No.: M200098700

地址

ADDRESS: 3F, No 600-1, Sec 2, Changshan S. Rd, ZhongZheng District

電話

Taipei City, Taiwan

TEL. NO.: 02-23654321

(Herein after referred to as the "EMPLOYER")

AND

乙方：勞工姓名

NAME OF EMPLOYEE: TINE

永久地址

PERMANENT ADDRESS: 361 Sen. Gil Puyat Ave., Makati City, Philippines

電話

TEL. NO.: (63-2) 7513330

護照號碼

簽發日期

PASSPORT NO.: AA123456

DATE OF ISSUE: 2005.01.01

簽發地點

PLACE OF ISSUE: Manila

出生日期

DATE OF BIRTH: 1975.08.31

性別

SEX: F

請填寫外籍勞工在母國
基本資料;須與護照對照

The CARETAKER agrees to accept the employer's supervision and instructions, to carry out work pursuant to this contract within his/her capabilities, to maintain good manners, and to take good care of his/her safety and the safety of others within the household of the employer.

第三條 工作報酬

ARTICLE III PAYMENT TO EMPLOYEE

僱主與外籍勞工雙方協議之薪資，加蓋僱主印章

3.1 工資：月支新台幣 _____ (免費提供食宿)，每月定期發給一次於每月月底一次發給，並依中華民國有關法令規定由甲方代為扣繳薪資所得稅。

Wages for a full month of working shall be NEW TAIWAN DOLLARS _____ only with free food and accommodation and to be paid regularly at the end of each month. Tax on income earned shall be withheld by employer in accordance with Taiwan laws.

明王
印大

3.2 薪資可依乙方同意直接給付乙方銀行帳號。

Salary can be remitted directly to the CARETAKER or, upon the option of the CARETAKER to the bank in the CARETAKER'S account.

3.3 甲方於居留所在地提供住宿，乙方應居住於前述地點內並不得外宿。若甲方提議乙方外宿，則所有外宿費用概由甲方負擔。

The employer shall provide appropriate living quarters within his residence. The CARETAKER shall not live outside without permission of the employer. If the employer prefers the CARETAKER to live outside, adequate housing allowance will be provided by him.

3.4 甲方應免費提供每日三餐膳食，其包含例假日、國定假日及病假在內。

The employer shall provide the CARETAKER at least three (3) meals per day, including holidays, national holidays and sick-leave period.

3.5 甲方提供乙方前往中華民國及服務期滿後返國之經濟艙來回機票。

The employer shall provide the CARETAKER with free economy class ticket from the Philippines to Taiwan, and when the CARETAKER has completed employment with him/her back to the CARETAKER'S country of origin.

第四條 休假

ARTICLE IV VACATIONS

4.1 乙方於服務滿一年，經展延一年者，在其展延之一年期間內由甲方給予特別休假七日，特別休假期間薪資照給，如果乙方工作满兩年再展延第三年，則再享有另外七天的支薪假期。

If the CARETAKER has completed his/her one-year employment and this contract been extended to another year, he/she is entitled to have seven 7-days special vacation during the contract

extension and shall be paid wages equivalent thereto. If the employee has completed the second year and this contract is extended to another year. He/she is entitled to another 7-day special vacation during the extension and shall be paid the wages.

4.2 甲方每七天內須給乙方一天休假。其他假期由甲、乙雙方另訂之。

The CARETAKER shall be entitled to one (1) rest day in every period of seven (7) days. Other holidays are subject to agreement between employer and employee.

第五條 病假

ARTICLE V SICK LEAVE

乙方每年病假不可逾三十日，薪資折半發給。

The CARETAKER shall be entitled to half pay for sick leave not exceeding 30 days in one year.

第六條 保險

ARTICLE VI INSURANCE

6.1 契約期間甲方得應替乙方投保新台幣卅萬元，工時、工餘之意外全險，且按照全民健保計劃，看護工也應享有全民健保之福利。

The employer shall provide the CARETAKER with an accident insurance equivalent to NT\$300,000 regardless whether the accident occurred during or beyond working hours or anywhere during the period of employment. The CARETAKER shall also be provided with health insurance, in accordance with the national health insurance plan.

第七條 契約之終止及效力

ARTICLE VII TERMINATION AND EFFECT OF CONTRACT

7.1 乙方於試用期間內，如無法適任工作時，甲方得終止其契約並遣送乙方回國。乙方應立即無異議配合，且自行負擔來回機票費用，該項費用若自甲方或其他人先行墊付者，乙方應負責償還。

In the event the CARETAKER is found to be unsuitable for employment during the probationary period effective from the day he/she reports to the job, the employer may terminate this contract and repatriate him/her to his/her country of origin. The CARETAKER shall comply immediately without objection and assume the cost of round-trip transportation by air to and from Taiwan, unconditionally. In the event employer or any other person pays the airfare for him/her, the CARETAKER shall reimburse the fare to the person who paid it.

7.2 乙方在契約期間，如有下列情形之一者，甲方得終止其契約並遣送乙方回國。乙方將立即無異議配合，且自行負擔來回機票費用，如甲方或他人先行墊付機票費用，乙方須負責償還。

In the event the CARETAKER is found to offend on of the following prohibitions during his/her employment, the employer may terminate this contract and repatriate him/her to his/her country of origin. The CARETAKER shall comply immediately without objection and assume the cost of round-trip transportation by air to and from Taiwan. unconditionally. In the event the employer or any other person pays the airfare for the CARETAKER, he/she shall reimburse the fare to the person who paid it.

01) 除臨時訪問外攜眷來華者。

Bringing his/her dependent(s) to Taiwan other than temporary visiting purpose.

02) 健康檢查不合格者或入境後在中華民國政府指定之公立醫院健康檢查發現患有開放性肺結核、性病、法定傳染病、瘧疾及 HIV 抗體陽性患者或吸毒者。

Failing medical check-up or being found to be suffering from tuberculosis, venereal disease, infectious disease, malaria or HIV positive anti-bodies, drug addiction, as evidenced by findings from a public hospital appointed by Taiwan. government after his/ her entry to Taiwan.

03) 於工作期間發現 HIV 陽性抗體者，及因其他疾病、重傷或感染腸內寄生蟲而未能在一個月內治癒者。

During the period of employment, being found out to be suffering from HIV positive anti-bodies or other infectious disease, heavy wounds or stool parasites, which cannot be cured within a month.

04) 喪失工作能力者。

Being found to lose ability to work.

05) 受僱於非甲方之僱主或從事兼業工作者。

Engaged in employment other than with employer or working on the side for a third party.

06) 有違公序良俗者。

Acting against public order or good morals.

07) 違反中華民國法令，情節重大者。

Serious violation of R.O.C. laws and decrees and being convicted by final judgment as a result of such violation.

08) 不服從工作指揮，經三次或三次以上警告信函者。

Disobeying the command, order, or instruction of the employer or his representative and hence becoming the addressee of warning notices for three (3) or more times.

09) 無正當理由連續曠職三日以上或一個月內達六天者。
Being absent from duty for three (3) or more consecutive days or six (6) days in a month without justification.

10) 申請文件有虛偽或不實情事者。
Providing false statements or inaccurate information given in the application paper and other documents.

7.3 因乙方死亡或重傷而引致合約終止時，甲方應立即將原因通知仲介公司，如乙方死亡時，

甲方應負責將乙方遺體及遺物運回乙方原居地並負擔其費用。

In case of an employment termination as a result of CARETAKER death or serious injury, the employer shall immediately inform the Manila Economic and Cultural office of the cause of termination. In case of a CARETAKER'S death the employer shall assume the cost of repatriation of the remains of the CARETAKER and his/her belongings to his/her country of origin.

7.4 乙方若有違反中華民國勞基法第 12 條情形，如對甲方或甲方家庭成員暴行及重大侮辱和受有期徒刑宣告、故意損害甲方及其家庭成員之財務等有確實之情形者，乙方將被遣送回國，且自行負擔回國費用。

If employee violates Article 12 Chapter II (Labor Contract) of Taiwan Labor Law and Regulations, and employer has real evidence of the violation committed, Employee shall be repatriated to his country of origin, assume all of the charges, and reimburse employer the paid air ticket, recruitment fee and other fees stipulated in the contract.

7.5 若乙方違約脫逃時，乙方同意甲方或其他墊付中華民國政府規定之保證金者，有權對乙方薪資及其存款或款項加以沒收，以彌補因乙方背約脫逃之損失，有餘額歸還乙方，不足時乙方尚須負擔賠償責任。

If the CARETAKER violated the terms of this contract and escapes, employer or the person who paid the bond in accordance with Taiwan rules and regulations, shall have the right to settle the loss by deduction from employee's unpaid salary and bank deposit. If there is a balance, it shall be returned to employee. But if it cannot cover the loss, employee has to take the responsibility for the full compensation.

7.6 受看護者死亡：契約期間內，若甲方之被看護者身亡，甲方應替乙方辦理轉換雇主；如未能順利轉出，雇主應負責受雇者之遣返事宜。

In case of death of the ward for which the services of the CARETAKER is engaged before the expiration of the employment contract, the employer shall apply for the transfer of the CARETAKER to another employer. In case transfer is not effective, the employer shall be responsible for the repatriation of the CARETAKER.

7.7 甲方於契約期間內，如有下列情形之一者，乙方得立即要求終止契約。

The CARETAKER may terminate an employment contract without prior notice under any of the following circumstances.

01) 於契約期間內，甲方或其家庭成員對乙方施以暴力行為或以其他方式連續侮辱乙方。

Where the employer, his/her family members or his/her agent commits violence or extends gross insults at the CARETAKER.

02) 於契約期間內，甲方未能依約給付乙方應得薪資。

Where the employer doesn't make wage payment according to the terms of the employment contract.

第八條 醫療照顧

ARTICLE VIII MEDICAL TREATMENT

於契約期間，甲方應給予乙方因公 / 非因公導致之疾病、傷害及牙齒突發病痛之醫療照顧，乙方應接受甲方所安排之任何正式合法開業醫生之治療。

When the CARETAKER suffers personal injury, whether or not attributable to employment, the employer shall provide free medical treatment to the CARETAKER while he/she is incapacitated. Free medical treatment includes maintenance in hospital and emergency dental treatment provided by any registered medical practitioner.

第九條 語言

ARTICLE IX LANGUAGE

本契約有中文及英文二種版本：兩者若有差異，將以中文版本為主。

This contract shall be in Chinese and English languages and, in the event of any difference in the two versions, the Chinese version shall prevail.

第十條 其他條款

ARTICLE X OTHER PROVISIONS

10.1 乙方絕對服從及遵行甲方之工作條文及有關規則，甲方不得對乙方有其他非有關工作範圍以外之要求。

The CARETAKER shall observe and comply with employer's work rules and relevant regulations. The employer shall not be allowed to make extra requests or demands not related to the CARETAKER job nature.

10.2 雙方應遵守並配合勞工安全及衛生有關法令。

Both parties hereto shall observe and comply with regulations concerning labor safety and hygiene.

10.3 本契約副本至少二份，雙方各執一份以供存查。

- 注意事項：透過直接聘僱中心辦理的重新招募，本契約正本請準備至少三份，雙方各執一份，台灣經濟文化辦事處一份以供存查。

This contract shall be in at least 2 copies, one copy for each contracting parties, for reference purposes

- Note: For REHIREES through the DHSC, this contract shall be in at least 3 original copies: one copy for each contracting parties, and one copy for TECO, for reference purposes.

10.4 若有未盡事宜，皆依中華民國勞工法令辦理。

Other unspecified conditions shall be applied in accordance with Taiwan Labor laws and regulations.

甲方簽署
FOR EMPLOYER:

王大明 Wong Da Ming

乙方簽署
FOR EMPLOYEE:

TINE

明王
印大

見證人簽署
FOR WITNESS:

- ◎ 見證人資料免填
- ◎ 甲方:僱主須親筆簽名並蓋章
- ◎ 乙方:外籍勞工親筆簽名

APPENDIX E. CANADA LCP CONTRACT

LIVE-IN CAREGIVER EMPLOYER/EMPLOYEE CONTRACT

All information and clauses set out in this employment contract template must be addressed in all Live-in Caregiver Employer/Employee contracts to enable HRSDC/CIC to assess whether the employment is likely to have a neutral or positive effect on the labour market in Canada.

EMPLOYER # 1		
Last Name: _____	Given Name(s): _____	
Relationship with the person(s) receiving care: _____		
Street Address: _____		
City: _____	Province/Territory: _____	Postal Code: _____
Telephone (home): _____	Telephone (work): _____	Email: _____

EMPLOYER #2 (if applicable)		
EMPLOYER information must be provided for each person who will contribute to wages paid to the EMPLOYEE or will provide instruction to the EMPLOYEE.		
Last name: _____	Given name(s): _____	
Relationship with the person(s) receiving care: _____		
Street Address: _____		
City: _____	Province/Territory: _____	Postal Code: _____
Telephone (home): _____	Telephone (work): _____	Email: _____
EMPLOYEE – Job Offer of Employment - Live-in Caregiver		
Note: provide employee’s current address, i.e. overseas address if foreign worker is still living overseas or in-Canada address.		

Last Name: _____ Given name (s): _____

 Date of birth (YYYY/MM/DD): _____

Street address: _____

 City: _____ Province/Territory: _____ Country: _____

 Postal Code: _____

Telephone (home): _____ Telephone (work): _____ Email: _____

EMPLOYEE'S PLACE OF WORK

NOTE: Under the Live-in Caregiver Program, only work that has been completed **in Canada** under a valid work permit is considered toward the live-in caregiver's work requirement for permanent residence. Any work completed outside Canada will not be counted.

Will the EMPLOYEE work at EMPLOYER's residence in Canada as indicated above?
 Yes No

If no, provide the details of where the EMPLOYEE will work and reside (must be in the residence in Canada of the person receiving care):

Street address: _____

 City: _____ Province/Territory: _____ Postal Code: _____

 Telephone (home): _____ Telephone (work): _____
 Email: _____

Description of the house and the household

Total number of rooms: _____ Total number of bedrooms: _____
 Details of all household members (ALL adults and minors residing in the house):

Surname	Given name(s)	Age
1.		
2.		
3.		
4.		
5.		

If more space is required, add an annex to this contract and cross-reference.

1. The EMPLOYEE shall work _____ hours per week.
 2. The EMPLOYEE's workday shall begin at _____ and end at _____, or if the schedule varies by day, specify work hours:

 3. The EMPLOYEE shall be entitled to _____ minutes for each paid___ or unpaid ___meal break.
 4. The EMPLOYEE shall be entitled to ___ number of paid___ or unpaid___ health breaks of ___minutes.
 5. The EMPLOYEE shall be entitled to _____ day(s) off per week, on _____.
 6. The EMPLOYEE shall be entitled to _____ days of paid vacation per year. The schedule shall be confirmed by the EMPLOYER and the EMPLOYEE at least ___ weeks in advance of the proposed date.
 7. The EMPLOYEE shall be entitled to _____ days of paid___ or unpaid___ sick leave per year.
 8. The EMPLOYEE shall be entitled to all applicable provincial, territorial and national statutory and public holidays with pay.
-
9. The EMPLOYER agrees to pay the EMPLOYEE for his/her work by cheque or alternate means if mutually agreed and with documentation and receipts, the gross wages before deductions in the amount of:
\$ _____ per hour worked. Equivalent to \$ _____ per week.
 10. The EMPLOYER agrees to pay the wages on the following basis:
____weekly ____bi-weekly ____monthly.
 11. The EMPLOYER agrees to pay the EMPLOYEE for his/her overtime hours for all hours worked over the required hours confirmed in item 1 in accordance with provincial/territorial labour/employment standards.
 12. The EMPLOYER agrees to regularly review and adjust the EMPLOYEE's wages to ensure they meet or exceed the prevailing wage rate requirements for live-in caregivers in the region where the EMPLOYEE is being employed as indicated on HRSDC's website at
http://www.hrsdc.gc.ca/eng/workplaceskills/foreign_workers/advertReq/wageadreq.sh
[tml#tphp](#). The EMPLOYER and EMPLOYEE will indicate wage increases by

amending #9 of this section of the contract in writing, and with all EMPLOYER and EMPLOYEE signatures and the date of the amendment.

13. The EMPLOYER agrees to regularly review and adjust the EMPLOYEE's room and board charges to ensure they do not exceed the prevailing room and board rates for live-in caregivers in the region where the EMPLOYEE is being employed as indicated on [HRSDC's website](http://www.hrsdc.gc.ca/eng/workplaceskills/foreign_workers/advertReq/wageadr eq.sh tml#tphp) at:
http://www.hrsdc.gc.ca/eng/workplaceskills/foreign_workers/advertReq/wageadr eq.sh tml#tphp.

The EMPLOYER and EMPLOYEE will indicate room and board increases by amending #2 and/or #3 of the "Accommodation" section of the contract in writing, and with all EMPLOYER and EMPLOYEE signatures and the date of the amendment.

14. The EMPLOYER agrees to pay taxes and submit all deductions payable as prescribed by law (including, but not limited to, employment insurance, income tax, Canada Pension Plan or Quebec Pension Plan).

NOTE: Employers are reminded that overtime hourly rates may vary, for example, depending on the day of the week or for national statutory or public holidays.

NOTE: HRSDC regularly reviews and updates the prevailing wage rate table. EMPLOYERS must, at the minimum, increase the EMPLOYEE's wages as they are increased as per HRSDC's website.

Recruitment Fees

The EMPLOYER shall not recoup from the EMPLOYEE, through payroll deductions or any other means, the fees they have paid to a third party recruitment agency in Canada, or the agency's authorized representative(s) outside Canada, for services related to hiring and retaining the EMPLOYEE.

NOTE: Should the EMPLOYER'S third party recruitment agency, or the agency's authorized representative(s) outside Canada, charge the EMPLOYEE for any recruitment fees, the EMPLOYER must reimburse the EMPLOYEE in full for any such costs disclosed with proof by the EMPLOYEE.

Accommodation

1. The EMPLOYER agrees to ensure that reasonable and proper accommodation is available for the EMPLOYEE, and shall provide the EMPLOYEE with suitable furnished

accommodation. Suitable accommodation is housing that meets municipal building requirements and health standards set by the province. This includes a private unit or a room with a lock and which therein provides living and sleeping facilities intended for human habitation with no visible or structural repairs

required.

2. The EMPLOYER will recoup the costs of the room at an amount of \$_____ per_____ (weekly / bi-weekly / monthly) through payroll deductions. The amount must not exceed provincial/territorial labour/employment standards where applicable.
3. The EMPLOYER will recoup the costs of meals at an amount of \$_____ per_____ (weekly / bi-weekly / monthly) through payroll deductions. The amount must not exceed provincial/territorial labour/employment standards where applicable.
4. The EMPLOYER agrees to provide the EMPLOYEE with meals, where applicable, and an adequate, properly heated and ventilated room. The door of the room shall be equipped with a lock and a safety bolt from within the room and the EMPLOYEE will be provided with the corresponding key.
5. The EMPLOYER shall provide the EMPLOYEE with independent access to the residence (for example, house keys, security code) where the EMPLOYEE resides.
6. The EMPLOYER agrees to provide the employee with (check if applicable):
 - Private bathroom
 - Telephone (charge of \$_____ per month or no charge___ except for long-distance calls)
 - Radio (in his/her room)
 - Television (in his/her room)
 - Internet access (___charge of \$_____ per month or ___no charge)
 - Other,
specify:_____

Description of EMPLOYEE's room and furnishings:

Transportation costs

Use the appropriate clause according to the situation. Strike out the clause which does not apply.

1. In the situation where the live-in caregiver resides abroad:

The EMPLOYER agrees to pay the EMPLOYEE's transportation costs for the one-way trip travel from his/her country of permanent residence or of current residence to the place of work in Canada, namely from __ (country of permanent residence or of current residence) __ to __ (place of work in Canada) __. It is the EMPLOYER's obligation and responsibility to pay for the transportation costs and they cannot be passed on to the foreign worker (for example, the EMPLOYEE must not pay the transportation on behalf of the employer to be reimbursed at a later date). Under no circumstances are transportation costs recoverable from the EMPLOYEE.

OR

2. In the situation where the live-in caregiver resides in Canada:
If the EMPLOYEE is currently in Canada, the EMPLOYER agrees to pay the costs of transporting the EMPLOYEE from his/her current Canadian address to the new place of work in Canada, namely __ (current Canadian address) __ and __ (new place of work in Canada) __.

It is the EMPLOYER's obligation and responsibility to pay for the transportation cost and it cannot be passed on to the foreign worker (for example, the EMPLOYEE must not pay the transportation on behalf of the employer to be reimbursed at a later date). Under no circumstances are transportation costs recoverable from the EMPLOYEE.

NOTE: Transportation costs include the purchase of tickets for a live-in caregiver to travel by plane, train, boat or bus from his/her country of permanent residence or of current residence to the location of work in Canada. If the live-in caregiver is already in Canada, transportation costs include the worker's travel to the new location of work. The mode of transportation must have the least negative impact on the live-in caregiver in terms of travel time, expenses and inconvenience. Travel costs do not include for example, hotels, meals and miscellaneous expenses

Health care insurance

1. The EMPLOYER agrees to provide health care insurance of equal coverage to that of the public provincial/territorial health insurance plan at no cost to the EMPLOYEE until such time as the EMPLOYEE is eligible for applicable provincial/territorial health insurance.
2. The EMPLOYER agrees not to deduct money from the EMPLOYEE's wages for this purpose.

Workplace safety insurance (called Worker's Compensation)

1. The EMPLOYER agrees to register the EMPLOYEE under the relevant provincial/territorial government insurance plan or its equivalent (for free, on-the-job injury or illness insurance).

2. The EMPLOYER agrees not to deduct money from the EMPLOYEE's wages for this purpose.

Notice of resignation

Should he/she wish to terminate the present contract, the EMPLOYEE agrees to give the EMPLOYER written notice thereof at least _____ weeks in advance. The parties agree to abide by provincial/territorial labour/employment standards regarding written notice of resignation.

It is recommended that a copy of the relevant portions of provincial/territorial labour standards be attached as an appendix.

Notice of termination of employment

The EMPLOYER must give written notice before terminating the contract of the EMPLOYEE.

This notice shall be given at least _____ weeks in advance. The parties agree to abide by provincial/territorial labour/employment standards regarding written notice of termination of employment.

It is recommended that a copy of the relevant portions of provincial/territorial labour standards be attached as an appendix.

CONTRACT SUBJECT TO PROVINCIAL/TERRITORIAL LABOUR AND EMPLOYMENT LEGISLATION

The EMPLOYER is obligated to abide by the standards set out in the relevant provincial/territorial labour/employment standards act. In particular, the EMPLOYER must abide by the standards with respect to how wages are paid, how overtime is calculated, meal periods, statutory/public holidays, vacation leave, family leave, benefits and recourse under the provisions of the applicable Provincial/Territorial Employment Standards Act. Any terms of this contract of employment less favourable to the EMPLOYEE than the standards stipulated in the relevant labour/employment standards act is null and void.

SIGNATURE OF ALL EMPLOYERS

I have read and accepted all the terms and conditions stipulated in the present contract.

I declare that the information I have given in this employment contract is truthful, complete and correct and that I will abide by the terms and conditions outlined therein.

I will abide by the employment and labour standards in the province/territory where the EMPLOYEE resides.

I will provide a Record of Employment on termination of employment.

I agree to maintain complete records of employment, including any additional or overtime hours worked and to provide the employee with accurate records reflecting their employment, salary and allowable deductions on their behalf.

EMPLOYER #1:

Given name (print): _____

Surname (print): _____

EMPLOYER'S Signature: _____

Date (YYYY/MM/DD): _____

EMPLOYER #2 (if applicable):

Given name (print): _____

Surname (print): _____

EMPLOYER #2 Signature: _____

Date (YYYY/MM/DD): _____

Add above information and signature of all EMPLOYERS listed on this employment contract.

SIGNATURE OF EMPLOYEE

I have read and accepted all the terms and conditions stipulated in the present contract.

I declare that the information I have given in this employment contract is truthful, complete and correct and I will abide by the terms and conditions outlined therein.

I will abide by the terms and conditions of this employment contract and the employment and labour standards in my province/territory of residence.

Given name (print): _____

Surname (print): _____

EMPLOYEE'S Signature: _____

Date (YYYY/MM/DD): _____