



What are recruitment agencies? 你知道什么是招聘中介机构吗?

Recruitment or temporary help agencies connect workers to jobs. In Ontario, they are regulated under the Employment Standards Act, 2000 (ESA).

招聘中介也称临时职业介绍机构，它们负责为工人与雇主牵线搭桥。在安省，招聘中介受《就业标准法》(劳工法)的监管。



However, some agencies may engage in illegal fees, misleading practices, or exploitation, especially targeting migrant and racialized workers.

然而，部分中介机构仍然存在违法收费、误导性行为或剥削的现象，尤其令移民和有色族裔工人饱受其害。

REMEMBER · 请记住

Using an employment recruitment agency should not cost you your dignity, wages, or freedom.

借助职业招聘中介找工作，不应让你丧失尊严、工资或自由。

Fair work means: 公平的工作意味着：



Transparent hiring
透明的招聘流程



No illegal fees
不收取违法费用



Full pay for all work
所有工作都全额支付报酬



Respect for your rights
尊重你的各项权利

Illegal Fees 违法收费

In Ontario, it is illegal for most recruitment agencies to charge workers for finding or keeping a job.

在安省，大多数招聘中介向工人收取“找工作”或“保住工作”的费用都是违法的。

However 但是： A lot of agencies name it differently so workers do not find out, 许多中介会换一个名目来收费。这些名目包括：

EXAMPLES · 例如

- Registration / Application fees · 注册费/申请费
- Training fees · 培训费
- “Uniform charge” · “制服费”
- “Housing deductions”
“住宿扣款”
- Unpaid overtime & vacation pay · 不支付加班费和年假工资
- Below the minimum wage rate · 工资低于最低工资标准

Why these are illegal 为什么这样做不合法？

Workers must be paid for all hours worked and receive at

- least the minimum standards established under Ontario law.
工人的每一个工时都必须照付工资，且不得低于安省法律规定的最低标准。
- Employers generally cannot deduct money from wages unless the deduction is authorized by legislation or by a written agreement that complies with the ESA. 除非法律允许或有符合《就业标准法》（劳工法）的书面协议，雇主一般不得克扣工资。



Work under a Debt 背债打工

EXAMPLE · 例如

Some workers are told they “owe” money for employers issuing LMIA permit.

有些中介或雇主会对工人说：因为雇主帮你办了 LMIA（劳动力市场影响评估）许可，所以你“欠”了雇主一笔钱。

Why this is illegal 为什么这样做不合法？

Under the *Employment Protection for Foreign Nationals Act* 根据《外籍人士就业保护法》：

- Employers and recruiters are prohibited from directly or indirectly recovering recruitment costs from foreign nationals. 禁止雇主和招聘人员以直接或间接的方式，向外籍人士追讨招聘成本。
- Obtaining an LMIA and recruiting workers are generally business expenses that belong to employers and recruiters. 办理 LMIA 和招募工人，通常属于雇主和招聘人员应承担的经营开支。
- Workers should not be trapped in employment because they are told they owe money. 工人不应因为被这些人告知“欠了钱”，就困在一份工作里无法脱身。



Fake Job 虚假职位

Promising full-time work but only providing casual shifts
承诺提供全职工作，却只安排零散班次

Advertising jobs that do not exist and recruit workers internationally
刊登并不存在的职位招聘信息，并在国际范围内招募工人

Passport or document retention 扣留护照或证件

Taking or holding passports, ID, or work permits
拿走或扣押护照、身份证件或工作许可

Threatening immigration consequences
以移民方面的后果相威胁

Why this is illegal 为什么这样做不合法？

Under the *Employment Protection for Foreign Nationals Act* 根据《外籍人士就业保护法》：

- Employers and recruiters are prohibited from taking possession of or retaining a foreign national's property, including passports and work permits. 禁止雇主和招聘人员占有或扣留外籍人士的财物，包括护照和工作许可。



Your rights under the ESA

你在《就业标准法》(ESA) 之下享有的权利

You have rights under ESA — most workers, regardless of status, are protected. Your immigration status does NOT remove your rights. 你在劳工法之下享有权利（大多数工人，无论身份如何，都受到保护。）你的移民身份不会剥夺你的权利。

- ✓ You are protected from most recruitment fees
你受法律保护，不需要承担大多数招聘费用
- ✓ You cannot be punished for refusing unsafe or illegal work
你不会因拒绝从事不安全或违法的工作而受到惩罚
- ✓ You can leave a job without paying “penalties” to the agency
你可以离职，而无需向中介支付任何“违约金”
- ✓ You have the right to clear written employment terms that you don’t understand
对于你不理解的雇佣条款，你有权获得清晰的书面说明
- The *Employment Protection for Foreign Nationals Act* also **prohibits reprisals** against foreign nationals who exercise their rights under the Act.
《外籍人士就业保护法》还**禁止**对依法行使权利的外籍人士进行**报复**。



Legal institution for seeking support: 哪些机构可以提供法律支持?

The Ministry of Labour enforces the: 劳工厅负责执行:

Employment Standards Act 《就业标准法》

Employment Protection for Foreign Nationals Act

《外籍人士就业保护法》

Legal Aid Ontario 安省法律援助

Legal Aid Ontario may provide free or low-cost legal assistance to eligible low-income individuals. 安省法律援助可为符合条件的低收入人士提供免费或低收费的法律协助。

Community Legal Clinics 社区法律诊所

CSALC · 华越柬寮法律援助中心

PCLS · 帕克戴尔社区法律援助中心

IAVGO · 受伤工人法律援助中心

Community Organizations 社区组织

WAC · 工人维权中心

MWAC · 移民工人变革联盟

CCNCTO · 平权会

If you think something is wrong or you want to seek support but are not sure where to start, please reach out to CCNCTO. 如果你觉得情况不对劲, 或想寻求帮助却不知从何入手, 请使用以下方式联系平权会。

Contact info · 联系方式

Email: info@ccnctontoronto.ca

WeChat 微信: CCNCTO2

Instagram: @CCNCTO

Phone: 647-512-8388

Rednote小红书: 平权会CCNCTO



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更多资讯**



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扫码保持联系**



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TORONTO CHAPTER
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