The Great Canadian Rip-Off!

An Economic Case for
Restoring Full EI Special Benefits
Access to SAWP Workers

Report
March 2014

UFCW Canada and the Agriculture Workers’ Alliance (AWA)
Executive Summary

In December 2012, Stephen Harper’s Conservative Government severely curtailed migrant farm workers’ access to Employment Insurance (EI) parental, maternal, and compassionate care benefits – also known as EI special benefits – by restricting eligibility for these benefits to workers who are authorized to live and work in Canada year-round, as opposed to those who work in the country seasonally.

Prior to this policy change, migrant farm workers enrolled in the Seasonal Agriculture Workers’ Program (SAWP) had paid into the EI system since 1966 and did not begin to collect parental, maternal, and compassionate care benefits until 2003, when advocates informed SAWP workers that they were eligible for special benefits under EI.

The Harper Government implemented its changes to EI special benefits eligibility without consulting the workers affected by its reforms, and despite the fact that each year SAWP workers contribute millions of dollars to the EI system.

Full EI special benefits eligibility should be restored to SAWP participants immediately, not only because these workers pay into the EI system and therefore deserve to access its benefits, but also because SAWP participants contribute billions of dollars to the Canadian government and economy and support thousands of jobs in our communities.

As this report demonstrates, SAWP workers and their employers pay an estimated $21.5 million annually in EI premiums and contribute nearly $49 million each year to the Canada Pension Plan (CPP), which in turn benefits Canadian retirees and workers who have lost their jobs. SAWP participants also pay $20 million in annual income tax. These tax dollars fund essential programs and services such as post-secondary education and social programs for children. In total, seasonal migrant farm workers and their employers contribute an estimated $90.6 million to the Canadian government every year. While labouring in Canada, SAWP workers spend $22 million in the Canadian economy, money that supports local businesses and their employees. Finally, SAWP workers produce an estimated $4.5 billion in economic output in the country’s agricultural sector, which in turn supports almost 19,200 domestic jobs annually. The estimated total economic footprint of SAWP participants and their employers is $4.65 billion every year.

The overwhelming contribution of SAWP workers to Canada’s economy and society, combined with their significant payments to the EI system, suggest that it is fundamentally unfair for these workers to be denied full eligibility for EI parental, maternal, and compassionate care benefits by the Canadian government.

This report begins with an overview of the SAWP’s legal framework, historical context, and policy challenges. It then discusses the Harper government’s attack on SAWP participants through its restriction of SAWP workers’ EI special benefits. The report goes on to estimate and analyze SAWP participants’ payments to the EI system and contributions to the Canadian government and economy, and argues that these contributions warrant an immediate restoration of full access to EI special benefits for SAWP workers. The calculations in this report are simplified estimates based on the most recent government statistics and academic research on the SAWP, as well as data obtained via access to information requests to government agencies responsible for administering and monitoring the program and interviews with advocates who assist SAWP workers. Where certain data was unavailable, assumptions were made based on the characteristics and location of the average SAWP participant and applied to all workers enrolled in the program.
Overview of the Seasonal Agricultural Workers’ Program (SAWP)

SAWP Legal Framework and Statistics

The Seasonal Agricultural Workers Program (SAWP) allows employers to hire temporary foreign workers in the agricultural sector for the production of particular commodities. Foreign nationals are allowed to enter and work temporarily in Canada under sections 29 and 30 of the Immigration and Refugee Protection Act.

The SAWP is the result of bilateral agreements signed with Jamaica, Mexico, Barbados, Trinidad and Tobago, and the nine countries of the Organization of Eastern Caribbean States. While the sending countries recruit, select, process and assist workers, Citizenship and Immigration Canada (CIC) and Employment and Social Development Canada (ESDC) – formerly known as Human Resources and Skills Development Canada (HRSDC) – regulate the conditions of entry following the requirements of the Immigration and Refugee Protection Regulations. This is to ensure that the hiring of a foreign national does not have a negative impact on the Canadian labour market and that individual workers do not represent a threat to Canadians in terms of health or security risks.

Employers’ associations, organized under regional non-profit organizations, run the operational part of the program. Once in Canada, these workers’ contracts are subject to provincial labour regulations, as with any Canadian worker. In 2012, all Canadian provinces received SAWP workers with the exception of Newfoundland and Labrador.

To qualify for a temporary work permit under the SAWP, the applicant must be an experienced farm worker of legal age and satisfy health and security checks required by Canadian law. The established wage must correspond to the highest of the following: the provincial minimum wage, the wage established by ESDC, or the wage paid to Canadians for the same work. The minimum period of employment is 6 weeks and the maximum is 8 months, during which the worker has the guarantee of at least 240 paid working hours.

The employer provides free adequate housing and, in most provinces, ensures that the worker is covered by the provincial health insurance and workers’ compensation regimes. Through various deductions, the worker pays for health and travel insurance coverage, the cost of the work permit, and the cost of the provincial certificate, in the case of Quebec. Workers also have to pay mandatory program deductions such as Employment Insurance (EI) premiums, Canada Pension Plan (CPP) contributions (Quebec Pension Plan contributions for those labouring in that province), and federal and provincial income tax.

One of the peculiarities of the SAWP is the fact that employers can request specific workers by name so that they return to the same farm the following work season. In fact, 79 percent of Mexican SAWP workers are requested by name by their employer, and 75 percent of these participants have more than six years of experience in the program.

Within the agricultural sector, SAWP workers’ main areas of employment are vegetable farming, fruit picking, and greenhouse operations. SAWP participants account for 53 percent of total employment in agricultural industries using foreign workers, 12 percent of all temporary foreign workers in Canada, and 9 percent of all farm workers in the country.
Overview of the Seasonal Agricultural Workers’ Program (SAWP)

Historical Context of Foreign Farm Labour in Canada

The SAWP was created by the Canadian federal government in 1966 to respond to the increasing pressure of the domestic agricultural sector lobby. The government’s agreement for the program, signed originally with Jamaica, eventually extended to include Mexico and other eastern Caribbean countries.

The SAWP mythology revolves around a perfect conjunction between a Canadian farm labour shortage and sending countries’ surplus workforces to labour here. However, it is important to note that the genesis of the SAWP was the result of a precise labour policy orientation that chose the creation of a temporary foreign farm worker program over the development of proper legislation, regulation, and enforcement mechanisms to improve working conditions and thus attract and retain Canadians to the agricultural labour market.7

The creation of the SAWP was consistent with a long tradition of interventionist policies from federal and provincial governments in the agricultural labour market, where the employers managed to establish their need for manpower as a national political issue. This resulted in employers benefiting from a captive, flexible, and precarious labour force in the form of British orphans, Japanese and German prisoners of war, and Canadian convicts and displaced persons, among others.8

Also, the restrictions imposed on SAWP workers – the closed work permits, the temporary character of the program, the inability of workers to bring their families with them, the lack of access to permanent residence – differed notably from those imposed on previous generations of white, European labourers. These limits were the consequence of racist concerns that Caribbean workers would not be able to adapt to Canadian life, as well as fears that a large influx of black workers from the Caribbean would change the demographic complexion of the country.9

By imposing restrictions on foreign farm labour, the Canadian government finally assured both the recruitment and the retention of “unfree” manpower. Pentland (1959) described unfree labour as “relations of production in which labour power is acquired and retained through the use of extra-economic coercion.”10
Overview of the Seasonal Agricultural Workers’ Program (SAWP)

Policy Challenges for the SAWP

The SAWP has long been considered a successful model of managed migration designed to correct shortages in the Canadian labour market.\(^{11}\) Its mechanisms guarantee a flexible and reliable workforce for the agricultural sector, while offering – at least in theory – relatively stable working, living, and housing conditions to migrant farm workers. Maynard (2000) notes that the program’s success relies on the fact that it guarantees Canadian agribusinesses access to the global labour pool while simultaneously providing employment opportunities to farm workers from impoverished countries.\(^{12}\)

The legitimacy of the SAWP relies on its invisible character. Workers arrive to isolated, rural areas, and their families are not allowed to accompany them during their stay. Agricultural jobs are also extremely difficult, underpaid, and dangerous, so temporary workers compete marginally with other vulnerable groups such as first generation immigrants, elderly workers, young students, and seasonal workers.

A superficial analysis of the program might lead us to think that the structure of the contract represents a win-win situation. However, the system allows for systematic abuse and exploitation. For over twenty years, researchers have denounced the obstacles faced by SAWP workers to exert their rights, if not \emph{de jure}, then at least \emph{de facto}. These obstacles are related to their null labour mobility, the impossibility of integrating into Canadian society, and the difficulty in accessing the Canadian institutions responsible for protecting workers. Strangely, all three obstacles are based on a juridical framework developed around the temporary character of the program: the labour shortage, if there is one, is permanent and structural. More precisely, these obstacles answer the need for a flexible and reliable workforce, which can only be achieved by severely limiting workers’ labour market freedom.

By imposing a closed work permit on the worker, and blocking him from “escaping” to sectors that offer better wages or working conditions, the Canadian government actively condones substandard conditions. This situation is socially legitimated by the construction of legal discrimination regimes, where those considered “foreign” receive different juridical treatment under Canadian law.\(^{13}\) The immediate consequence is the creation of cultural, linguistic, and administrative barriers that turn migrants into second-class citizens, while the legality of the program legitimizes its exploitative nature.\(^{14}\) Thus, even though cases of serious exploitation and abuse are rare, there have been multiple documented incidences of companies that employ temporary workers violating provincial regulations.\(^{15}\)

The following issues need to be addressed if the Canadian government and participating nations want to ensure the SAWP fulfils its intended purpose and provides participants with a fair and just working environment while labouring in Canada:
Overview of the Seasonal Agricultural Workers’ Program (SAWP)

Wages and working conditions: Despite the SAWP policy about wages, it is common for migrant workers to receive less pay than Canadians, and ESDC does not publish the criteria used to establish the yearly wage rates paid to SAWP workers (hence this report’s Access to Information Request regarding SAWP participants’ annual salaries). There is no overtime payment in the agricultural sector. Provincial legislation regarding maximum working hours in the agricultural sector does not exist, and even though the SAWP contract imposes a maximum number of days and hours that can be worked, these requirements are rarely respected.

Health access: Fear of repatriation is the primary reason quoted by workers for not reporting a health condition that requires medication or medical intervention (CERIUM, 2010). Also, many employers, representatives, and health system workers are unfamiliar with SAWP health coverage conditions, so very often workers are undertreated, prematurely discharged, or receive substandard care, all of which violate the spirit of the program (Amar et al, 2009).

Inadequate health and safety legislation: Occupational health and safety provisions for the agricultural sector are insufficient, and there are no national standards in this policy area. Many provinces choose not to extend health and safety protections to foreign workers.

Skewed power relationship with the employer: SAWP workers are not able to negotiate the terms of their employment. Closed permits and the constant threat of repatriation and exclusion from the program creates a climate of fear. Under these conditions, workers can no longer exercise their rights, and this has a strong impact on their health and safety, housing and working conditions, and interaction with employers and liaison agents. Document retention is a common practice. Workers’ contracts are negotiated by the Canadian federal government and foreign governments, with strong participation from the employers’ association. Workers are not represented at the table when this happens.

Poor and poorly enforced labour protections: Labour legislation in the agricultural sector is already deficient. SAWP workers’ particular characteristics – they comprise a foreign population with no domestic support network and face linguistic, social, and cultural barriers – along with the structure of the SAWP result in a very vulnerable workforce that has no real access to labour tribunals. Right now, the SAWP does not provide a transparent process of appeal for workers who have been repatriated.

No access to Canadian institutions: The role of the liaison agent as the representative of the worker as described in the contract represents a serious threat to participants’ access to Canadian institutions, since the agent acts as a “filter” for complaints, questions, and demands in matters of labour relations, health and safety, housing, wage payment, and termination. Any other worker would have direct access to the pertinent institution, be able to explain their issue or problem, and have the opportunity to legally challenge the response if it is unsatisfactory. By contrast, the liaison agent has no formal training on any of the above matters, must make a discretionary decision based on available information, and must also ensure the smooth functioning of the program. This legal framework enables the Canadian government to ignore its duty to protect workers and thus fails to guarantee equal treatment under the law.
Canada’s Employment Insurance program, widely known as EI, is a federal program administered by the Government of Canada through Service Canada. It provides income support to people who are temporarily out of work. The EI system is financed by mandatory contributions from workers and their employers. The EI premium, or rate, is the percentage of income that employees contribute to EI and is set by the federal government.

A worker’s entitlement to EI benefits is based on the accumulation of hours worked in the past 52 weeks (one year). Depending on the situation, various types of benefits are available, and the requirements to qualify vary according to the situation. Regular benefits are paid to individuals who have lost their jobs through no fault of their own. Special benefits include sick benefits, maternity and parental leave, and compassionate care benefits. Regular benefits requirements range between 420-700 hours worked, while special benefits only require 600 hours. Benefits are taxable. Also, there is a two-week waiting period and the covered period ranges between 19 and 50 weeks depending on the length of previous employment, previous employment insurance claims, and the national and regional unemployment rate.

For many years, temporary foreign workers (TFWs) were unlawfully denied EI benefits on the basis of the terms of their work permits. The policy was eventually clarified by EI, and TFWs secured access to both regular and special benefits. Actual access to regular benefits, however, varied widely depending on the amount of information available to workers about their eligibility, as well as the employers themselves.

Seasonal agricultural workers enrolled in the SAWP have historically been excluded from collecting regular benefits. The rationale behind this is based on a specific interpretation of subsection 18(a) of the Immigration and Refugee Protection Act. It states that while abroad, SAWP participants are not considered to be “capable of and available for work and (are) unable to obtain suitable employment,” even though their migratory status and the conditions imposed by the program force these workers to leave the country at the end of their contracts.

However, until recently, the Act and its regulations were silent about EI special benefits coverage. Beginning in 2003, the Agriculture Workers Alliance (AWA) support centres and other migrant advocates informed SAWP workers of their rights and began filing EI applications on their behalf. This helped SAWP participants recover a fraction of the benefits that they had been paying for since 1966.

On December 9, 2012, ESDC – known as HRSDC at the time – announced a discreet reform to the Employment Insurance Regulations. The amended regulation did not specifically exclude migrant workers from EI coverage, but imposed the obligation to have a valid work permit and social insurance number to collect special benefits.

The reform did not exclude temporary foreign workers from the Employment Insurance regime: workers will continue to be forced to pay into program at the same rate as Canadian workers and permanent residents, without having full access to regular and special benefits.
Then-HRSDC Minister Dianne Finley’s press release inaccurately described the government’s reform as being “intent on making sure that the EI program remains fair and consistent.” But the reform itself violates the principles of fairness and consistency by ripping off the rights of a vulnerable, precarious, and already disenfranchised workforce.

The government’s public discourse described access to special benefits by temporary workers as “inconsistent with the core principle of the EI program, which is to provide temporary income support so that individuals can transition back into the Canadian labour market.”

However, special benefits, namely parental and maternity leave benefits, are not intended to compensate for a temporary loss of work, but rather provide economic support for social purposes such as adopting or caring for a child. Thus, the principles regarding availability in cases of maternity, parental, and compassionate care leave do not include being “capable of and available for work and unable to obtain suitable employment.”

Originally, EI was based on “insurance principles” and was supposed to be run like any insurance plan, where benefits are seen as rights paid by past contributions. Some features of the insurance system are: only those who pay are eligible for benefits; a wide pooling of risks; a specific definition of benefits provided; a specific definition of eligibility rules; and a specific premium or contribution rate. From this perspective, contributors should pay only to support the delivery of benefits that they themselves could possibly need.16

However, a series of legislative reforms with specific social objectives resulted in the creation of “non-insurance” benefits, whereby the EI became a part of a larger social security framework.17 These “non-insurance” benefits are funded by all contributors even if only certain types of workers can access them (maternity benefits, for instance). The new spirit of the EI system, as described by Finley, is to “provide temporary income support so that individuals can transition back into the Canadian labour market.” This statement does not hold true to the original purpose of EI because it ignores the nature and intent of special benefits. In fact, “the ultimate purpose of the (Employment Insurance) Act is to provide members of the active labour force with a measure of economic security.”18 It is also interesting to note that the Employment Insurance Act makes no reference to citizenship.

The fact is that temporary workers comprise a significant segment of the Canadian workforce. The number of temporary foreign workers labouring in Canada has steadily increased since 2006 and this demonstrates a clear shift in government policy that favours the importation and exploitation of temporary, low-skilled workers.19 At the same time, workers enrolled in the SAWP are contributing to the Canadian economy and various government programs while being treated as second-class citizens and denied full access to special benefits under the EI system that they help fund.

As this report will now demonstrate, SAWP workers’ overwhelming contributions to Canada’s economy and society, combined with their significant payments to the EI system, suggest that these workers deserve to have their full eligibility for EI parental, maternal, and compassionate care benefits restored by the Canadian government as soon as possible.
SAWP Workers’ Contributions to Canadian Society

Annual Gross Income and Vacation Pay

To calculate the total income of all SAWP workers in 2012, as well as the average yearly gross income of a SAWP participant, UFCW Canada surveyed the existing academic literature detailing SAWP workers’ typical length of stay and hours worked while labouring in Canada. We also used data retrieved from an Access to Information Request to Human Resources and Skills Development Canada – now called Employment and Social Development Canada – specifying the average salary of all workers enrolled in the SAWP across Canada in 2012.

According to Preibisch (2007), 58 percent of SAWP participants are employed in Canada for up to 5 months (21.8 weeks), 18 percent work between 5 and 7 months (mean of 26.1 weeks), and 24 percent are employed for 7 to 8 months (mean of 32.7 weeks). An estimated 98.5 percent finish their contracts each year. When these numbers are applied to Employment and Social Development Canada’s 2012 figures for total SAWP enrollment, an estimated 16,582 SAWP workers were employed in Canada for up to 21.8 weeks, while 5,146 stayed approximately 26.1 weeks and 6,862 worked for 32.7 weeks. A total of 28,590 participants would have finished their contracts.

Preibisch also notes that multiple academic studies have analyzed SAWP participants’ hours of work by directly surveying workers enrolled in the program. For instance, Russell (2003) found Jamaican SAWP workers averaged 6.7 days per week and 9.5 hours per day for a rounded total of 63.7 hours per week. Lozano (2003) discovered that Mexican SAWP participants regularly laboured seven days a week for 9.3 hours per day on average, which equates to 65.1 hours per week. Carvajal, Preibisch and Henson (2007) reported the average work week for Mexican SAWP workers was 64.2 hours, “ranging from 56.3 hours per week in periods of low production to 74.2 in the high season.” This report assumes a typical work week of 64.3 hours for 2012, the average of the three studies cited by Preibisch.
In terms of wages, data obtained from an Access to Information Request to Employment and Social Development Canada reveals that SAWP participants made an average hourly salary of $10.21 in 2012.\textsuperscript{26} Multiplied by 64.3 hours per week, SAWP workers who laboured in Canada for 21.7 weeks earned a gross income of $14,302.92 in 2012, while participants who worked for 26.1 weeks made $17,162.30 during the same period. SAWP workers who laboured in Canada for 32.7 weeks earned a gross salary of $21,452.88 in 2012. See Table 1 below.

Under the Agreement for the Employment in Canada of Seasonal Agricultural Workers from Mexico - 2013 and the Agreement for the Employment in Canada of Commonwealth Caribbean Seasonal Agricultural Workers - 2013, employers are required to pay SAWP participants vacation compensation according to the employment standards legislation of the province in which the worker labours.\textsuperscript{27}

According to Preibisch (2012), 66 percent of SAWP positions that received positive LMOS from ESDC (then HRSDC) in 2010 were approved in the province of Ontario, while another 13 percent were approved in British Columbia.\textsuperscript{28} In Ontario, employees earn vacation pay as they earn wages and they must receive the compensation that they earn in the stub period – selected by the employer – for which the vacation is given.\textsuperscript{29} The minimum rate of vacation pay is 4 percent of gross income.\textsuperscript{30} Similarly, the Consulate General of Mexico’s Guidelines for the SAWP stipulate that employers must “add 4% vacation pay” to participants’ gross wages.\textsuperscript{31} This report therefore assumes that SAWP workers are paid vacation compensation at a rate of 4 percent of gross income.

Table 1 - Gross Income of SAWP Workers, 2012

<table>
<thead>
<tr>
<th>Length of Stay (Weeks)</th>
<th>Avg. Hours/Week</th>
<th>Avg. Hourly Wage</th>
<th>Gross Income</th>
</tr>
</thead>
<tbody>
<tr>
<td>21.785</td>
<td>64.3</td>
<td>$10.21</td>
<td>$14,301.92</td>
</tr>
<tr>
<td>26.142</td>
<td>64.3</td>
<td>$10.21</td>
<td>$17,162.30</td>
</tr>
<tr>
<td>32.678</td>
<td>64.3</td>
<td>$10.21</td>
<td>$21,452.88</td>
</tr>
</tbody>
</table>
Multiplying the aforementioned rate by the gross incomes of the different strains of SAWP workers and weighting this figure by the number of participants enrolled in each strain reveals that SAWP workers’ average gross vacation pay was $661.32 in 2012 and their mean total income— including vacation compensation—was $17,194.34 during the same period. See Table 2.

The Mexican and Caribbean SAWP agreements also mandate that participants with five or more consecutive years of employment with the same employer are entitled to a “recognition payment” of $4.00 per week up to a maximum of $128.00 per season, though senior Mexican SAWP workers are only entitled to recognition compensation if they do not receive vacation pay. Since it is assumed that all Mexican

Table 2 - Average Vacation Pay and Total Income for SAWP Participants, 2012

<table>
<thead>
<tr>
<th>Gross Income</th>
<th>Gross Vacation Pay</th>
<th>Total Income</th>
<th>Workers/Strain</th>
<th>Total Vacation Pay</th>
<th>Total Income</th>
</tr>
</thead>
<tbody>
<tr>
<td>$14,301.92</td>
<td>$572.08</td>
<td>$14,873.99</td>
<td>16,582</td>
<td>$9,486,290.49</td>
<td>$246,643,552.75</td>
</tr>
<tr>
<td>$17,162.30</td>
<td>$686.49</td>
<td>$17,848.79</td>
<td>5,146</td>
<td>$3,532,825.42</td>
<td>$91,853,461.02</td>
</tr>
<tr>
<td>$21,452.88</td>
<td>$858.12</td>
<td>$22,311.00</td>
<td>6,862</td>
<td>$5,888,043.26</td>
<td>$153,089,124.66</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>28,590</td>
<td>$18,907,159.17</td>
<td>$491,586,138.43</td>
</tr>
</tbody>
</table>

Avg. Gross VP | Avg. Total Income |
-------------|-------------------|
$661.32      | $17,194.34
SAWP participants receive vacation compensation, and in the absence of recent, publicly available data on the seniority and recognition compensation of Caribbean SAWP participants, this report does not include recognition payment calculations for either group of workers.

**Income Tax Deductions**

Under the SAWP, employers are required to withhold income tax, EI premiums, and CPP contributions from workers’ paycheques. However, employers are not required to withhold income tax for married participants who earn less than $22,076 per year. Becerril (2011) finds that male SAWP workers account for 97.5 percent of all SAWP participants, and 80 percent of these workers are married. For the purpose of simplifying the calculations, this report assumes that all SAWP participants are married and only those workers who earned more than $22,076 in total income in 2012 paid income tax during that period.

To calculate the total income tax paid by SAWP participants in the 2012 season, as well as the average deduction of SAWP workers who pay income tax, UFCW Canada multiplied the gross incomes of participants in each strain of the program by the applicable combined federal and provincial income tax rate for 2012.

SAWP workers who laboured in the country for roughly 32.7 weeks and who earned $22,311.00 were taxed at a combined rate of 13.3 percent. Thus, UFCW Canada estimates that the average income tax deduction for SAWP participants who paid tax was $2,967.36 in 2012. In total, the 6,862 SAWP workers who earned $22,311.00 in 2012 paid an estimated $20,360,853.58 in income tax during that period. See Table 3.

As Finance Canada explains, personal income taxes account for 49 cents of every tax dollar collected by the Canadian government. They fund essential programs and services that comprise an important part of Canada’s social fabric, including health services, post-secondary education, social programs for children, and assistance to farmers and other food producers. The income taxes that SAWP participants’

<table>
<thead>
<tr>
<th>Total Income</th>
<th>Tax Rate</th>
<th>Tax Deduction</th>
<th>Workers/Strain</th>
<th>Total Tax Deductions</th>
</tr>
</thead>
<tbody>
<tr>
<td>$14,873.99</td>
<td>No Tax Withheld</td>
<td>$0.00</td>
<td>16,582</td>
<td>$0.00</td>
</tr>
<tr>
<td>$17,848.79</td>
<td>No Tax Withheld</td>
<td>$0.00</td>
<td>5,146</td>
<td>$0.00</td>
</tr>
<tr>
<td>$22,311.00</td>
<td>0.133</td>
<td>$2,967.36</td>
<td>6,862</td>
<td>$20,360,853.58</td>
</tr>
</tbody>
</table>

**Average Tax Deduction**

$2,967.36
pay every year while working in Canada contribute tens of millions of dollars toward government initiatives that benefit all Canadians, and are just one example of SAWP workers’ positive effect on Canadian society.

**Employment Insurance (EI) Premiums**

One of the fundamental injustices of the Harper government’s decision to restrict SAWP participants’ access to EI parental, maternal, and compassionate care benefits is the fact that these workers and their employers have been paying EI premiums since 1966 and continue to pump tens of millions of dollars into the EI system each year.40

To calculate SAWP participants' total EI premiums for 2012, as well as the average EI premium of a SAWP worker, UFCW Canada multiplied the gross incomes of participants in each strain of the program by the 2012 employee EI premium rate of 1.83 percent.41

As Table 4 shows, SAWP workers paid a total of $8,996,026.33 in EI premiums in 2012, and the average EI premium of a SAWP participant was $314.66.

Employers in Canada pay 1.4 times the amount of EI premiums that workers pay and SAWP employers are no exception.42 In 2012, the employer EI premium rate was 2.56 percent.43 Based on SAWP participants’ average total income of $17,194.34, UFCW Canada estimates that SAWP employers paid a total of $12,584,605.14 in EI premiums in 2012, and

**Table 4 - Total and Average EI Premiums for SAWP Participants, 2012**

<table>
<thead>
<tr>
<th>Total Income</th>
<th>EI Rate</th>
<th>EI Premium</th>
<th>Workers/Strain</th>
<th>Total EI Premiums</th>
</tr>
</thead>
<tbody>
<tr>
<td>$14,873.99</td>
<td>0.0183</td>
<td>$272.19</td>
<td>16,582</td>
<td>$4,513,577.02</td>
</tr>
<tr>
<td>$17,848.79</td>
<td>0.0183</td>
<td>$326.63</td>
<td>5,146</td>
<td>$1,680,918.34</td>
</tr>
<tr>
<td>$22,311.00</td>
<td>0.0183</td>
<td>$408.29</td>
<td>6,862</td>
<td>$2,801,530.98</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>28,590</td>
<td>$8,996,026.33</td>
</tr>
</tbody>
</table>

**Average EI Premium**

$314.66
the average EI premium of a SAWP employer was $440.18. See Table 5.

In total, SAWP participants and their employers paid $21,580,631.48 in combined EI premiums in 2012. See Table 6.

**Table 5 - Total and Average EI Premiums of SAWP Employers, 2012**

<table>
<thead>
<tr>
<th>Average Total Income</th>
<th>EI Rate</th>
<th>EI Premium</th>
<th>Total Workers</th>
<th>Total EI Premiums</th>
</tr>
</thead>
<tbody>
<tr>
<td>$17,194.34</td>
<td>0.0256</td>
<td>$440.18</td>
<td>28,590</td>
<td>$12,584,605.14</td>
</tr>
</tbody>
</table>

**Table 6 - Combined EI Premiums of SAWP Participants and Employers, 2012**

<table>
<thead>
<tr>
<th>Total EI Premiums - SAWP Workers</th>
<th>Total EI Premiums - SAWP Employers</th>
<th>Total Combined EI Premiums</th>
</tr>
</thead>
<tbody>
<tr>
<td>$8,996,026.33</td>
<td>$12,584,605.14</td>
<td>$21,580,631.48</td>
</tr>
</tbody>
</table>

As Service Canada explains, EI provides temporary financial assistance to unemployed Canadians who have lost their job through no fault of their own, and who are currently looking for work or upgrading their skills. Under certain circumstances, Canadians who are sick, pregnant, or caring for a family member or child are also assisted by EI. The tens of millions of dollars in premiums that SAWP workers and their employers contribute to the EI system directly benefit these Canadians, and serve as another example of SAWP participants’ positive impact on Canadian society. And yet, despite their significant contributions to the EI system, SAWP workers do not qualify for EI regular benefits and are now restricted in their access to EI parental, maternal, and compassionate care benefits.
Canada Pension Plan (CPP) Contributions

In addition to paying millions of dollars in income tax and EI premiums annually, SAWP participants also contribute to the CPP.

To calculate SAWP workers’ total CPP contributions for 2012, as well as the average CPP contribution of a SAWP participant, UFCW Canada multiplied the gross incomes of workers in each strain of the program by the 2012 employee CPP contribution rate of 4.95 percent.47

Table 7 shows that SAWP participants contributed a total of $24,333,513.85 to the CPP in 2012, and the average CPP contribution of a SAWP worker was $851.12.

Table 7 - Total and Average CPP Contributions for SAWP Workers, 2012

<table>
<thead>
<tr>
<th>Total Income</th>
<th>CPP Rate</th>
<th>CPP Contribution</th>
<th>Workers/Strain</th>
<th>Total CPP Contributions</th>
</tr>
</thead>
<tbody>
<tr>
<td>$14,873.99</td>
<td>0.0495</td>
<td>$736.26</td>
<td>16,582</td>
<td>$12,208,855.86</td>
</tr>
<tr>
<td>$17,848.79</td>
<td>0.0495</td>
<td>$883.52</td>
<td>5,146</td>
<td>$4,546,746.32</td>
</tr>
<tr>
<td>$22,311.00</td>
<td>0.0495</td>
<td>$1,104.39</td>
<td>6,862</td>
<td>$7,577,911.67</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>28,590</td>
<td>$24,333,513.85</td>
</tr>
</tbody>
</table>

Average CPP Contribution

$851.12
As Table 8 shows, employers in Canada contribute to the CPP at the same rate as their employees. According to UFCW Canada, SAWP employers contributed a total of $24,333,513.85 to the CPP in 2012, and their average CPP contribution was $851.12.

Table 8 - Total and Average CPP Contributions of SAWP Employers, 2012

<table>
<thead>
<tr>
<th>Avg. Total Income</th>
<th>CPP Rate</th>
<th>CPP Contribution</th>
<th>Total Workers</th>
<th>Total CPP Contributions</th>
</tr>
</thead>
<tbody>
<tr>
<td>$17,194.34</td>
<td>0.0495</td>
<td>$851.12</td>
<td>28,590</td>
<td>$24,333,513.85</td>
</tr>
</tbody>
</table>

In total, SAWP participants and their employers contributed an estimated $48,667,027.70 to the CPP in 2012. See Table 9.

To be sure, the actual amount that SAWP workers and their employers contributed to the CPP was slightly lower than the figure stated here since participants and employers who reside in Quebec contribute to the QPP instead of the CPP. This report assumes that SAWP workers and employers in Quebec contributed to the QPP at the same rate that participants and employers in other provinces contributed to the CPP, though at 10.05 percent the 2012 QPP contribution rate was slightly higher than the CPP contribution rate of 9.9 percent.

Table 9 - Combined CPP Contributions for SAWP Workers and Employers, 2012

<table>
<thead>
<tr>
<th>Total CPP Contributions - SAWP Workers</th>
<th>Total CPP Contributions - SAWP Employers</th>
<th>Total Combined CPP Contributions</th>
</tr>
</thead>
<tbody>
<tr>
<td>$24,333,513.85</td>
<td>$24,333,513.85</td>
<td>$48,667,027.70</td>
</tr>
</tbody>
</table>
SAWP Workers’ Contributions to Canadian Society

As Service Canada explains, almost all individuals who work in Canada contribute to the CPP, which provides pensions and benefits to contributors when they retire, become disabled, or die.\textsuperscript{50} The Plan is an integral source of income for retirees and their dependents, especially now that workplace pensions – and defined benefit pension plans in particular – have become less common.\textsuperscript{51} The tens of millions of dollars in CPP contributions that SAWP participants and their employers contribute to the CPP directly benefit retired and disabled workers and their dependents,\textsuperscript{52} and are an additional example of SAWP workers’ positive effect on Canadian society.

To summarize, SAWP participants paid a total of $20,360,853.58 in income tax in 2012, while SAWP workers and their employers contributed a combined $21,580,631.48 to the EI system during the same period. In 2012, SAWP participants and their employers contributed a combined $48,667,027.70 to the CPP. In total, SAWP participants and their employers paid a combined $90,608,512.76 in income tax deductions, EI premiums, and CPP contributions in 2012. See Table 10.

\begin{table}[h]
\centering
\begin{tabular}{|c|c|c|c|}
\hline
\textbf{Total Income Tax Deductions - SAWP Participants} & \textbf{Total EI Premiums - SAWP Participants and Employers} & \textbf{Total CPP Contributions - SAWP Participants and Employers} & \textbf{Total Combined Government Deductions} \\
\hline
$20,360,853.58 & $21,580,631.48 & $48,667,027.70 & $90,608,512.76 \\
\hline
\end{tabular}
\end{table}

Note that this table excludes the annual corporate income taxes paid by SAWP employers, as some farms employ additional workers who are not enrolled in the SAWP and thus including their corporate income tax deductions would inaccurately inflate the calculations (S. Raper - National Coordinator, Agriculture Workers Alliance, personal communication, October 1, 2013).

As mentioned above, the significant financial contributions of SAWP workers and their employers to the Canadian federal government help finance crucial health and social programs and assist Canadian retirees and workers who have lost their jobs. The tens of millions of dollars that SAWP participants contribute to the government each year via payroll deductions is an undeniable benefit to Canadian society.
SAWP Workers’ Contributions to Canadian Economy

While labouring in Canada, SAWP workers spend money in the Canadian economy by purchasing food, clothing, personal care products, and other consumer items.\(^{53}\)

To estimate SAWP participants’ consumption expenditures, UFCW Canada first calculated SAWP workers’ total income tax, EI, and CPP deductions (discussed above), as well as participants’ total program deductions – costs inherent to enrolling in the SAWP – and total remittances and capital flows sent to family members in Mexico and the Caribbean.\(^{54}\) We then subtracted the weighted average sum of these deductions from the mean total income of a SAWP worker to arrive at the average disposable income of a SAWP participant.

Using this disposable income figure, UFCW Canada estimated the average consumption expenditures of a SAWP worker and where these expenditures are allocated in the Canadian economy.

We assumed that all SAWP participants labour alone in Canada since, as mentioned above, their families are not allowed to accompany them during their stay. Because Mexican and Caribbean SAWP workers pay substantially different program deductions, separate calculations were performed for the two groups of participants.

Mandatory Program Deductions

According to the Agreement for the Employment in Canada of Seasonal Agricultural Workers from Mexico - 2013, Mexican SAWP workers pay a non-occupational medical coverage fee – deducted from their paycheques – of $0.94 per working day per participant.\(^{55}\)

Preibisch (2007) reports that SAWP workers “regularly (work) one or both days of the weekend,”\(^{56}\) so this report assumes a 6-day workweek for the purpose of calculating medical coverage costs. In his cost-benefit analysis of the SAWP, Muñoz (2011) found that 65 percent of SAWP participants hailed from Mexico in 2009, while the remaining 35 percent came from the Caribbean.\(^{57}\) This report therefore assumes that those percentages remained consistent through 2012.

Table 11 shows that Mexican SAWP workers paid a total of $2,639,443.67 in medical coverage costs in 2012, and the average medical coverage cost for a Mexican SAWP participant was $142.04.

With respect to transportation, Mexican SAWP participants cover a portion of their travel costs through a regular payroll deduction of 10 percent of their gross pay to a maximum of $589.00.\(^{58}\) Mexican SAWP workers also pay a $150.00 work permit processing fee that is proportionally deducted from their paycheques in the first six weeks of work.\(^{59}\) Assuming
all Mexican SAWP participants paid the maximum travel deduction, these workers paid a total of $10,945,387.00 in travel costs and a total of $2,787,450.00 in work permit processing fees in 2012. See Table 11.

Table 11 - Mandatory Program Deductions for Mexican SAWP Participants, 2012

<table>
<thead>
<tr>
<th>Medical Coverage Cost/Day</th>
<th>Avg. Days Worked</th>
<th>Length of Stay (Weeks)</th>
<th>Workers/Strain</th>
<th>Total Medical</th>
</tr>
</thead>
<tbody>
<tr>
<td>$0.94</td>
<td>6</td>
<td>21.785</td>
<td>10,778</td>
<td>$1,324,282.04</td>
</tr>
<tr>
<td>$0.94</td>
<td>6</td>
<td>26.142</td>
<td>3,345</td>
<td>$493,180.90</td>
</tr>
<tr>
<td>$0.94</td>
<td>6</td>
<td>32.678</td>
<td>4,460</td>
<td>$821,980.74</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>18,583</td>
<td>$2,639,443.67</td>
</tr>
</tbody>
</table>

Avg. Medical Coverage

$142.04

<table>
<thead>
<tr>
<th>Travel Cost</th>
<th>Total Workers</th>
<th>Total Travel</th>
</tr>
</thead>
<tbody>
<tr>
<td>$589.00</td>
<td>18,583</td>
<td>$10,945,387.00</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Work Permit Fee</th>
<th>Total Workers</th>
<th>Total Permit Fees</th>
<th>Total Program Deductions</th>
<th>Total Avg. Deductions</th>
</tr>
</thead>
<tbody>
<tr>
<td>$150.00</td>
<td>18,583</td>
<td>$2,787,450.00</td>
<td>$16,372,280.67</td>
<td>$881.04</td>
</tr>
</tbody>
</table>

In total, Mexican SAWP workers paid $16,372,280.67 in mandatory program deductions in 2012, and the combined average program deduction of a Mexican SAWP participant was $881.04. See Table 11.

As outlined in the Agreement for the Employment in Canada of Commonwealth Caribbean Seasonal Agricultural Workers - 2013, Caribbean SAWP workers pay for supplemental health coverage and other benefits through a 25 percent remittance to their government.60

Table 12 shows that Caribbean SAWP participants paid a total of $43,015,936.41 in government remittances in 2012, and the average remittance for a Caribbean SAWP worker was $4,298.58.

Caribbean SAWP participants also cover a portion of their transportation costs via a regular payroll deduction of $3.95 per working day beginning on the first full day of employment and up to a maximum of $474.00.61 Assuming all Caribbean SAWP participants paid the maximum transportation deduction, these workers paid a total of $4,743,318.00 in transportation costs in 2012. See Table 12.
Table 12 - Mandatory Program Deductions for Caribbean SAWP Workers, 2012

<table>
<thead>
<tr>
<th>Gross Income + VP</th>
<th>Remittance Rate</th>
<th>Govt Remittance</th>
<th>Workers/Strain</th>
<th>Total Remittances</th>
</tr>
</thead>
<tbody>
<tr>
<td>$14,873.99</td>
<td>0.25</td>
<td>$3,718.50</td>
<td>5,804</td>
<td>$21,582,389.23</td>
</tr>
<tr>
<td>$17,848.79</td>
<td>0.25</td>
<td>$4,462.20</td>
<td>1,801</td>
<td>$8,037,579.44</td>
</tr>
<tr>
<td>$22,311.00</td>
<td>0.25</td>
<td>$5,577.75</td>
<td>2,402</td>
<td>$13,395,967.74</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>10,007</td>
<td>$43,015,936.41</td>
</tr>
</tbody>
</table>

Avg. Govt Remittance

$4,298.58

Transportation Cost

<table>
<thead>
<tr>
<th>Transportation Cost</th>
<th>Total Workers</th>
<th>Total Transportation</th>
</tr>
</thead>
<tbody>
<tr>
<td>$474.00</td>
<td>10,007</td>
<td>$4,743,318.00</td>
</tr>
</tbody>
</table>

Total Program Deductions

$47,759,254.41

Total Avg. Deductions

$4,772.58

In total, Caribbean SAWP workers paid $47,759,254.41 in mandatory program deductions in 2012, and the combined average program deduction of a Caribbean SAWP participant was $4,772.58. Evidently, Caribbean SAWP workers pay significantly higher mandatory program deductions than their Mexican counterparts. See Table 12.

Total Government and Program Deductions and Net Income

With $1,877.94 in total average government deductions, and total average program deductions of $881.04, the typical Mexican SAWP participant paid $2758.98 in government and program deductions in 2012. When subtracted from
SAWP workers’ mean total income of $17,194.34, the average Mexican SAWP participant made $14,435.36 in net income in 2012. See Table 13.

By contrast, even though Caribbean SAWP workers paid government deductions comparable to those of their Mexican colleagues, they had significantly lower incomes due to higher program deductions for Caribbean SAWP participants.

With $1,877.94 in total average government deductions, and total average program deductions of $4,772.58, the typical Caribbean SAWP worker paid $6,650.52 in government and program deductions in 2012. When subtracted from SAWP participants’ mean total income of $17,194.34, the average Caribbean SAWP worker made $10,543.82 in net income in 2012. See Table 14.

Table 13 - Total Deductions and Average Net Income of Mexican SAWP Participants, 2012

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>$17,194.34</td>
<td>$881.04</td>
<td>$1,877.94</td>
<td>$2,758.98</td>
<td>$14,435.36</td>
</tr>
</tbody>
</table>

Table 14 - Total Deductions and Average Net Income of Caribbean SAWP Workers, 2012

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>17,194.34</td>
<td>$4,772.58</td>
<td>$1,877.94</td>
<td>$6,650.52</td>
<td>$10,543.82</td>
</tr>
</tbody>
</table>

Remittances and Capital Flows

In terms of the remittances that SAWP participants send to their families and the capital flows that enter Mexico and the Caribbean once the workers return home for the season, Muñoz (2011) discovered that Mexican SAWP participants devoted 94 percent of their net income to these expenditures in 2009. In lieu of recent, publicly available data on the annual remittances and capital flows of Caribbean SAWP workers, this paper assumes that both groups of workers devoted 94 percent of their net income to these expenditures in 2012. This is a fair assumption to make as Hennebry (2011) notes that most SAWP participants support families at home, send remittances home at least bi-weekly, and consider remittance-sending to be a primary objective. Similarly, Verduzco (2007) found that Mexican workers...
SAWP Workers’ Contributions to Canadian Economy

“preferred sending most of their earnings to Mexico.”

As Table 15 illustrates, Mexican SAWP participants had a mean net income of $14,435.36 and sent an average of $13,569.24 in remittances and capital flows to their home country in 2012. In total, the 18,583 Mexican workers enrolled in the SAWP sent an estimated $252,157,157.45 in remittances and capital flows to their home country in 2012.

Table 15 - Total and Average Remittances and Capital Flows for Mexican SAWP Participants, 2012

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>$14,435.36</td>
<td>$13,569.24</td>
<td>18,583</td>
<td>$252,157,157.45</td>
</tr>
</tbody>
</table>

Table 16 shows that Caribbean SAWP participants had a mean net income of $10,543.81 and sent an average of $9,911.18 in remittances and capital flows to their home countries in 2012. In total, the 10,007 Caribbean workers enrolled in the SAWP sent an estimated $99,181,199.56 in remittances and capital flows to their home countries in 2012.

Table 16 - Total and Average Remittances and Capital Flows for Caribbean SAWP Workers, 2012

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>$10,543.81</td>
<td>$9,911.18</td>
<td>10,007</td>
<td>$99,181,199.56</td>
</tr>
</tbody>
</table>

Disposable Income and Spending in Canadian Economy

With a mean total income of $17,194.34, $881.04 in total average program deductions, total mean government deductions of $1,877.94, and $13,569.24 in average remittances and capital flows, the typical Mexican SAWP participant had $866.12 in disposable income to spend in the Canadian economy in 2012. See Table 17.

Table 17 - Average Disposable Income for Mexican SAWP Participants, 2012

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>$17,194.34</td>
<td>$881.04</td>
<td>$1,877.94</td>
<td>$13,569.24</td>
<td>$866.12</td>
</tr>
</tbody>
</table>

By contrast, Caribbean SAWP workers had a mean gross income of $17,194.34, $4,772.58 in total average program deductions, total mean government deductions of $1,877.94, and $9,911.18 in average remittances and capital flows, which left the typical Caribbean SAWP participant with $632.63 in disposable income in 2012. See Table 18.
This report assumes that all SAWP workers spend their entire disposable on consumption expenditures – such as food, clothing, and personal care items – that are purchased in Canada. This is because government and program deductions and remittances and capital flows have been accounted for above, and, as mentioned earlier, SAWP workers devote most of their income to the latter. According to Stan Raper, the National Coordinator of the Agriculture Workers’ Alliance, most SAWP participants set aside a portion of their remittances and capital flows for personal savings (S. Raper - National Coordinator, Agriculture Workers Alliance, personal communication, October 1, 2013), while Hennebry (2011) notes that Guatemalan workers report devoting 17 percent of their remittance earnings to personal savings. Since workers’ earnings (wages) are spent on either taxes, savings, or consumption expenditures, it is fair to assume that SAWP workers spend their remaining income on consumption expenditures in Canada.

To estimate where Mexican and Caribbean SAWP workers spent their disposable income in the Canadian economy in 2012, UFCW Canada used the consumption expenditure categories identified in Statistic Canada’s Spending Patterns in Canada, 2009 publication for a single “one person” household. The publication is based on data from the 2009 Survey of Household Spending, which collected information about expenditures by households and families in Canada on a wide variety of goods and services, as well as their dwelling characteristics. It is the most up-to-date data on spending patterns and dwelling characteristics currently available.

We assumed that all SAWP participants labour alone in Canada since, as mentioned above, their families are not allowed to accompany them during their stay.

Based on the consumption expenditure categories identified in Statistic Canada’s Spending Patterns in Canada, 2009, we estimated the expenditure patterns of Mexican and Caribbean SAWP participants while labouring in Canada and the proportion of each category of expenditures that is spent in the Canadian economy.

The categories of consumption from Statistic Canada’s Spending Patterns in Canada, 2009 publication and the consumption patterns of Mexican and Caribbean SAWP workers labouring in Canada are listed in Tables 19 and 20, respectively. These figures indicate the proportion

### Table 18 - Average Disposable income for Caribbean SAWP Workers, 2012

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>$17,194.34</td>
<td>$4,772.58</td>
<td>$1,877.94</td>
<td>$9,911.18</td>
<td>$632.63</td>
</tr>
</tbody>
</table>

An Economic Case for Restoring Full EI Special Benefits Access to SAWP Workers
of consumption spending that occurs in the following categories of goods and services and they have not been adjusted for inflation:

- **Food:** Agricultural products, fruit, vegetables, meat, fish, dairy, and food purchased from stores and restaurants; comprised $0.145 of every dollar spent by a one-person household in Canada in 2009;

- **Clothing:** Textile products, knotted products, and clothing; $0.044 of every dollar spent by a one-person household;

- **Personal care:** Hair care products, makeup, fragrances, deodorants, and oral hygiene products; $0.022 of every dollar spent by a one-person household;

- **Recreation:** $0.062 of every dollar spent by a one-person household;

- **Reading materials and other printed matter:** Paper products, printing and publishing, newspapers and books; $0.005 of every dollar spent by a one-person household;

- **Tobacco products, smokers' supplies, and alcoholic beverages:** $0.041 of every dollar spent by a one-person household;

- **Games of chance (net):** The sum of expenditures on all types of games of chance minus the sum of winnings from all types of games of chance; $0.007 of every dollar spent by a one-person household;

- **Miscellaneous expenditures:** Other owned property (not principal accommodation or vacation home), legal services not related to dwellings, financial services, dues to unions and professional associations, contributions and dues for social clubs and other organizations, forfeits of deposits, fines, money lost or stolen, the purchase of tools and equipment for work, and other miscellaneous goods and services; $0.031 of every dollar spent by a one-person household;

- **Gifts of money and contributions:** Money and support payments given to persons outside the household or to charity; $0.058 of every dollar spent by a one-person household.

Note that shelter, household operations, household furnishings and equipment, transportation, health care, education, personal taxes, and personal insurance payments and pension contributions – which accounted for approximately $0.59 of every dollar spent by a one-person household in 2009 – have been excluded from the calculations.

Shelter, household operations, and household furnishings and equipment expenditures were omitted because SAWP employers are required to provide participants with free suitable housing – either on-farm or off-site, as well as any costs associated with mandatory housing inspections.

Transportation expenditures were excluded because SAWP employers must pay for the round-trip transportation of workers to their workplace in Canada and back to their country of residence, and – as noted above – a portion of these costs are recovered from participants through payroll deductions.

Health care expenditures were omitted because Mexican SAWP workers pay for their medical coverage via mandatory payroll deductions and Caribbean SAWP participants cover these costs through a 25 percent remittance to their government (discussed above).

Education expenditures were excluded because this paper assumes that these costs comprise a portion of SAWP workers' remittances, capital flows, and personal savings (discussed below) (S. Raper - National Coordinator of Agriculture Workers Alliance, personal communication, October 1, 2013).
Personal taxes and pension contributions were omitted because these expenditures were already calculated and subtracted from SAWP participants’ average total income above. It is assumed that any private investments, pension plans, or personal savings that SAWP workers possess are paid for through a portion of their remittances and capital flows, for the reasons state above.

Personal insurance payments were excluded because employment insurance premiums were already calculated and deducted from SAWP participants’ average gross income above, and SAWP employers are required to pay for workplace safety insurance coverage. This paper assumes that any life insurance or annuities that SAWP workers possess comprise a portion of their remittances and capital flows and, as such, are not purchased in Canada (S. Raper - National Coordinator, Agriculture Workers Alliance, personal communication, October 1, 2013).

It is assumed that the disposable income that SAWP participants would otherwise devote to shelter, household operations, household furnishings and equipment, transportation, health care, education, personal taxes, personal insurance payments, and pension contributions is reallocated to other consumption expenditures. However, because we cannot predict exactly where this “extra” income is spent in the Canadian economy, we have classified the expenditures purchased with it as Miscellaneous expenses. So, whereas Miscellaneous expenditures comprised $0.031 of every dollar spent by the average one-person household in 2009, we assume that they constituted $0.616 of every dollar spent by a SAWP worker in 2012.

Table 19 shows how Mexican SAWP participants’ wage expenditures likely impacted the Canadian economy in 2012. With an average disposable income of $866.12, the typical Mexican SAWP worker spent $125.59 on food, $38.11 on clothing, $19.05 on personal care items, $53.70 on recreation, $4.33 on reading materials and other printed items, $35.51 on tobacco products and alcoholic beverages, $5.24 on games of chance, $33.53 on miscellaneous items, and $50.24 on gifts of money and contributions, for a total of $866.12 in consumption expenditures. In total, then, the 18,583 Mexican participants enrolled in the SAWP spent an estimated $16,095,137.71 on consumption expenditures while labouring in Canada in 2012.

While this amount seems small, Muñoz (2011) says SAWP participants’ low living costs are largely explained by the fact that they receive free housing and highly subsidized transportation from their employer and “in several cases… also receive meals at reduced costs.”

The above total is also a conservative estimate of consumption expenditures that assumes SAWP workers dedicated 94 percent of their net income toward remittances and capital flows, based on the findings of Muñoz (2011). Other studies have found that SAWP participants devote a higher proportion of their net income to consumption expenditures and less to remittances and capital flows than is estimated here. For instance, in his early 2003 survey of 380 current and former Mexican SAWP workers, Verduzco (2007) found that Mexican SAWP participants spent an average of $1,500 on basic living and other normal expenses during their stay in Canada and 67 per cent of those surveyed spent a mean of $475 on clothes, shoes, or toys for...
An Economic Case for Restoring Full EI Special Benefits Access to SA WP Workers

SA WP Workers’ Contributions to Canadian Economy

The same study discovered that, on average, farm workers surveyed sent home $4,835 in remittances at a cost of $198 per participant and took home as little as $1,000 in capital flows at the end of each season. However, this report utilizes Muñoz’s findings because they are based on the official Report of Returns that were filed with the Mexican government by over 15,000 SAWP participants in 2009, as opposed to the data gathered from a much smaller sample of workers surveyed by Verduzco in 2003. See Table 19.

Table 19 - Estimated Total Consumption Expenditures of Mexican SAWP Participants, 2012

<table>
<thead>
<tr>
<th>Type of Expenditure</th>
<th>Percent of Total Expenditures</th>
<th>Total Expenditure / Worker</th>
<th>Total Expenditure All Workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food</td>
<td>14.50%</td>
<td>$125.59</td>
<td>$2,333,794.97</td>
</tr>
<tr>
<td>Clothing</td>
<td>4.40%</td>
<td>$38.11</td>
<td>$708,186.06</td>
</tr>
<tr>
<td>Personal care</td>
<td>2.20%</td>
<td>$19.05</td>
<td>$354,093.03</td>
</tr>
<tr>
<td>Recreation</td>
<td>6.20%</td>
<td>$53.70</td>
<td>$997,898.54</td>
</tr>
<tr>
<td>Reading materials &amp; other printed matter</td>
<td>0.50%</td>
<td>$4.33</td>
<td>$80,475.69</td>
</tr>
<tr>
<td>Tobacco products &amp; alcoholic beverages</td>
<td>4.10%</td>
<td>$35.51</td>
<td>$659,900.65</td>
</tr>
<tr>
<td>Games of chance (net)</td>
<td>0.70%</td>
<td>$6.06</td>
<td>$112,665.96</td>
</tr>
<tr>
<td>Miscellaneous expenditures</td>
<td>61.60%</td>
<td>$533.53</td>
<td>$9,914,604.83</td>
</tr>
<tr>
<td>Gifts of money &amp; contributions</td>
<td>5.80%</td>
<td>$50.24</td>
<td>$933,517.99</td>
</tr>
<tr>
<td>Total Consumption Expenditures</td>
<td>100.00%</td>
<td>$866.12</td>
<td>$16,095,137.71</td>
</tr>
</tbody>
</table>
SAWP Workers’ Contributions to Canadian Economy

Using the same assumptions outlined above, Table 20 illustrates how Caribbean SAWP workers’ wage expenditures likely impacted the Canadian economy in 2012. With an average disposable income of $632.63, the typical Caribbean SAWP participant spent $91.73 on food, $27.84 on clothing, $13.92 on personal care, $39.22 on recreation, $3.16 on reading materials and other printed items, $25.94 on tobacco products and alcoholic beverages, $4.43 on games of chance (net), $389.70 on miscellaneous items, and $36.69 on gifts of money and contributions, for a total of $632.63 in consumption expenditures. In total, then, the 10,007 Caribbean participants enrolled in the SAWP spent an estimated $6,330,714.87 on consumption expenditures while labouring in Canada in 2012.

Table 20 - Estimated Total Consumption Expenditures of Caribbean SAWP Workers, 2012

<table>
<thead>
<tr>
<th>Type of Expenditure</th>
<th>Percent of Total Expenditures</th>
<th>Total Expenditure / Worker</th>
<th>Total Expenditure All Workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Household type = One person)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Food</td>
<td>14.50%</td>
<td>$91.73</td>
<td>$917,953.66</td>
</tr>
<tr>
<td>Clothing</td>
<td>4.40%</td>
<td>$27.84</td>
<td>$278,551.45</td>
</tr>
<tr>
<td>Personal care</td>
<td>2.20%</td>
<td>$13.92</td>
<td>$139,275.73</td>
</tr>
<tr>
<td>Recreation</td>
<td>6.20%</td>
<td>$39.22</td>
<td>$392,504.32</td>
</tr>
<tr>
<td>Reading materials and other printed matter</td>
<td>0.50%</td>
<td>$3.16</td>
<td>$31,653.57</td>
</tr>
<tr>
<td>Tobacco products and alcoholic beverages</td>
<td>4.10%</td>
<td>$25.94</td>
<td>$259,559.31</td>
</tr>
<tr>
<td>Games of chance (net)</td>
<td>0.70%</td>
<td>$4.43</td>
<td>$44,315.00</td>
</tr>
<tr>
<td>Miscellaneous expenditures</td>
<td>61.60%</td>
<td>$389.70</td>
<td>$3,899,720.36</td>
</tr>
<tr>
<td>Gifts of money and contributions</td>
<td>5.80%</td>
<td>$36.69</td>
<td>$367,181.46</td>
</tr>
<tr>
<td>Total Consumption Expenditures</td>
<td>100.00%</td>
<td>$632.63</td>
<td>$6,330,714.87</td>
</tr>
</tbody>
</table>
To summarize, UFCW Canada estimates that Mexican and Caribbean SAWP workers spent a combined total of $22,425,852.58 in the Canadian economy in 2012, assuming that participants devoted a significant amount of their net income toward remittances and capital flows. See Table 21.

**Table 21 - Estimated Total Consumption Expenditures of Mexican and Caribbean SAWP Participants, 2012**

<table>
<thead>
<tr>
<th>Total Consumption Expenditures, Mexican SAWP Workers</th>
<th>$16,095,137.71</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Consumption Expenditures, Caribbean SAWP Workers</td>
<td>$6,330,714.87</td>
</tr>
<tr>
<td>Total Consumption Expenditures, All SAWP Workers</td>
<td>$22,425,852.58</td>
</tr>
</tbody>
</table>

Much of the money that SAWP workers spend in the Canadian economy each year goes directly to local businesses and their employees and creates additional rounds of local spending in the economy. Evidently, the substantial economic impact of SAWP participants is yet another example of how these workers benefit Canadian society.

**Economic Output and Impact on Jobs**

SAWP workers not only contribute millions of dollars to the Canadian government and economy every year – they also produce billions of dollars in economic output in the country’s agricultural sector which in turn supports thousands of domestic jobs annually. According to Employment and Social Development Canada’s 2012 labour market opinion (LMO) statistics, enrollment in the SAWP increased by 4.7 percent between 2010 and 2012 as the number of SAWP positions with positive LMOs grew from 28,785 in 2010 to 29,025 in 2012. Assuming again that 98.5 percent of participants completed their contracts, the SAWP added 1,315 jobs during this period – an average of 438 per year – with mean annual enrollment of 28,089 workers. See Table 22.
SAWP Workers’ Contributions to Canadian Economy

Table 22 - SAWP Enrollment and Growth, 2010-2012

<table>
<thead>
<tr>
<th></th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
<th>Total</th>
<th>Annual Avg.</th>
</tr>
</thead>
<tbody>
<tr>
<td>SAWP Positions w/ Positive LMOs</td>
<td>27,690</td>
<td>28,835</td>
<td>29,025</td>
<td>85,550</td>
<td>28,517</td>
</tr>
<tr>
<td>Completed Positions</td>
<td>27,275</td>
<td>28,402</td>
<td>28,590</td>
<td>84,267</td>
<td>28,089</td>
</tr>
<tr>
<td>New Positions Created</td>
<td>0</td>
<td>1,128</td>
<td>187</td>
<td>1,315</td>
<td>438</td>
</tr>
<tr>
<td>Percent Increase in Positions</td>
<td>0</td>
<td>4</td>
<td>0.7</td>
<td>4.7</td>
<td>1.6</td>
</tr>
</tbody>
</table>

The economic output of these workers has a multiplier effect on the Canadian economy since it leads to additional output in the agricultural sector which causes changes in output in directly affected industries as they respond to increased demand up the production stream. Associated with these changes are indirect effects on jobs.99

Indirect effects measure changes in the economy due to inter-industry purchases as they respond to new demands from directly affected industries. This includes all of the chain reactions in output up the production stream since each additional product purchased in turn requires increased production of various inputs.100

To estimate the number of indirect jobs that are spawned by the annual economic output of the workers who participate in the SAWP, UFCW Canada first calculated the yearly economic output of these participants by dividing the estimated number of SAWP positions per agricultural subsector by the applicable job multiplier per million dollars of output. The economic multipliers for job creation in the agricultural sector are identified in Statistics Canada’s Input-Output National Multipliers, 2009 publication, which contains the most up-to-date data on economic multipliers in Canada.101 We then multiplied this figure by $1,000,000 – the dollar output that the multipliers are based on – to arrive at the economic output of each subsector as well as the total economic output of the SAWP within Canada’s agricultural sector.

According to Foreign Agricultural Resource Management Services (FARMS), the non-profit organization that coordinates the processing of requests for Mexican and Caribbean SAWP workers in Ontario’s agricultural sector, 25.6 percent of the vacancies filled by SAWP participants in 2010 were in apple picking, 19.8 percent were in fruit picking, 10.3 percent were in tobacco harvesting, 9.2 percent were in vegetable farming, and 3.9 percent were in ginseng picking.102 All of these crops fall under the “crop production (except greenhouse, nursery and floriculture production)” subsector identified in the Input-Output National Multipliers, 2009 publication and defined by Statistics Canada as comprising “establishments, such as farms, orchards, groves...primarily engaged in growing crops, plants, vines, trees and their seeds (excluding those engaged in forestry operations).”103 This means that 68.8 percent of the vacancies filled by SAWP workers in Ontario in 2010 were in crop production.
Another 28.6 percent of the vacancies filled were in “greenhouse, nursery, and floriculture production,” with 19.8 percent of those positions in flower farming, 6.7 percent in greenhouse production, and 2.1 percent in nursery farming. Statistics Canada defines the greenhouse, nursery, and floriculture production subsector as comprising “establishments primarily engaged in growing crops of any kind under cover, growing nursery crops and growing flowers. Under cover includes in greenhouses, cold frames, cloth houses, and lath houses.”

Finally, 2.6 percent of the vacancies filled by SAWP participants in Ontario in 2010 were in canning and food processing, which falls under the “fruit and vegetable preserving and specialty food manufacturing” subsector identified in the Input-Output National Multipliers, 2009 publication. According to Statistics Canada, this industry comprises “establishments primarily engaged in manufacturing frozen fruits and vegetables... and fruits and vegetables preserved by pickling, canning, dehydrating and similar processes.” An insignificant number of SAWP participants in Ontario worked in apiculture and sod farming in 2010 and these subsectors were not included in our calculations. See Table 23.

Table 23 - SAWP Vacancies Filled by Crop in Ontario, 2010

<table>
<thead>
<tr>
<th>Crop</th>
<th>Vacancies Filled</th>
<th>Percent of All Vacancies Filled</th>
<th>Agricultural Subsector</th>
</tr>
</thead>
<tbody>
<tr>
<td>Apples</td>
<td>4550</td>
<td>25.6%</td>
<td>Crop production</td>
</tr>
<tr>
<td>Farm Worker Fruit</td>
<td>3516</td>
<td>19.8%</td>
<td>Crop production</td>
</tr>
<tr>
<td>Farm Worker Tobacco</td>
<td>1822</td>
<td>10.3%</td>
<td>Crop production</td>
</tr>
<tr>
<td>Farm Worker Vegetable</td>
<td>1636</td>
<td>9.2%</td>
<td>Crop production</td>
</tr>
<tr>
<td>Ginseng</td>
<td>686</td>
<td>3.9%</td>
<td>Crop production</td>
</tr>
<tr>
<td>Farm Worker Flowers</td>
<td>3520</td>
<td>19.8%</td>
<td>Greenhouse, nursery, and floriculture production</td>
</tr>
<tr>
<td>Farm Worker Greenhouse</td>
<td>1182</td>
<td>6.7%</td>
<td>Greenhouse, nursery, and floriculture production</td>
</tr>
<tr>
<td>Farm Worker Nursery</td>
<td>370</td>
<td>2.1%</td>
<td>Greenhouse, nursery, and floriculture production</td>
</tr>
<tr>
<td>Canning / Food Processing</td>
<td>459</td>
<td>2.6%</td>
<td>Fruit and vegetable preserving and specialty food manufacturing</td>
</tr>
<tr>
<td>Farm Worker Bee</td>
<td>18</td>
<td>0.1%</td>
<td>N/A</td>
</tr>
<tr>
<td>Farm Worker Sod</td>
<td>7</td>
<td>0.0%</td>
<td>N/A</td>
</tr>
<tr>
<td>Total</td>
<td>17766</td>
<td>100.0%</td>
<td>N/A</td>
</tr>
</tbody>
</table>

In the absence of recent, publicly available data on the vacancies filled by SAWP workers throughout Canada, this report assumes that the 2010 distribution of SAWP participants in the agricultural subsectors of Ontario – where 66 percent of SAWP participants labour – was replicated across the country through 2012.

As Table 24 shows, we estimate that on average 19,325 of the 28,089 jobs created annually by the SAWP are in crop production, 8,033 are in greenhouse, nursery and floriculture production, and 730 are in fruit and vegetable preserving and specialty food manufacturing.

With average annual enrollment of 28,089 workers, the SAWP produces an estimated $4,542,917,109.24 in farm cash receipts, which represent the cash income received from the sale of agricultural commodities as well as direct program payments made to support or subsidize the agriculture sector.109 This economic output indirectly supports 19,191 jobs annually in the Canadian agricultural sector and related industries, which respond to the demands created by the total economic output of the SAWP. The 19,191 indirect positions supported by the program each year include everything from oil refinery workers to truckers who ship grain (A. Trau - Industry Accounts, Statistics Canada, personal communication, November 20, 2013). See Table 24.

### Table 24 - Multiplier Effect of SAWP Workers’ Economic Output on Jobs in Canadian Economy

<table>
<thead>
<tr>
<th>Agricultural Subsector</th>
<th>Job Multiplier</th>
<th>Direct Jobs / Sector</th>
<th>Economic Output</th>
</tr>
</thead>
<tbody>
<tr>
<td>Crop production</td>
<td>5.25</td>
<td>19,325</td>
<td>$3,680,996,571.43</td>
</tr>
<tr>
<td>Greenhouse, nursery, and floriculture production</td>
<td>12.75</td>
<td>8,033</td>
<td>$630,074,823.53</td>
</tr>
<tr>
<td>Fruit and vegetable preserving and specialty food manufacturing</td>
<td>3.15</td>
<td>730</td>
<td>$231,845,714.29</td>
</tr>
<tr>
<td>All subsectors</td>
<td></td>
<td>28,089</td>
<td>$4,542,917,109.24</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Agricultural Subsector</th>
<th>Job Multiplier</th>
<th>Indirect Jobs / Sector</th>
</tr>
</thead>
<tbody>
<tr>
<td>Crop production</td>
<td>9.56</td>
<td>15,865</td>
</tr>
<tr>
<td>Greenhouse, nursery, and floriculture production</td>
<td>16.13</td>
<td>2,130</td>
</tr>
<tr>
<td>Fruit and vegetable preserving and specialty food manufacturing</td>
<td>8.31</td>
<td>1,196</td>
</tr>
<tr>
<td>All subsectors</td>
<td></td>
<td>19,191</td>
</tr>
</tbody>
</table>

### Total Direct and Indirect Jobs

47,280

With $90,608,512.76 in annual government deductions and an estimated $22,425,852.58 in yearly consumption expenditures, SAWP participants and their employers contribute $113,034,365.34 to the Canadian government and economy each season. These workers also produce an estimated $4,542,917,109.24 in economic output in the country’s agricultural sector, which in turn supports 19,191 domestic jobs annually. Overall, SAWP participants and their employers contribute an estimated $4,655,951,474.58 to the Canadian economy every year while supporting nearly 19,200 domestic jobs. Evidently, SAWP participants and their employers have a substantial, positive impact on Canada’s economy and society.

It must be reiterated that the calculations in this report are simplified estimates based on the most recent government statistics and academic research on the SAWP, as well as data obtained via access to information requests to various government agencies responsible for administering and monitoring the program and interviews with advocates who assist SAWP workers. Where certain data was unavailable, assumptions were made based on the characteristics and location of the average SAWP participant and applied to all participants enrolled in the program.

Further research needs to be conducted on the seniority and recognition compensation, annual remittances and capital flows, and marriage rates of Caribbean SAWP participants, the recognition payments of Mexican SAWP workers, and the agricultural sector vacancies filled by crop by SAWP workers across Canada to provide governments, researchers, program stakeholders, and the Canadian public with a clearer understanding of SAWP participants’ contributions to the Canadian government and economy. Nevertheless, the findings of this report are significant in that they are the result of one of the first attempts to comprehensively calculate the annual economic impact of SAWP workers on Canada’s economy and society.

It should also be noted that although SAWP workers make important contributions to the Canadian government and economy while participating in the program, the SAWP itself is in need of serious change. SAWP participants continue to be exploited and the Canadian government and participating nations urgently need to address the policy challenges identified in this report if they want to ensure the SAWP fulfills its intended purpose and provides participants with a fair and just working environment while labouring in Canada.

Program issues aside, the overwhelming contribution of SAWP workers to Canada’s economy and society, combined with their significant payments to the EI system, clearly indicate that these workers deserve to have their full eligibility for EI parental, maternal, and compassionate care benefits immediately restored by the Canadian government.
In summary, this report has shown that the Harper Government’s restriction of SAWP workers’ EI special benefits eligibility is not only grossly unfair, but also ignores these workers’ significant contributions to the Canadian government and economy.

Restricting core EI benefits like parental leave - in spite of the fact that SAWP workers pay tens of millions of dollars into the EI system - is blatant discrimination and a flagrant abuse of the most vulnerable workers in Canada.

Under the new EI regulations, SAWP workers continue to pay into the EI system at the same rate as Canadian workers and permanent residents, but are barred from receiving regular benefits and are significantly limited in their access to special benefits. This is the equivalent of a consumer being forced to buy mandatory auto insurance with the expressed understanding that they are excluded from any coverage under their plan.

Prior to the Harper government’s policy change, migrant farm workers enrolled in the SAWP had been paying into the EI system since 1966 and did not begin to collect parental, maternal, and compassionate care benefits until 2003, when advocates informed SAWP workers that they were eligible for special benefits under EI.

As mentioned above, the Harper Government implemented its changes to EI special benefits eligibility without consulting the workers affected by its reforms, and despite the fact that each year SAWP workers contribute millions of dollars to the EI system.

It is the view of UFCW Canada that SAWP workers’ full eligibility for EI special benefits should be restored immediately, not only because these workers pay into the EI system and therefore deserve to access its benefits, but also because SAWP workers contribute billions of dollars to the Canadian government and economy and support thousands of jobs in our communities.

This report has demonstrated that SAWP workers and their employers pay an estimated $21.5 million annually in EI premiums and contribute nearly $49 million each year to the Canada Pension Plan (CPP), which in turn benefits Canadian retirees and workers who have lost their jobs. SAWP participants also pay $20 million in annual income tax. These tax dollars fund essential programs and services such as post-secondary education and social programs for children. In total, seasonal migrant farm workers and their employers contribute an estimated $90.6 million to the Canadian government every year. While labouring in Canada, SAWP workers spend $22 million in the Canadian economy, money that supports local businesses and their employees. Finally, SAWP workers produce an estimated $4.5 billion in economic output in the country’s agricultural sector, which in turn supports over 19,100 domestic jobs annually. The estimated total economic footprint of SAWP participants and their employers is $4.65 billion every year.

Although SAWP workers make important contributions to the Canadian government and economy while participating in the program, the SAWP itself is in need of serious change. SAWP participants continue to be exploited and the Canadian government and participating nations urgently need to address the policy challenges identified in this report if they want to ensure the SAWP fulfils its intended purpose and provides participants with a fair and just working environment while labouring in Canada.

Nevertheless, the overwhelming contribution of SAWP workers to Canada’s economy and society, combined with their significant payments to the EI system, suggest that these workers deserve to have their full eligibility for EI parental, maternal, and compassionate care benefits restored by the Canadian government immediately.
Field fruits and vegetables, greenhouse flowers and vegetables, tobacco, nurseries and orchards, apiary products, sod, tobacco, bovine, dairy, duck, horse, mink, poultry, sheep and swine.


Weston, A., & Scarpa de Masellis, L. (2003), “Hemispheric Integration and Trade Relations – Implications for Canada’s Seasonal Agricultural Workers Program,” (Research Report), The North-South Institute, Ottawa, ON.


Endnotes


21 Ibid.


23 Cited in: Preibisch, 434.

24 Cited in: Ibid.

25 Quoted in: Ibid.

26 Access to Information Request to Human Resources and Skills Development Canada (now Employment and Social Development Canada), (2013), The average salary of all Temporary Foreign Workers with positive Labour Market Opinions (LMOs) by program groups, and across Canada in 2012, Request No. 1071, Ottawa, ON.


30 Ibid.


33 “Agreement for the Employment in Canada of Seasonal Agricultural Workers from Mexico - 2013.”


37 Ibid.


39 Ibid.


43 Ibid.


45 Ibid.

46 “Backgrounder: The Great Tory Rip-off of Migrant Workers.”


48 Ibid.


52 In the case of the QPP, the contributions of SAWP workers and their employers benefit retired and disabled workers and their dependents in Quebec as opposed to citizens in other provinces.

53 Muñoz, 43.


55 “Agreement for the Employment in Canada of Seasonal Agricultural Workers from Mexico - 2013.”

56 Quoted in: Preibisch, 434.

57 Muñoz, 23.

58 “Agreement for the Employment in Canada of Seasonal Agricultural Workers from Mexico - 2013.”

59 Ibid.

60 “Agreement for the Employment in Canada of Commonwealth Caribbean Seasonal Agricultural Workers - 2013.”

61 Ibid.

62 Muñoz, 44.


67 Statistics Canada, (2010), Spending Patterns in Canada, 2009, (Catalogue No. 62-202-X), Ottawa, ON, Text Table 1, 10.

68 Ibid, 7.

69 Ibid.
Endnotes

70  Ibid.
71  Spending Patterns in Canada, 2009, 90.
72  Ibid, 10.
73  “Economic impact multipliers.”
74  Spending Patterns in Canada, 2009, 10.
75  “Economic impact multipliers.”
76  Spending Patterns in Canada, 2009, 10.
77  Ibid.
78  “Economic impact multipliers.”
79  Spending Patterns in Canada, 2009, 10.
80  Ibid.
81  Ibid.
82  Ibid, 92.
83  Ibid, 10.
84  Ibid, 92.
85  Ibid, 10.
86  Ibid, 92.
87  Ibid, 10.
88  Ibid.
90  Ibid.
91  Ibid.
92  Quoted in: Muñoz, 44.
93  Verduzco, 16.
94  Ibid.
95  Muñoz, 42.
96  “Economic impact multipliers.”
98  See: Ibid; and Preibisch, 439.
100  Ibid.
101  Ibid.
104  “Statistics.”
106  “Statistics.”
108  According to FARMS, less than 0.1 percent of the vacancies filled by SAWP participants in Ontario in 2010 were in apiculture and sod farming. See: “Statistics.”
Access to Information Request to Human Resources and Skills Development Canada (now Employment and Social Development Canada). (2013). The average salary of all Temporary Foreign Workers with positive Labour Market Opinions (LMOs) by program groups, and across Canada in 2012. (Request No. 1071). Ottawa, ON.


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