



# Employment and Social Development Canada

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## Hiring Seasonal Agricultural Workers

The Seasonal Agricultural Worker Program (SAWP) allows employers to hire temporary foreign workers (TFW) when Canadian citizens and permanent residents are not available.

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### Wages, Working Conditions and Occupations

Employers must provide TFW with the same wages and benefits as those provided to their Canadian citizen and permanent resident employees working in the same occupation. In addition, TFWs working in a unionized environment must be paid the wage rate as established under the collective bargaining agreement.

Employers must also agree to review and adjust the wage of the TFW to ensure it meets or exceeds, at all times, the requirements as outlined in the following wage tables for the harvesting and the production of:

- [Apiary Products](#)
- [Fruits, vegetables \(excluding legumes\), flowers, Christmas trees \(including on-farm canning/processing, greenhouses/nurseries\)](#)
- [Sod](#)
- [Tobacco](#)
- [Bovine](#)
- [Dairy](#)
- [Duck](#)
- [Horse](#)
- [Mink](#)
- [Poultry](#)
- [Sheep](#)
- [Swine](#)

**Note:**

Employers hiring TFWs in the province of Quebec must consult the wage table provided by the [ministère de l'Immigration et des Communautés culturelles](#).

Date modified: 2013-10-21