**1. Please provide the details of labour programme(s) implemented in your**

**country for incarcerated individuals, including:**

1. **Legislative/regulatory frameworks**

The Correctional Service of Canada’s (CSC) goal is to assist offenders to become law-abiding citizens by helping them to acquire the skills needed for successful reintegration. CSC’s employment and employability programs form part of the Correctional Plan for the majority of offenders.

CSC is obligated by the [*Corrections and Conditional Release Act*](https://laws-lois.justice.gc.ca/eng/acts/c-44.6/FullText.html) and the [Corrections and Conditional Release Regulations](https://laws.justice.gc.ca/eng/regulations/SOR-92-620/FullText.html) to provide offenders with employment opportunities, both within and outside of the penitentiary context. These activities are governed by this legislation and associated CSC policies.

**b) Types of work performed (choices available, appropriateness in terms of age,**

**gender, religion, indigenous status, disability, and other relevant factors, types of**

**work available depending on the lengths of sentences, and difference(s), if any,**

**between public and privately contracted correctional facilities)**

As per the legislative/regulatory framework referenced above, offenders within the Correctional Service of Canada (CSC) custody, who are identified as having a need to enhance their skills are referred to vocational training and employment. An offender’s Correctional Plan must include an initial vocational and employment plan that will address their needs and identify the expectations for behaviour, skill or knowledge development related to work placements and future community employment. Employment programs will be prioritized as a correctional intervention with consideration for sentence length and other interventions required.

There are a variety of on-the-job training opportunities within correctional facilities, such as trades (e.g., carpentry, electrician, woodworking, welding, etc.), cook, cleaner, groundskeeper, food preparation, administrative work, barber, inmate committee, peer coordinator, etc.

In addition, a Work Release is a structured program of release of specified duration for work or community service outside the penitentiary, under the supervision of a staff member or other person or organization authorized by the institutional head. In assessing whether a Work Release will be approved, CSC considers the appropriateness of this option relative to the inmate's Correctional Plan, including a specific assessment on the nature of the role of the Work Release in preparing the inmate for a gradual structured release to the community.

Work Releases are voluntary (inmates must apply to be considered). Examples of types of work include construction, groundskeeping, farming, animal care, meal preparation/cooking, manufacturing, machine operation, etc. Arrangements can also be made for inmates to volunteer for non-profit organizations. Inmates must have served part of their sentence before being eligible to apply for a Work Release. Inmates classified as maximum security or who are detained beyond their Statutory Release Date are not eligible for Work Releases.

CSC policy specifies that no person shall require an inmate to perform work that a qualified medical practitioner has certified the inmate is not physically fit to perform.

**c) Working environment/conditions, including wages, working hours, and**

**provisions for health & safety**

Inmates participating in on-the-job training within the Correctional Service of Canada (CSC) facilities benefit from working environments/conditions that reflect those in the community. Also, inmates are not subject to longer hours than those found in the community. In fact, the working hours are typically less than those found in community employment to allow for other correctional interventions and general inmate movement and activities.

Prior to an inmate commencing a work assignment, the work supervisor will, at a minimum:

* provide an orientation to the work area, including the health and safety procedures, and any specific rules and regulations; and
* review the main duties and expectations of the work assignment, as outlined in the generic work description. Both the work supervisor and the inmate will sign and date a copy of the work description to confirm that the orientation has taken place. The original copy of the signed work description will be placed in the offender’s employment file.

All inmates are eligible to receive pay and allowances. However, it should be noted that these payments are not considered ‘wages’. The inmate pay scheme serves as an incentive for inmates to participate in their Correctional Plan, whether this requires participation in work and/or program assignments.

With respect to Work Releases, the employer is subject to all provincial labour standards in the province of work. The inmate participating in a Work Release must be covered by the employer’s Workplace Safety and Insurance Board (WSIB) provisions and be paid at least the minimum wage as per the province’s labour law. There are also various wage subsidy programs that may be available to an employer in the province or territory where the business is located. For volunteer work, the inmate will receive inmate pay or a basic living allowance, whichever is most appropriate.

**d) Alternatives to labour programme(s)**

In addition to on-the-job training offered to inmates in correctional facilities, the Correctional Service of Canada (CSC) also provides third-party certified vocational training, essential skills training and apprenticeship opportunities.

**f) The nature and extent of the involvement of private businesses/employers,**

**including working conditions and arrangements for supervision by public**

**authorities.**

On-the-job training opportunities offered to inmates in correctional facilities are provided through employment assignments supervised directly by staff from the Correctional Service of Canada (CSC) or CORCAN, which is a special operating agency within CSC that offers the employment and employability program to federal offenders throughout their sentence (more information can be found here: [CORCAN](https://www.canada.ca/en/correctional-service/programs/corcan.html)). As such, there are currently no private business/employer-operated employment activities within correctional facilities.

**3. What arrangements exist with regard to educational and vocational support**

**for incarcerated individuals in your country? Are they adequately tailored to meet**

**individual needs and to promote their successful economic and social reintegration?**

**Are there examples of good practice, including collaboration with non-State actors**

**like civil society and businesses, employers’ organisations and trade unions in this**

**regard**?

The Correctional Service of Canada (CSC) offers education programs that aim to enhance literacy, academic, and personal development skills for offenders. Education assessments are completed at intake for all offenders. Offenders with a grade level below grade 12 or its equivalent will have education identified as a need in their correctional plans and will be assigned to education programs that correspond to their functioning grade level. Through educational achievements, offenders may receive formal recognition, certification, or accreditation from an educational authority recognized by the province. CSC recognizes the benefits of education in providing offenders with greater opportunities to become law-abiding citizens. An Evaluation of CSC's Education Programs and Services (2015) found that educational programs for offenders reduces the risk of reoffending and increases the potential for successful reintegration, particularly for moderate and high-risk offenders (the report can be accessed here: [Evaluation report - offender education programs and services](https://publications.gc.ca/site/eng/9.820408/publication.html)).

CSC also supports eligible offenders in pursuing post-secondary education through accredited colleges and universities. The Post-Secondary Education Program provides offenders with an opportunity to further academic learning or obtain/upgrade a trade or professional qualifications. Offenders are generally required to pay the cost of their participation in post-secondary education programs unless these opportunities are available through a wider partnership with the post-secondary institution or organization. For example, CSC has partnered with Walls to Bridges (W2B) to offer post-secondary courses to offenders. CSC continues to explore opportunities to establish additional partnerships with universities, colleges, and agencies to enhance offenders’ access and capacity to pursue post-secondary education.

For more information on Education Programs the following website can be consulted: [Education programs - Canada.ca](https://www.canada.ca/en/correctional-service/programs/offenders/programs/education-programs.html).

**5. Are victims of labour and sexual exploitation able to seek justice and**

**remedies? Please provide details, including legislative frameworks and complaint**

**mechanisms.**

Incarcerated offenders who are the victim of labour or sexual exploitation have the same rights as those in the community. Any alleged offences can be reported to the police. The police are then responsible for the investigation and laying of criminal charges. Once charges are laid, the Ontario Ministry of the Attorney General is engaged to take carriage of the prosecution and all matters are then reviewed and assessed by our Crown Attorney offices.

**8. Does your government provide tailored support to formerly incarcerated**

**individuals which effectively meets their needs? Please provide details particularly**

**in relation to access to temporary/long term accommodation, education/training,**

**decent work, finance and pension, and other essential services.**

The Correctional Service of Canada (CSC) is legally mandated to address offenders’ needs and assist in their successful reintegration. To this end, CSC provides a broad range of correctional programs, interventions, and services in federal institutions as well as in the community. CSC prioritizes the use of national correctional programs to contribute to public safety. A correctional program is an empirically based, structured intervention that addresses the factors that are directly linked to criminal behaviour, in order to reduce the likelihood of re-offending.

As part of the continuum of care throughout the correctional process, CSC provides correctional follow-up services to offenders under supervision in the community. For offenders who have completed an institutional correctional program, this aftercare often includes participation in maintenance programs, which are available in both the institution and the community. Maintenance programs allow offenders to review core self-management skills and apply them to real-life situations. Within the community, CSC also offers the Community Program, which is offered for moderate to high-risk offenders who have been released into the community but have not completed their required correctional program. Offenders released to the community are also assisted by other services, such as employment and support programs. CSC works closely with partners and community stakeholders to ensure that there are appropriate services and supports for offenders throughout their sentence and upon release to the community.

The offender’s Correctional Plan is a roadmap of their sentence, which identifies the level of intervention required, based on the offender’s needs, to target contributing factors and manage their risk and the objectives for the offender’s behaviour. It leads to the timely preparation for the offender’s safe reintegration into the community and contributes to the protection of society. It is a living document, meaning that it is updated throughout the offender’s sentence.

As part of the Correctional Plan, a community strategy will be developed detailing a supervision strategy, which will confirm the accommodation plan upon release. Before being considered for release, the offender must prepare a detailed release plan that includes information about where they would like to be released, the support network they have available (i.e., family members, friends, employer, etc.) access to accommodation, employment and/or education. In addition, since Fall 2019, CSC has promoted and encouraged the use of a unique aspect of Day Parole “Other Location” to leverage targeted support for ethnocultural offenders in returning to their home communities, or to locations with increased access to culturally relevant supports for their successful reintegration.

CSC’s Faith Community Reintegration Project contractors work with faith community networks to provide transition support for offenders who request such services. These contractors can serve as a resource for potential occupational opportunities for offenders. CSC also has more than four thousand volunteers who support offenders while incarcerated or on release in the community. They may be individuals registered with the Service and/or volunteers from non-profit, community-based organizations who provide specific services and supports.

**9. What is the role of other stakeholders, including educational institutions, jobs/training centres, housing providers, businesses/employers’ organisations, financial institutions, trade unions and civil society organisations, in providing support to formally incarcerated individuals? Does your government actively coordinate or cooperate with them?**

The Correctional Service of Canada (CSC) has productive relationships with diverse partners, stakeholders and individuals involved in support of public safety. As the majority of federal offenders will be released to Canadian communities, CSC recognizes the invaluable assistance and support that they provide to offenders in their rehabilitation and reintegration back into society. CSC partners with organizations that reflect the diversity of offenders.

CSC’s stakeholders include but are not limited to the following:

* Non-profit, non-governmental and/or community-based organizations (i.e., civil society organizations)
* Advisory Committees (CSC manages Citizen Advisory Committees as per the Corrections and Conditional Release Regulations at all institutions and parole offices; Regional Victim Advisory Committees; regional and national Ethnocultural Advisory Committees; a National Indigenous Advisory Committee; and an Interfaith Committee)
* Volunteers
* Community organizations and partners such as halfway houses, police and other municipal services (e.g., employment, housing, health, libraries)
* Other government departments at the provincial, federal, territorial, municipal
* Communities of practice, groups and networks

CSC actively coordinates and cooperates with these organizations and committees, generally with terms of engagement formally outlined in Terms of Reference, or an equivalent, or through CSC policy. CSC manages a relationship with the National Associations Active in Criminal Justice (NAACJ), for example, which is an umbrella organization of approximately 20 civil society organizations. CSC hosts annual in-person meetings and regular virtual meetings throughout the year to provide information, involve, consult and/or collaborate with organizations and individuals on new initiatives. CSC also ensures that many of these civil society organizations are included in the policy consultation process outlined in Commissioner’s Directive 200 – *Policy Framework* (available on line here: [Policy Framework](https://www.csc-scc.gc.ca/policy-and-legislation/200-cd-en.shtml)).

CSC’s education programs focus on improving literacy, academic and personal skills to facilitate offenders’ safe and successful reintegration into the community. To this end, a variety of provincially recognized education programs are available throughout the federal institutions. Currently, all CSC regions have arrangements with provincial ministries of education that ensure formal recognition, certification or accreditation of the secondary level curriculum.

In addition, CSC has developed partnerships directly with universities and colleges to facilitate opportunities for offenders to pursue post-secondary education. For example, a longstanding provincial partnership in the Quebec region provides opportunities for offenders to take college level courses through the General and professional teaching colleges specific to the Province of Quebec (“Collège d'enseignement general et professionnel”, or CÉGEP).

**10. What are ongoing challenges in promoting successful economic and social**

**reintegration formally incarcerated individuals in your country, which may include discrimination (including intersecting forms based on age, gender identity/sexual**

**orientation, race, ethnicity, indigenous, migration, socio-economic and other status),**

**corruption, lack of opportunities and support?**

In 2022, the Government of Canada launched the Federal Framework to Reduce Recidivism, which represents a first step in putting together a plan that identifies crucial factors that impact why people reoffend and how to support the safe and successful reintegration into the community. The goal is to increase public safety by reducing recidivism, preventing victimization, addressing the overrepresentation of Indigenous People, Black Canadians and other marginalized groups in our criminal justice system, and ultimately, create safer communities.

The Framework is structured around five priority areas that reflect the ongoing challenges for the federal corrections and conditional release systems, and include: housing, education, employment, health, and positive support networks. These pillars, validated throughout the consultation process, are based on the social determinants of health. They all represent both important needs in successful economic and social reintegration and barriers/challenges within that impede the successful reintegration of offenders into the community. The Framework identifies these pillars as areas where the federal government will focus its efforts, including by working with other levels of government and civil society, to support reintegration and reduce recidivism.

The Correctional Service of Canada (CSC) will contribute to a multi-sectoral implementation plan to direct efforts and resources to address the unique circumstances of offenders exiting the correctional system in order to assist with their successful reintegration into the community. In addition, CSC strives to ensure that the development, implementation and evaluation of all policies, programs, strategies and initiatives considers the needs of a diverse incarcerated population, which includes equity-seeking individuals, to support their successful reintegration.

CSC has no tolerance for any act of discrimination within its operations. CSC is taking proactive measures to prevent such issues and concerns in the first place. For example, as part of its training suite, the Diversity and Cultural Competency Training (DCCT) is mandatory for all CSC employees and includes both online and in-class components to increase the cultural competency of staff in their interactions with both colleagues and offenders. This training has been completed by 95% of CSC employees. It includes information on relevant policies including the *Canadian Human Rights Act*, as well as information on discrimination and racism. As part of its content review cycle and working with the support of academic subject matter-experts, CSC is currently reviewing and updating DCCT content to improve and build on the scope of the training.

CSC has different national advisory committees, providing advice on policies and practices related to specific groups of offenders (e.g., Indigenous and ethnocultural offenders). Members will share their expertise, support projects to help close the gaps in services and interventions. They also assist CSC to build and maintain relationships with community organisations that will assist offenders to overcome barriers and successfully reintegrate.

CSC also offers a variety of social programs to assist offenders with institutional adjustment and community reintegration. These programs allow offenders to build life skills while helping them adopt a positive and healthy lifestyle. The programs also help offenders with personal and social development. Offenders learn about their areas of strength and about what needs improvement, which aims to assist them in overcoming challenges associated with successful reintegration.