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Primary Agriculture Review

AgriWorkforce Roundtable:
Evaluating Compensation Solutions



Employment and
Social Development Canada

Emploi et
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Canada

Primary Agriculture Review

Employment and Social Development Canada (ESDC) will work with Agriculture and Agri-Food Canada (AAFC) to undertake a three stage review of the Primary Agriculture stream, which will include:

1. A **labour market study** to assess the impact of potential changes to the Primary Agriculture Stream;
2. A study to explore developing a **national standard for employer-provided housing**; and,
3. A series of **stakeholder consultations** to seek stakeholder input on how to reform the Stream and on the HUMA report's recommendations.



Labour Market Study

The **Labour Market Study** will include:

- Analysis of the four options under the primary agriculture stream of the TFW Program- supported by qualitative and quantitative evidence and conducted by an independent, third-party consultant;
- A literature review that will seek to leverage ongoing work with AAFC, the Canadian Agricultural Human Resource Council (CAHRC) and other key stakeholders;
- A review of current wage determination methodology for the primary agriculture sector and an analysis of potential alternative methods; and
- Recommendations on how to better align TFW Program employment practices with the Canadian Labour Market and how to establish a market-based deduction for housing provided to temporary foreign workers by employers.



National Housing Standards

- The **National Housing Standards study** will:
- Run concurrently with the labour study analysis;
- Conduct a diagnostic on federal, provincial and territorial roles and responsibilities related to housing for agricultural workers; and
- Develop program guidelines to standardize employer-provided housing.

The objective will focus on the following research questions:

- What are the main considerations when developing a common standard for accommodations provided to foreign workers?
- What criteria should be used to assess the suitability of accommodations for TFWs?
- What are the best practices and challenges when standardizing housing standards?
- What would be the optimal way to institute Program standards to regulate housing inspections and ensure that accommodations for TFWs are assessed in a consistent manner across Canada?



Stakeholder Consultations

- Once the **labour market study** and **national housing standard reports** are finalized, ESDC and AAFC will jointly conduct consultations that will include:
 - Agriculture and food processing employer representatives;
 - Governments of Mexico and participating SAWP Caribbean countries;
 - Labour and advocacy groups.
- Information collected from these consultations will help inform future policy options in the Primary Agriculture Stream

