

Designing Dignified Living Conditions for Canada's Migrant Agricultural Workers

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Abstract

Canada's Seasonal Agricultural Worker Program (SAWP) is crucial to the Canadian agri-food system because it supplies labourers in a market with significant worker shortages. Consumers and the Canadian economy benefit from imported labour within the agricultural context. Reports have indicated that many SAWP workers live in unhealthy and undignified environments while employed in Canada. The research for this project was collected via a literature review and applied to a theoretical landscape design. This project suggests designing healthier living environments for SAWP workers through a prototype and site-based approach to landscape planning and design.

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Content Warning:

This document discusses sensitive topics such as abuse, sexual assault, racism, miscarriage, and discrimination. Please take care while reading.





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Idealistic agrarian landscape image. (Farnedi, 2019)

Introduction

Food is more than taste, texture, colour, and appearance. Food is connected to the land on which we reside and far away places; the only interaction we may ever have with foreign lands is through the foods we eat. Fruits and vegetables must be sown, planted, harvested, processed, and packaged by human labourers before it reaches our table.

Until taking an elective course entitled “Food Geography” out of curiosity and interest, I had never considered who produces and harvests the food I eat. Canada has done an excellent job maintaining a 19th-century agrarian image that many think of when shopping for produce and meat. Food labels often depict images of an idyllic farm landscape. Only recently did I realize the humans – the farmers and farm labourers – were missing from the picture.

My research began through a self-guided project for LARC 7400: Landscape Topics during the winter of 2021. The project aimed to trace the origins of

my food to discover how much of my diet is local. However, I found that none of the food I eat is genuinely local – even the berries produced less than 50 km from my home. I discovered that even though food may come from local soil, it is often sown and harvested by migrant workers from Mexico and the Caribbean. Can food be deemed local even if the labourers migrate from Mexico and Central America?

“Indeed, it is difficult to see how Manitoba produce can be considered locally grown when labour - one of the three factors of production (land, capital, and labour) - is imported.” (Read et al., 2013, p. 4)

Romanticized marketing images of pastoral scenes on packaging and advertisements cleverly disguise the reality that a vulnerable population of migrant workers produces most of Canada’s homegrown foods. Canada requires temporary migrant labourers to fill massive employment gaps in the agricultural sector.

Agricultural Labour Market in Canada

Annual demand for **60,000 workers**

Expected demand for **114,000 workers** in
2025

Highest job **vacancy rate of 7%** compared to
all other industries in Canada

Annual sales **loss of \$1.5 billion** due to
vacancies

(Fruit & Vegetable Growers of Canada, n.d., box 1)

At the same time, the living conditions for migrant agricultural workers are poor. Housing is poorly maintained and substandard, access to health care is limited. Workers are considered temporary even when they work seasonally in Canada for decades.

We likely will never think about how farm labour is one of the most demanding industries to work in by presenting

consumers with images of wilderness and picturesque farms. Some brands, like Hungry Buddha and Earth's Own, use virtue signaling in their names to subtly influence consumers into thinking that their brand is inherently more moral than the rest. Though these labels tell us nothing about the ethics of the company, they make us feel like we are better for supporting brands that appear to share our values.



This thesis aims to increase the visibility of migrant agricultural workers and enhance their experience of working in the Canadian landscape by designing dignified environments for housing.

Thesis Statement

Though migrant agricultural workers are crucial to the Canadian food system, their temporary status erodes their rights since they are not considered equal to Canadian workers. The planning and design of environments for housing for migrant agricultural workers should prioritize workers' humanity with an emphasis on experience, well-being, and enjoyability in their everyday lives.

The outcome of my research is a prototype design that is theoretically situated on a farm in Manitoba but could be adapted for other locations. It combines generalized knowledge about the environmental conditions in the migrant farmworker landscape with the site's regional and local context. Since the project has local and non-local aspects, research from various locales is necessary.

Before proceeding to the following chapters, I must acknowledge a significant limitation; since Ontario and British Columbia have the highest concentration of migrant farmworkers in Canada,

research is more abundant in these provinces (Horgan & Liinamaa, 2016). The quantity of research concerning migrant farmworkers in Manitoba is limited, so I supplemented the local context with research from other provinces. It is important to note that not all farms operate the same way; however, migrant farmworkers from various farm locations across Canada told similar stories. During this project, I befriended a migrant rights advocate, Brother Thomas Novak, who helped me contextualize the research in Manitoba through his stories and experiences. He kindly invited me on a visit with migrant farmworkers at their accommodations on a farm in Manitoba. The farm will remain unnamed throughout this practicum, but I will reference my observations from the visit. I am very grateful to Brother Thomas and the workers, who graciously invited me into their home.

Additionally, newspaper and magazine stories are essential to the project's development. While much of the research is from peer-reviewed sources, news articles provide an up-to-date account of the rapidly changing migrant farmworker landscape. The COVID-19 pandemic highlighted the issues faced by migrant workers, and awareness of this vulnerable population increased thanks to Canadian news outlets like *CBC* and *The Globe and Mail*. These articles provided real-time insight into the living and working conditions through interviews with workers and photographs of their accommodations and environments.



Foreign worker on strawberry farm. (Mossholder, 2021)

Temporary Migrant Farmworkers: The Canadian Context

Agriculture is central to the Canadian economy. Food and commodity crops are sold and consumed within Canada and exported to other nations. Food and crop production contribute massively to Canada's GDP.

“The agriculture and agri-food manufacturing sector contributed \$49 billion to Canada’s gross domestic product (GDP) in 2015, accounting for 2.6% of total GDP. Agriculture industries contributed \$25.1 billion or 51% of GDP in the sector.”

(UFCW & AWA, 2020, p. 14)

Many crops, such as wheat, canola, and soy, can be sown and harvested using industrial machinery. However, human hands must care for most fruit and vegetable crops (e.g., berries, asparagus, and stone fruits). While machinery can make agricultural processes more efficient, human labour is irreplaceable in many cases.

Local agricultural labour is diminishing, and developed countries increasingly rely on migrant labourers to fill employment gaps. The Seasonal Agricultural Worker Program (SAWP) is one of Canada's responses to the growing labour shortage, along with the Agricultural Stream, Low-wage and High-wage Streams of the Temporary Foreign Worker Program (F.A.R.M.S., n.d.). This section will discuss the background and mechanisms of the SAWP, including the benefits and criticisms of the program.

1.1 Brief History of the SAWP

In the mid-19th century, agriculture represented most of the Canadian economy, with nearly 90% of residents living in rural areas (Statistics Canada, 2012). However, as the economy industrialized in the 1920s and 1930s, people began moving to urban centres (Statistics Canada, 2012). Rural depopulation continued into the next century; by 2011, over 80% of Canadians lived in urban areas (Statistics Canada, 2012).

As a result of rural depopulation, fewer Canadians were available to work in the agricultural sector. The Canadian government realized that farmers required workers, and residents of less developed countries needed work, regardless of the wage and working conditions (Weiler et al., 2017). Thus, Canada's Seasonal Agricultural Worker Program began in 1966 to fill vacancies in the agricultural sector (Carter, 2015). The SAWP allows agricultural employers to hire foreign workers from participating countries when there is a demonstrated shortage of Canadian applicants (Government of Canada, n.d.). The SAWP started as an agreement between Ontario and Jamaica (Cohen & Hjalmarson, 2018), but has since expanded across Canadian provinces with workers from Mexico, Anguilla, Antigua and Barbuda, Barbados, Dominica, Grenada, Jamaica, Montserrat, St. Kitts-Nevis, St. Lucia, St. Vincent and the Grenadines, and Trinidad and Tobago (Government of Canada, n.d.).

The SAWP is a specialized stream of agricultural employment through the Temporary Foreign Worker Program (TFWP). The agricultural stream of TFWP employs approximately 11,600 workers (data from 2015) in agricultural settings (Cohen & Hjalmarson, 2018; Weiler et al., 2017). Some migrant farmworkers enter Canada through the low-wage work stream of the TFWP (McLaughlin et al., 2014). The SAWP, however, is the more common stream of employment for migrant farmworkers (UFCW Canada and The Agricultural Workers Alliance (AWA) [UFCW & AWA], 2020). Seasonal farms employ SAWP workers for up to 8 months per year, while year-round farms employ TFWP workers for up to 48 months (UFCW & AWA, 2020). In the SAWP, work is uncertain, and workers are only permitted to stay in Canada for eight months per year (Horgan & Liinamaa, 2016).

The Canadian Government is responsible for supplying employers and work permits; the governments of the sending countries are responsible for recruiting workers into the program (Government of Canada, n.d.). The SAWP started with 264 seasonal workers in its early days, which grew to nearly 45,000 migrant workers in (Cohen & Hjalmarson, 2018; Weiler et al., 2017).

1.2 How it Works

The SAWP exists because of the shortages of local workers in the agricultural industry. Farmers report that Canadian agricultural labourers are less willing to work in demanding conditions (Weiler et al., 2017). Employers applying for the program must demonstrate that they cannot find Canadians to fill advertised positions (Read et al., 2013) through the Labour Market Impact Assessment (LMIA). In 2019, LMIA determined 72,000 job vacancies in the agricultural sector (UFCW & AWA, 2020). On the other hand, workers

are chosen for the program by the sending countries' governments (UFCW & AWA, 2020).

Once employers are approved to hire migrant labourers, they must pay for some of the workers' travel costs, housing, and health insurance (Read et al., 2013). However, the expectation is that workers should pay for a portion of their expenses through deductions in their paychecks. Bejan et al. (2021) found that workers had to pay out of their pockets to travel from villages to airports in nearby major cities.

Workers are tied to a singular employer upon entry into the SAWP under closed work permits (UFCW Canada & AWA, 2020), which means that it is not easy for employees to seek new employers (Cohen & Hjalmarson, 2018). Lacking mobility in the industry means that when workers are unhappy with their employment situation, they either accept it or leave the program entirely. Workers depend on their work in the SAWP to help their families ascend poverty, so they tend to accept the poor working and living conditions.

Employment and Social Development Canada federally administers the SAWP (UFCW Canada & AWA, 2020). The program is generally decentralized, as "the terms and conditions of employment, as well as other workplace rights and entitlements for agricultural workers, are subject to provincial workplace legislation" (UFCW Canada & AWA, 2020, p. 3). As a result, employment conditions vary widely across Canada, from province to province.

Provincial legislation governs healthcare for SAWP workers, so the coverage and access vary by province. Unlike some other provinces, the Manitoban government grants SAWP workers

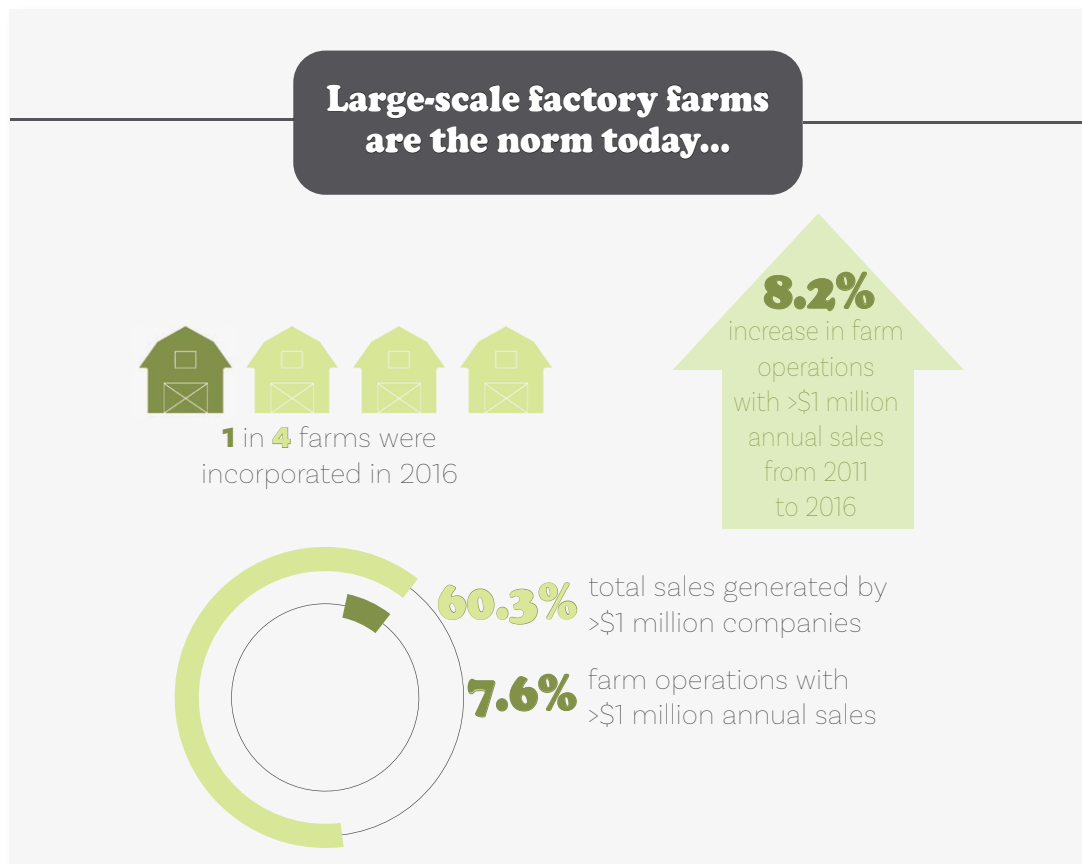
immediate access to Manitoba Health. However, they must still have additional private insurance (Canadian Council for Refugees [CCR], 2018).

1.3 SAWP Employers

Employers that hire SAWP workers are typically industrial or large-scale family farms requiring labourers to fill the employment gap (Jeff Traeger, UFCW Manitoba President, personal communication, September 14, 2021). Corporate agriculture in Canada is often looking for cheap labourers (UFCW & AWA, 2020). UFCW & AWA noted in their 2020 report that “vacancy rates in agriculture are among the highest of any sector in Canada at 5.4%, compared to the national average of just under 2.9%” (p. 14). Labour shortages became prevalent when the agricultural industry shifted from small family farms to large industrial operations (Vosko, 2018). These farmers and

agribusinesses rely on migrant labour for continued operation (Carter, 2015).

Several workplace abuse accounts exist (as documented in the following sections of this practicum), but this is not standard amongst all farmers. Some employers, such as Pfenning Farm in Ontario and Maple Leaf Foods in Manitoba, advocate for increasing the rights and protections for migrant farmworkers (Ayres, 2020; UFCW Canada & AWA, 2020). Horgan and Liinamaa (2016) encountered migrant farmworkers whose employers made a point of integrating workers into their surrounding communities. It is important to note that the work done in this thesis is not to harm the reputation of individual farmers but to draw light to the reality that abuse and mistreatment of migrant farmworkers are common in Canada.



1.4 SAWP Employees

As previously mentioned, individuals come through the SAWP from Mexico and the Caribbean. Mexico sends the most SAWP workers (McLaughlin et al., 2017) and the second largest worker population migrates from Jamaica (Weiler et al., 2017). Workers come from various backgrounds and industries in their home countries, including agriculture, woodworking, business operations, and more (Read et al., 2013). However, migrant farmworkers' jobs in their home countries do not provide enough income to support themselves and their families.

Some sending countries governments prefer sending individuals who have children and families in their home countries – with 98% of male Mexican SAWP workers having spouses or common-law relationships (see McLaughlin, 2010). They argue that fathers and husbands present more employment needs to ensure their families have enough money to supply their basic needs. The program, however, denies non-SAWP-working family members entry to the country for extended periods; thus, workers spend most of their time away from their families (McLaughlin et al., 2017). The workers send remittances to their families in their home countries, which helps to improve their health and quality of life by providing essentials like proper shelter, plumbing, and medical treatments (McLaughlin, 2009). Many SAWP workers return to Canada for multiple seasons of work (Caxaj & Cohen, 2019).

1.5 Benefits of the SAWP

With rampant urbanization and rural depopulation, Canadian farmers lack local workers to help with food production. SAWP supporters argue that the program relieves food insecurity and keeps the country's food supply safe (Weiler et al., 2017). The SAWP is seen as a model migrant worker program internationally, partly due to involvement

from both the Canadian Government and the governments of the sending countries (Vosko, 2018). Additionally, the employment offered by the Canadian Government is legal, in contrast to other countries, such as the United States, where undocumented farmworkers may face significant legal consequences if found by the authorities (Vosko, 2018).

The SAWP gives individuals in Mexico and the Caribbean an opportunity to earn more than they can in their home countries. Many workers come from rural areas around Mexico, where “half of the rural population earns less than they need to feed themselves” (McLaughlin et al., 2017, p. 688). SAWP wages have helped workers pay off debts, send their children to school, invest in family businesses, and upgrade their homes (McLaughlin et al., 2017; Read et al., 2013). A SAWP worker can send nearly CAD 10,000 – or approximately MXN 163,000 – of yearly remittances to their families back home. Contrarily, family farms in Mexico earn approximately CAD 1,225 – or MXN 20,000 – per year (Weiler et al., 2017). The remittances SAWP workers send to their families can often bring them above the poverty line (UFCW Canada & AWA, 2020). Farmers benefit from the SAWP, stating they would not likely be able to operate without migrant workers (Weiler et al., 2017). The SAWP economically aids both the farmers and the workers.

1.6 Criticisms of the SAWP

Though the agricultural industry widely supports the SAWP and touts its benefits, scholars, migrant workers, and advocates vocalize their criticisms of the program. The Canadian agricultural industry employs over 69,000 migrant farmworkers; however, they do not have the same rights as Canadian workers (Caxaj & Cohen, 2019). Contractual rights and protections for workers exist in the SAWP, but enforcement is lenient due

to government officials' lack of inspections. Since workers are hesitant to report misconduct out of fear of retribution, it often goes unreported. Part of the argument that agricultural workers are not as protected as other sectors is the farmers' lower profit margins, posing difficulties in investing in protections for the workers. However, farms are growing physically and economically, as mentioned in section 1.3, so there is a fallacy in the argument that employers cannot afford to give their employees a decent life.

Caxaj and Cohen (2019) found that workplace inspections conducted by the Government of Canada occur one or fewer times per year, even though regular inspections of working and living conditions are required (McLaughlin, 2009). A report by the Auditor General found that SAWP authorities conducted only 7.5% of the workplace inspections planned in 2016 (Cohen & Hjalmarson, 2018). McLaughlin et al. (2014) found that it would take 164 years to inspect all farms in Ontario alone at the current rate.

The previous section noted food security as a benefit of the program. However, Weiler et al. (2017) criticize the sentiment that migrant workers are putting food onto our plates because it justifies the exploitation of the workers and promotes a nationalistic morality driving Canadians to choose between their health and wellbeing or that of the migrant workers. This sentiment appeals to the moral idea that an agrarian society sustains "the vital human need for food" (Weiler et al., 2017, p. 51) when, in fact, the industry is primarily economically driven. Migrant workers produce exported commodities in addition to sustaining the local food supply (Weiler et al., 2017). Pitting food security against the ethical treatment of SAWP workers creates an unnecessary moral dilemma. Canadians should not have to choose between the ethical treatment

of workers and a secure food supply. The agrarian image also "undercuts the recognition of settler-colonial structural violence" (Weiler et al., 2017, p. 51) and downplays the economic insecurity that creates significant barriers for Canadians to access safe and appropriate food. Weiler et al. (2017) acknowledge the issue of food insecurity not as a lack of supply but rather as a problem of political and economic inequality. Weiler et al. (2017) note that there is a lack of quantitative data proving that Canadian agricultural needs would not be met without the exploitation of migrant farmworkers.

The "temporary" nature of the SAWP and TFWP is highly criticized because migrant workers are a permanent source of labour in Canada (Read et al., 2013). The SAWP makes the Canadian agricultural industry rely on temporary low-skilled and low-wage positions to keep the economy afloat (Horgan & Liinamaa, 2016). Horgan & Liinamaa (2016) criticize the Canadian government for being one of the wealthy nations that fill jobs with migrants from poverty-stricken countries (Horgan & Liinamaa, 2016).

1.6.1 Barriers to Collective Bargaining

The United Food and Agricultural Workers (UFCW) union vocalized criticisms within the SAWP while working to represent SAWP workers. Some individual employers allow and encourage unionization, but SAWP employers and the consulates of sending countries generally discourage organization and collective bargaining at the cost of job security (Read et al., 2013). In 2014, the Mexican government was found to have blocklisted SAWP workers "who were suspected of being union sympathizers" (UFCW Canada & AWA, 2020, p.11). Some employers have built barriers between employees and union representatives through surveillance and fear tactics. Several reports have shown the termination of workers

after their employers witnessed them speaking with union representatives (Vosko, 2018). Additionally, physical barriers prevent workers from meeting with union representatives because workers' homes and work environments are typically on employer-controlled private property (Jeff Traeger, UFCW Manitoba President, personal communication, September 14, 2021).

1.6.2 Power Imbalances

Critics have demonstrated power imbalances on a variety of scales inherent in the SAWP. On a larger scale, Read et al. (2013) argue that the SAWP is a product of globalization. Agribusiness favours profit and production, so farmers turn to cheap labour from developing nations to persist in the industry (Read et al., 2013). Workers gain economic freedom from participating in migrant labour; however, their success is precarious because of their impermanence in Canada. In the Mexican context, the government targets people in poverty and/or debt with low education and English language skills (McLaughlin et al., 2017). Though migrant work can help individual workers from developing countries, it may perpetuate systemic poverty; the SAWP targets poor people because it is a "last-resort" option to provide for their families when economic success in their home country is unlikely (Weiler et al., 2017). Temporariness results in SAWP workers lacking power in politics, especially concerning their population (Read et al., 2013). Workers in the McLaughlin et al. (2014) study felt that the system favoured money over individual employees.

Power imbalances in the SAWP can be extreme and from the outside looking in, the relationships between employer and employee are more akin to parent and child or master and servant. Horgan & Liinamaa (2016) criticize the program for allowing farmers to have a paternalistic relationship with the migrant employees who work for them. SAWP

workers on tied work permits lack rights that workers outside the agricultural sector have, such as the freedom to change employers. In addition, employers' ability to lay off workers creates an unhealthy power dynamic which renders the migrant farmworkers vulnerable (McLaughlin, 2009). UFCW & AWA's (2020) report found one employer who kept track of the rate at which workers harvested and punished the slowest workers. Twenty-six percent of participants in Hennebry et al.'s (2016) study reported having an aggressive employer. Other participants noted that their employers used technology to track their output. Another tactic reported in various sources is employers' surveillance of workers in their homes and workplaces (UFCW & AWA, 2020).

On a smaller scale, closed work permits create a power imbalance between the employer and the employee (UFCW Canada & AWA, 2020). Employers hold power over workers because they control their housing, healthcare, transportation, and ability to return to work the following year. As a result, workers tend to accept injustice and continue work despite illness and injury to secure employment for years to come (McLaughlin et al., 2014; Read et al., 2013). The world of closed work permits primes the agricultural industry for significant power imbalances because the workers become entirely reliant on employers to recommend them to be invited back into the program in the following years (McLaughlin et al., 2014). Individuals who arrive in Canada through the SAWP "are generally tied to one job, with one employer, at one location" (Read et al., 2013, p. 5). If a SAWP worker has a bad boss, their only options are to endure the work for the season or leave the country* (Caxaj & Cohen, 2019). Cohen & Hjalmarsen (2018) criticize the SAWP contract for allowing flexibility and informality for employers while enforcing strict regulations for employees.

*The Government of Canada implemented Open Work Permits for Vulnerable Workers, but critics argue it is not sufficient to protect workers because they must provide evidence of abuse (J. McLaughlin, personal communication, December 21, 2022).

In addition, employers have the right to request specific individuals to return to their farm each year – a process known as “naming” – without considering the workers’ needs and preferences (Read et al., 2013). Prohibiting workers from choosing their workplace creates a culture of complacency within the migrant farmworker population, sometimes resulting in issues such as racism, mistreatment, abuse, and social exclusion (Horgan & Liinamaa, 2016). Technically, workers can request new employers, but the process is inaccessible mainly due to workers’ lack of autonomy, language barriers, and tight restrictions (Vosko, 2018).

1.6.3 Institutionalized Deportability

To the untrained eye, the SAWP elicits security for migrant workers, especially when compared with the United States. Until recently, immigration authorities in the United States could legally raid workplaces and arrest undocumented workers (see Chappell, 2021). In contrast, the legalization of migrant farmworkers through the SAWP creates a perception of security for migrant farmworkers in Canada. However, being legal does not fully protect migrant workers from deportation. Instead, the Canadian SAWP allows employers to deport workers and prevent them from working in the program in the future. Vosko (2018) refers to this phenomenon as “institutionalize[d] deportability” (p. 883). Vosko states that deportability “captures a social condition and an accompanying set of social practices that effectively render migrant workers’ labor power as disposable” (p. 885). Vosko (2018) states that the primary reason workers are deportable is that employers are permitted to terminate employees if they do not comply or refuse to work. The control exerted by employers over their employees disempowers migrant farmworkers, which leads to a more vulnerable state where abuses of power are seldom reported (Vosko, 2018). A migrant farmworker in Cohen &

Hjalmarson’s (2018) report confirmed the fear of deportation, asserting:

“Most of the time we don’t say anything about what happens to us. We bear it, mostly for our families. If they were to kick us out of the program, we wouldn’t have the money we earn here which helps us out a lot in Mexico. We know if we raise a fuss or try to demand our rights, what they [consular officials in sending countries] do is remove us from the program.”

(p. 147)

Horgan & Liinamaa (2016) found that SAWP participants prefer to blend in and try to be known as good workers because they want to avoid repatriation. Laws and regulations in the SAWP can be ambiguous; employers can and have fired employees who complain about excessive hours, low pay, and poor living conditions. It is no wonder workers accept the status quo; additionally, if they get fired, they are sent back to their home countries without a hearing or appeal (Read et al., 2013).

1.6.4 Discrimination Against Migrant Agricultural Workers

SAWP workers are a racialized population, where language and cultural barriers are evident in contrast to their surroundings in rural Canada. Studies have shown that Canadian communities’ attitudes range from indifference to racism and bigotry toward migrant farmworkers. The social exclusion manifests in subtler forms, like language barriers between rural communities and non-English speaking workers. Additionally, communities with low ethnic diversity set migrant workers apart from locals (Horgan & Liinamaa, 2016). Participants in the Migrant Workers Alliance for Change’s (2020) study reported being called racial slurs and treated differently than

Canadian citizens by employers and community members. In Bejan et al.'s. (2021) study involving migrant farmworkers in Prince Edward Island, one participant stated:

“Sometimes working for 14 hours, the body gets tired obviously, right? We sometimes tell him [the employer] that we were tired already... and they almost force us, they would tell us no, because we have to deliver that order, and that’s like the pressure, right? Mostly the Mexicans, because Canadians and residents, those with residence and all that... finish their eight to ten hours and they do not care if they want them to stay or not. On the other hand, Mexicans have to stay to work... that’s okay... but sometimes, they don’t have much conscience, like one gets tired, right?”

(p. 27)

In their 2020 report on The Status of Migrant Farmworkers in Canada, UFCW and Agricultural Workers’ Alliance (AWA) criticized the SAWP for gender discrimination; the SAWP is a male-dominated program (Preston et al., n.d). In 2014, UFCW & AWA found that agribusinesses and employers were permitted to request workers based on gender.

The power imbalances inherent in the SAWP make women especially vulnerable. At the time of their report in 2013, Read et al. noted that Manitoba had never had any women working under the SAWP. Of the few women who work in the SAWP, there have been reports of abuse and sexual assault from employers, supervisors, and coworkers. However, they are afraid to report it out of fear of punishment or repatriation (UFCW & AWA, 2020). Though the Government of Canada recently implemented an open-permit program

for survivors of workplace abuse (UFCW Canada & AWA, 2020), sexual abuse often goes unreported (Caxaj & Cohen, 2019).

Sending authorities in Mexico prefer workers who have children and families at home – supposedly due to demonstrating more need than people without dependants – which creates transnational families since workers within the SAWP cannot come to Canada with family or friends who are not part of the program (McLaughlin et al., 2017).

Additionally, employers may discriminate based on age and ability, favouring younger and/or fitter workers (McLaughlin et al., 2014). Governance of the SAWP results in the alienation of its workers based on gender and race.

1.6.5 Poor Health Outcomes and Social Determinants of Health

The agricultural sector is one of Canada’s most dangerous industries; workers experience a wide range of hazards and report higher workplace injuries (UFCW Canada & AWA, 2020). The hazardous work environment of the agricultural sector is exacerbated amongst SAWP workers, as many migrant farmworkers have reported a lack of workplace health and safety training (UFCW Canada & AWA, 2020).

Agricultural labourers risk their health through exposure to chemicals, noise, sun, and extended periods of ergonomically taxing work positions (McLaughlin, 2009). McLaughlin et al. (2014) found that the agricultural workers in their study were not protected against ergonomic risks, and only 14% of the workers involved were trained in injury prevention. Workers reported that their occupational health hazards intensify due to a lack of training and access to personal protective equipment (McLaughlin, 2009). The resulting health implications include:

“musculoskeletal disorders and injuries, cardiovascular disease, hypertension, premature death, certain cancers, hearing loss, dermatological concerns, eye problems, infectious diseases (such as tuberculosis (TB) and various sexually transmitted infections), diabetes, respiratory and lung diseases, mental disorders (such as depression and anxiety), climate-caused illnesses, ulcers, bladder, kidney, and liver disorders, and reproductive problems such as infertility, birth defects [sic] and miscarriages”

(McLaughlin, 2009, p. 3-4)

Other health risks of farm labour include spontaneous abortion due to pesticide exposure, head trauma due to falls, skin conditions due to UV and pesticide exposure, heat-related illness, and airborne and animal-borne diseases. Above all, stress increases the risk of illness (McLaughlin et al., 2014); thus, migrant farmworkers are at greater risk of harm.

Illness and injury are under-reported by migrant farmworkers because they fear termination. UFCW Canada & AWA (2020) found that between 2000 to 2020, farm employers repatriated approximately 1,400 migrant farmworkers due to workplace injury. Since workers typically rely on their employers for transportation into town, they cannot access healthcare without the employers knowing. As a result, some workers shy away from accessing healthcare to avoid being seen as unhealthy – and therefore unfit for work – by their employers (Read et al., 2013). A participant in Hennebry et al.'s. (2016) study reported that their employer denied them transportation to a medical facility. Uncertainty around access to medical insurance and language differences are additional barriers to healthcare (Hennebry et al., 2016). Access to public healthcare varies across

provinces, and private insurance is necessary for many workers. Migrant farmworkers are often unsure of their health insurance; many private insurers deny coverage for injuries or illnesses from before their current work term (Read et al., 2013). Lack of health care is a significant contributor to the poor health of migrant farmworkers, but more broadly, the vulnerability of their population is a determinant of poor health. Factors such as racial and economic inequality, isolation, poor nutrition, poor living and working environments, low income, and a lack of personal autonomy systematically disrupt the health and well-being of migrant farmworkers (Hennebry et al., 2016).

However, the reluctance to report illness and injury does not reflect migrant farmworkers' desires for healthfulness. In Manitoba, workers expressed the desire to take care of their bodies to prevent visiting clinics and avoid worsening conditions through neglect of care (Read et al., 2013). Studies have shown that migrant workers are not living balanced and healthy lifestyles. Workers lack adequate nutrition and engagement in recreational activities; they also have higher reports of gastrointestinal issues (Weiler et al., 2017). COVID-19 exasperated the workers' poor health outcomes; section 2.3 discusses workers' vulnerability to the COVID-19 pandemic in greater detail.

It is challenging for workers to maintain their mental health, given their living and working conditions – see section 2.1. Working in the SAWP also contributes to more nuanced conditions that lead to poor health. Migrant farmworkers suffer hardships from living internationally for extended periods, not having a permanent home, not understanding the language used in their workplaces, and lacking a sense of community and control over their living and working conditions. Temporary migration can lead to depression, anxiety, and addiction for

workers and their families (McLaughlin, 2009). Migrant healthcare policy does not address the instability of SAWP workers as a long-term mental health consequence (McLaughlin, 2009). Read et al. (2013) reported cases where employers sent migrant farmworkers home either because treatment costs less in their home countries or “to avoid having to reorganize the duties or conditions of a job for an injured worker” (p. 28).

UFCW Canada and AWA (2020) shared reports from workers whom employers pressured to give up their only day off each week (also see Read et al. 2013). Working without a break abdicates the ability of the mind and body to recover from physically and mentally taxing labour. Migrant Workers Alliance for Change (2020) spoke with a worker whose employer threatened them with being fired after complaining of exhaustion. However, some workers prefer long hours because they can not spend their free time with their families since they must come to Canada alone. Workers may also prefer long hours to maximize their earnings to send back home (Read et al., 2013). Preferences vary based on the individual, but the problem is that migrant farmworkers cannot choose their workload and hours because of the closed work permits.

Abuse is rampant in the workspace of migrant farmworkers and other foreign workers. UFCW Canada & AWA (2020) reported that “temporary foreign workers experience higher rates of wage theft and workplace abuse” (p. 4). Over the years, the AWA has received over 40,000 reports of mental health issues caused by workplace abuse or harassment (UFCW Canada & AWA, 2020).

Research from the World Health Organization has revealed the multifaceted vulnerability of migrants; travel, marginalization, lack of access to social services, and occupational hazards are a

few factors that put migrant workers at a higher risk for poor health (Hennebry et al., 2016).

Problematic effects are significant in scale and affect migrant farmworkers’ home communities – health care is less accessible when they are back in their home countries, home invaders in rural Mexico target families without patriarchs, and children may develop behavioural and health problems – to name a few. Those mentioned above can cause intergenerational trauma (McLaughlin et al., 2017). SAWP does not protect the longevity of its workers. Migrant workers undergo medical testing before they arrive in Canada to ensure optimal health for working in the fields. However, they do not receive the same tests once their contracts are over. Any injuries or illnesses developed while working in Canada do not receive medical attention, thus placing a burden on their families at home (Read et al., 2013). The injuries or illnesses might disqualify them from participating in the SAWP in the future, which creates an even more significant financial burden on workers and their families (Read et al., 2013). Studies have shown that work experience in Canada has caused long-term health issues in migrant workers (Hennebry et al., 2016). Critics of the SAWP argue that healthcare within the program should not just cover workers during their stay in Canada but extend to the entire process, including the return to their countries of residence (Hennebry et al., 2016).

1.6.6 Family Strain

SAWP workers are not permitted to bring their families to Canada while working. They must leave their loved ones behind while they are employed. For those who spend decades in the SAWP, families can be more akin to strangers. One worker in Ontario stated that he had not celebrated any of his birthdays with his family in over 20 years (Migrant Rights Network, 2020). A

migrant farmworker in Manitoba recounted the hardship of distance from families when serious life events happen. They also mentioned that they feared never returning to their home country in the case of death while working in Canada (Read et al., 2013). Some Manitoban workers were absent for the birth of their children or had to leave their wives with newborn babies to work in Canada. However, many migrant farmworkers feel that even though this work is difficult, the opportunity to provide a better life and future for their families is motivating (Read et al., 2013). However, critics argue that the SAWP isolates workers by creating transnational families. The forced separation mandated by the Canadian government prohibits family unity through geographic isolation and cyclical work, which keeps families apart for years, even decades (McLaughlin et al., 2017).

1.7 Family Strain

For more than half a century, migrant agricultural workers have contributed significantly to the Canadian economy by producing food for citizens and exports that strengthen Canada's place in the global economy. Once Canada's economy industrialized following the Second World War, rural residents migrated to cities at a higher rate, leaving fewer hands to work on farms. The Government of Canada's solution was to allow temporary migration for workers from the Caribbean and Mexico who struggled to find jobs that pay a living wage in their localities. The plan intended to provide temporary relief for farmers who lacked sufficient labour; however, the SAWP continues its growth each year, 55+ years later.

The organization of the SAWP falls under federal and provincial jurisdictions. Provincial differences in organization complicate living and working situations for migrant workers because they cannot transfer easily to other jobs, let alone other provinces. Thus, workers' experiences vary

significantly from province to province and farm to farm.

SAWP workers are commonly placed on industrial or large family farms, with most workers coming from Mexico. The program benefits farmers and agribusinesses by providing them with labour when they cannot successfully hire locally. The SAWP also benefits migrant workers and their families because they can earn exponentially more money than they could in their home countries. However, the program is not without criticism, as workers, scholars, and advocates have pointed out its many shortcomings. Workers' rights in the SAWP are lesser than those of Canadian workers. Collective bargaining is discouraged or even banned in some places. Power imbalances exist between employers and employees, and workers reported experiencing discrimination and poor health while working in the program. These factors shape migrant farmworkers' experiences while working in Canada, potentially causing toxicity in their living and working environments. However, this practicum focuses on the physical living and working environments within the SAWP. The next chapter discusses the conditions in which SAWP participants live and work.



Agricultural landscape in Quebec, Canada. (Wyrosłak, 2022)

The Space + Place of the SAWP

One of the most tangible criticisms of the SAWP is the environments in which migrant farmworkers live and work during their time in Canada. While power imbalance and inequality may be more nuanced and harder to measure, a quick Google search will reveal images that depict the reality of a migrant farmworker in Canada. Images of the working conditions show migrant farmworkers bent over crops in positions that do not favour a healthy musculoskeletal system. Additionally, workers experience exposure to solar radiation with few places for rest and reprieve from the sun. Images of living quarters reveal crowding and uncleanness in often makeshift shelters. Advocates, scholars, and union representatives criticize the SAWP for turning a blind eye to the conditions mentioned above.

2.1 Environmental Conditions within the SAWP

As mentioned in section 1.1, not all farms and agribusinesses need or qualify for migrant labourers from the SAWP. The types of farms that employ SAWP workers include those working with the commodities of “apiary products, fruits, vegetables (including canning/processing of these products if grown on the farm), mushrooms, flowers, nursery-grown trees, pedigree canola seed, sod, tobacco, bovine, dairy, duck, horse, mink, poultry, sheep and swine” (UFCW & AWA, 2020, p. 15).

SAWP workers often live and work on the same property owned by their employer, which means that workers are not free to choose their accommodations, and the quality of their housing depends on the employer. In Grant & Blaze Baum’s (2020) study, one of the participants – a

SAWP worker from Jamaica – reported that her employer used racial slurs and intimidation to disempower workers from speaking out about their living and working conditions. When work and life cannot be separated, one may feel they are not in control of their livelihood.

Hennebry et al. (2016) use the term “liminality” to describe the in-betweenness of migrant workers in Canada because they cannot integrate into Canadian society and struggle to feel a sense of belonging in their temporary residences.

2.1.1 Working Conditions

Farm labour is dirty, dangerous, and difficult (Hennebry et al., 2016); working a day in the field under demanding conditions requires much strength and energy. Farm labour is still highly challenging even if one is working in the best possible environment. Unfortunately, employers who do not provide their workers with a dignified environment worsen the exhausting life of a farm labourer. Many migrant farm workers deal with unacceptable working conditions, and Canada has not done enough to protect the workers’ rights (Weiler et al., 2017).

A typical farm, especially in Manitoba, sprawls across a large section of land. Bathroom facilities are thus not accessible when working in the fields, resulting in workers having to use the fields as a toilet and without proper hand-washing facilities (Hennebry et al., 2016). Workers have reported eating and drinking less during the workday to avoid having to use the bathroom frequently. Workers can suffer from severe illnesses and injuries when refraining from eating and drinking,

which is especially risky when operating machinery (Read et al., 2013). However, refraining from drinking may not always be a choice. Hennebry et al. (2016) reported that 70% of participants in their study did not have access to enough drinking water.

SAWP regulations are irregular, and workers have reported feeling unsafe in their workplaces. They have also reported “a lack of adequate equipment or training on pesticide use, unsafe work conditions, strenuous/long hours, and workplace harassment” (Caxaj & Cohen, 2019, p. 2). Various studies revealed the infrequency of training and lack of PPE while working with chemicals (McLaughlin et al., 2014; Hennebry et al., 2016). Furthermore, the workers’ employers expected them to work even when others applied chemicals to crops.

In Bejan et al.’s. (2021) study, workers explained that employers expected them to pay for

equipment such as smocks, gloves, and aprons. If they required new equipment, its cost was deducted from their salary. A participant in the Read et al. (2013) study reported that their farm did not have any first aid kits. Some of the most common workplace health and safety risks in agricultural labour jobs include “falling from heights, cuts from dull knives, [...] injury from machinery,” and unmaintained equipment (UFCW & AWA, 2020, p. 36). In an interview with Bejan et al. (2021), a migrant farmworker stated:

“Sometimes it is a very unsafe job, since [those of] us who carry loads as well as the forklift and truck drivers, work for many hours... We don’t perform in the same way [as we do when we are rested]... It causes insecurity at work because any carelessness can be fatal”

(p. 25)



Workers on an Ontario farm. Note: this image is used to show how farm work is dirty and physically challenging. This image is from a farm who values its workers and treats them respectfully - see section 1.3 (Pfenning Farm, n.d.)

Migrant farmworkers often fall victim to unreasonable expectations set by employers. They are overworked and exhausted from their jobs. Many workers feel the pressure to be as efficient as machinery (McLaughlin et al., 2014).

Since the SAWP is exempt from many employment standards in Canada, employers tend to have extreme expectations of the workers. During the busiest time of the farming season, employers can prohibit workers from taking a rest day (McLaughlin et al., 2014). Work weeks include long days of physical labour – on many farms, employees work seven days per week (Read et al., 2013). McLaughlin et al. (2014) reported an average work week of approximately 65 hours. An average short day is approximately nine hours and an average long day is approximately 11 hours (Hennebry et al., 2016). The workers involved in Horgan & Liinamaa's (2016) study had to adjust to the farmers' demanding expectations and work outside in all weather conditions. These claims were echoed by 79% of participants in Hennebry et al.'s. (2016) study stating that they had to work in extreme heat, rain, and snow.

Language barriers can be dangerous in the workplace. Training sessions are challenging if employers and employees do not speak the same language. SAWP workers in Manitoba reported a language barrier between themselves and their employers, which impeded training sessions for their work. Workers have reported unsafe transportation between job sites, citing dangerous driving, lack of seatbelts, and over-loading motorized vehicles as common complaints (UFCW & AWA, 2020). Instead of reporting this to a workplace health and safety board, they remained quiet because complaints can threaten job security (Read et al., 2013). As a result, workers accept poor working conditions (Caxaj & Cohen, 2019).

2.1.2 Living Conditions

As previous sections have discussed, the under-regulation of the SAWP results in employment conditions ranging from very good to very poor. The conversation about living conditions is no different. While some employers provide comfortable and dignified housing for their workers, this is not standard in the SAWP. For decades, scholars, migrant farm workers, and advocates have exposed inhumane housing conditions within the SAWP.

Congregate living is a standard accommodation for migrant farmworkers; many reports referenced in this paper interviewed workers who lived in bunkhouses or warehouses. The living conditions that repeatedly appeared amongst reports from various sources across Canada include:

- no separation between work and home;
- overcrowding;
- lack of storage space;
- no personal space or privacy;
- low-quality kitchens and washrooms;
- lack of HVAC and proper ventilation;
- improper or missing laundry facilities; and
- uncleanliness.

SAWP officials are supposed to inspect all accommodations for migrant farmworkers to ensure they are safe and liveable, but as section 1.6 revealed, the visits are highly infrequent. As a result, SAWP workers may live in indecent and undignified housing conditions. Even if inspections occur, it does not necessarily mean housing will be appropriate for the workers. McLaughlin (2009) stated:

“Many workers feel that the housing guidelines, enforced by pre-season inspections, do not go far enough nor are the dwellings inspected throughout the season to ensure maintenance”

(p. 25)



Bunkhouse at a canning plant near Chatham, Ontario.(Dunsworth, 2017)

Migrant Workers Alliance for Change (2020) reported that over half of the complaints they received from migrant workers were about their housing conditions. Housing inspections conducted in Prince Edward Island reported numerous code violations, including “damaged or missing smoke detectors, missing or outdated fire extinguishers” and furniture (Bejan et al., 2021). Housing costs for migrant farmworkers are determined by the federal government (Bejan et al., 2021).

However, if the federal government fails to inspect worker housing, how can it determine the cost of living? Some of the conditions, which will be discussed in the following paragraphs, are so disgraceful that you could not pay the

average Canadian to live in them. This sentiment comes from a place of privilege, which migrant farmworkers do not have.

Furthermore, SAWP workers are exempt from the tenant protections that Canadians can access because of their immigration status (Migrant Rights Network, 2020).

“Housing is indecent, inhumane and unlivable today. There is no time to lose. Illness has spread and cost lives and rights have been trampled. Robust and enforceable guidelines must be put into place immediately”

(Migrant Rights Network, 2020, p.4)

Most migrant farmworkers live on or nearby the farms where they work because they either need to walk, cycle, or have a very short drive as their daily commute (Caxaj & Cohen, 2019; Bejan et al., 2021). In Manitoba, most worker housing locations are on the job site due to the sprawling nature of agriculture in the province. There is only one business with off-farm housing within walking distance of the nearby town (T. Novak, personal communication, January 28, 2022). There are benefits and consequences to living on or off the farm, which will be discussed more in section 3.6.1.

Research suggests that lacking physical boundaries between work and home hinders workers' autonomy (Caxaj & Cohen, 2019). Many SAWP employers own the housing, which results in control of workers' living circumstances. Workers reported that their employers exert control, even outside working hours (MWAC, 2020). Their employers used control tactics such as surveillance in and around their housing, banning people from visiting the workers on the premises, and demanding to know the workers' whereabouts when they leave the property (McLaughlin et al., 2017). This lack of boundaries is not a one-off situation from a particularly inappropriate employer; studies by Weiler et al. (2017), Vosko (2018), and Cohen & Hjalmarson (2018) confirm that surveillance through cameras and interrogation occurred at multiple locations.

Besides the lack of privacy caused by employer surveillance, workers also lack privacy from their colleagues. Typical housing conditions for migrant farmworkers are bunkhouses and warehouses. Often, workers do not have their own rooms and little personal space. A worker at an Ontario farm stated that they shared a bunk room with twelve people and were forbidden from using bed sheets or boxes as makeshift space dividers (Migrant Rights Network, 2020).

Often, the number of residents surpasses the building's intended capacity. For example, Bejan et al. (2021) found a house with seventeen residents that would be comfortable for five or six people. Migrant Rights Network (2020) revealed that almost half of the workers surveyed in their study shared a bedroom with four to eight people and bathrooms with six to twelve people. Eight percent of the respondents shared a bathroom with over twenty people. Only about 15% of respondents had their own bedrooms. The housing units also do not provide secure storage space for personal belongings (Bejan et al., 2021).

During my visit with local SAWP workers in Manitoba, I noticed a pile of belongings, approximately three feet tall, in the corner of the multi-purpose room. I assumed that the workers did not have enough space in their rooms to store their belongings, thus having to keep them unorganized and unlocked in a shared room.

In Horgan & Liinamaa's (2016) study, workers connected overcrowding issues to the stench in their households. There are also reports of housing becoming even more crowded during the busy seasons when more workers are hired (UFCW & AWA, 2020). Bejan et al. (2021) reported, "overcrowding made it difficult for workers to respect sanitary guidelines. Water shortages and low water pressure were common issues at peak hours, when people were cooking, bathing, or washing clothes" (Bejan et al., 2021, p. 23).

Countless studies and news articles mentioned the low-quality kitchen and washroom facilities in migrant farmworkers' accommodations. It is common for worker accommodations to lack space allocated for kitchens and bathrooms, especially considering the number of workers that share a housing unit (Bejan et al., 2021). A worker on a farm in Prince Edward Island recounted,

“It was supposed to be four people for one stove and refrigerator, and [when] we arrived, there were about fifteen people and there were only two stoves, two refrigerators, [and] one bathroom”

(Bejan et al., 2021, p. 21)

Reports stated that workers stayed up later than they would have liked for a chance to use bathrooms and cooking facilities (Horgan & Liinamaa, 2016; Bejan et al., 2021). Those who do not want to sacrifice sleeping time for time in the kitchen might turn to fast and convenient foods that minimize their time to cook. These workers lack fresh produce in their diets (Weiler et al., 2017), which could contribute to a lower immune system or general unwellness. However, quality is not the only food-related illness in the migrant farmworker sphere. Due to the lack of proper food storage, workers have experienced food poisoning. Their fridges did not have enough space to store their food, so they consumed unrefrigerated food and became ill (Weiler et al., 2017).

Commonly, washroom quality is undesirable in workers' accommodations. During my visit to the farm housing, I noticed that the showers were all located in one hallway with only a shower curtain to partition each unit. A report from the Migrant Workers Alliance for Change in Ontario spoke with a worker whose housing did not have indoor bathrooms. Another Ontario worker stated they had to purchase bottled water because they did not have drinking water in their house. Other workers developed skin rashes because they used well water for bathing themselves (Migrant Rights Network, 2020). The lack of dignity in those situations is horrifying.

Many accommodations lack proper laundry facilities. Reports by the Migrant Workers Alliance for

Change (2020), Migrant Worker Health Expert Working Group (2020), and Migrant Rights Network (2020) all cited migrant farmworkers who did not have laundry facilities or washing machines on site. These workers might have to wash their clothes in bathroom sinks, showers, or outdoor tubs, which is exhausting after doing eight or more hours of physical work in the field all day. Workers involved in an unpublished study reported working in dirty clothes because they did not have access to washing machines (MWHEWG, 2020).

SAWP housing often lacks heat, air conditioning and proper ventilation. A worker involved in Grant & Blaze Baum's (2020) study reported that he was living in a bunkhouse without air conditioning. Workers noted that sleeping and staying clean is hard when their housing cannot be cooled. Living in hot, crowded environments is uncomfortable and dangerous. One worker noted that the floors in their house were slippery from the heat and humidity (Migrant Rights Network, 2020). Workers' housing conditions provide the perfect storm of uncleanness, with little access to washrooms and laundry facilities in a hot, sweaty environment.

Several workers have reported that their housing was unclean, with some accommodations soiled with dog urine and dirt (MWAC, 2020). Other reports found evidence of rodents within worker housing (Bejan et al., 2021). Additionally, some worker accommodations were near the livestock on the farms where they worked. As a result, the housing had an unpleasant odour and problems with flies. Other workers reported living in barns infested with cockroaches and rats (Migrant Rights Network, 2020). Bejan et al. (2021) found evidence of rodents in worker housing.

The previous examples of uncleanness are pretty

extreme, but there are subtler factors that contribute to grime and dirt in a household. The housing complex I visited was a group of construction trailers modelled into barrack-style living quarters. The units were in an open mud field. I visited after a rainy week during the summer when the landscape surrounding the housing was a thick, wet, heavy mud pit. I had to park my vehicle just off the highway service road to avoid getting stuck. I had to walk about 50 meters to the entrance, which took several minutes to navigate around the deepest, wettest pits of mud. When I got to the door, I was about three inches taller because of the wet clay soil beneath my boots, which is difficult to remove without tools and water. As a result, muddy work clothes and boots filled the indoor foyer area.

Overall, migrant farmworkers endure inhumane and undignified living conditions while working in the SAWP. There is no valid excuse for subjecting workers to such abhorrent conditions. These temporary living conditions harm human health (Hennebry et al., 2016). Workers reported that their housing conditions made them unhealthy because of poor hygiene and stress (Bejan et al., 2021).

McLaughlin (2009) notes that improper living conditions “contribute to a number of concerns, including inconsistent and insufficient sleep patterns, mental health issues, and poor nutritional and hygiene practices” (p. 6). Sadly, migrant farmworkers lack the power, resources, and autonomy to change their circumstances.



Landscape around SAWP worker housing in Manitoba.
Photos taken in July 2022.

Power imbalances between workers and employers suppress workers from complaining about unsatisfactory living conditions (Migrant Rights Network, 2020). The following sections will detail potential solutions that provide temporary workers with a better life during their stay in Canada. The conditions in which SAWP workers live are unacceptable, and the Government of Canada should take responsibility for the people who are keeping the agricultural industry afloat.

2.1.3 Isolation

With the discussions of power imbalance, distance from families, and discrimination, it is no surprise that SAWP workers feel isolated while working in Canada. SAWP workers feel like an invisible population (Read et al., 2013). Isolation occurs physically, socially, and temporally for migrant farmworkers.

As discussed in the previous sections, farms are typically in rural areas. Workers cannot easily access shops, restaurants, services, or community spaces because of their geographically isolated locations. Transportation is one of the main ways rural residents can stay connected with others. However, migrant farmworkers are not free to move around in their locale: physical isolation affects workers' freedom and wellbeing.

Geographical isolation is one of the reasons that healthcare is inaccessible to migrant farmworkers (Caxaj & Cohen, 2019). Workers wishing to access medical clinics must arrange transportation through their employer – which has consequences, as discussed in section 1.6.5 – or they must arrange a ride through taxi or ridesharing, which is costly (McLaughlin, 2009).

Isolation also affects migrant farmworkers' wellbeing because it contributes to food insecurity.

Migrant workers experience food insecurity when they lack access to healthy, culturally appropriate foods (Caxaj & Cohen, 2019; Weiler et al., 2017). Commonly, workers only have access to shops once per week when their employers drive them into town (Weiler et al., 2017). Additionally, grocery shops in rural areas might not have all the foods that migrant farmworkers are used to, further contributing to food insecurity.

On farms near towns, many workers choose to cycle if they can access bikes. However, it can be dangerous because rural roads seldom have bicycle infrastructure (Migrant Rights Network, 2020). In addition, the bicycles available to the workers are “normally poorly maintained and lacking safety equipment [...] Major injuries and fatalities have occurred as a result of bicycle-related incidents” (McLaughlin, 2009, p. 6). Some workers walk into town, but it is not common because their locations are generally too far away from shops and services (Read et al., 2013).

Social isolation for migrant workers stems from the geographically isolated locations that most of them work within (Read et al., 2013). Many migrant farmworkers experience loneliness while working in the SAWP, and it begins when they start their journey to Canada because they must leave their families behind. SAWP workers miss events like birthdays, child births, deaths, and anniversaries while working in Canada (Read et al., 2013). Not being able to celebrate or mourn with their loved ones exacerbates loneliness.

Horgan & Liinamaa (2016) argue that the SAWP constitutes social quarantining by filling labour gaps with workers who have limited rights and interactions with people and services outside their workplaces. Many employers prohibit their employees from inviting visitors to their housing. However, if they are permitted to host visitors,

their housing is often unequipped for guests.

When visiting the group of Manitoba migrant farmworkers, the landscape seemed to tell me to turn away from the large mud field surrounding their housing. Inside, there were not enough seats for everyone present, and some had to sit on down-turned buckets or remain standing. SAWP workers' lives are highly controlled – from where they live, to whom they live with, to their mode of transportation – which denies them the right to spontaneity and freedom to move throughout their environments and establish social ties (Horgan & Liinamaa, 2016).

It is difficult for workers to find a sense of community outside their work relationships while in Canada. Migrant farmworkers experience language and cultural barriers that hinder connections to locals. For example, since most SAWP workers in Manitoba migrate from Mexico, they struggle to find similar cultural communities or others who speak Spanish. These workers "view their stay in Manitoba as socially isolating, and [...] aspire to interact on a more equal footing in Canadian society" (Read et al., 2013, p. 2).

Furthermore, communities may not accept migrant farmworkers. Caxaj & Cohen (2019) found that when workers entered communities surrounding the farms where they work and live, they sometimes faced racism from community members. However, this is not true of all communities.

Many groups and individuals desire to have a relationship with local migrant farmworkers. Churches, social justice organizations, and individual community members help bridge the gap between migrant workers and Canadian citizens/residents (Horgan & Liinamaa, 2016). Churches in some areas, including rural Nova

Scotia and Manitoba, offer services in Spanish and welcome workers to gather in their facilities. Additionally, some grocery stores stock Mexican and Caribbean ingredients (Horgan & Liinamaa, 2016; T. Novak, personal communication, January 28, 2022). These small but significant actions are crucial to showing migrant workers they are welcome in Canadian communities. Unfortunately, as Horgan & Liinamaa (2016) observe, social exclusion is still pervasive among migrant workers:

"Social quarantining is constituted through the spatio-temporal patterning of workers' everyday lives, and constituted through restricted leisure and mobility"

(p. 2)

In addition to geographical and social isolation, workers experience temporal isolation, as they have little free time outside of working hours. Aside from the barriers mentioned above, migrant workers have little time to form a community away from their place of work, and as a result, they experience isolation (Caxaj & Cohen, 2019). One of the participants in Horgan & Liinamaa's (2016) study stated that during his only time off, he was catching up on chores like laundry and cooking because there was not enough time to do so during the week. Workers involved in the study spent most of their free time in their employer-provided housing because they did not have the energy to go elsewhere at the end of an exhausting workday. Most of their socializing was amongst fellow migrant workers because of time and location restraints.

The permanently impermanent nature of the SAWP population working in Canada prohibits the development of a sense of belonging and social networks (Hennebry et al., 2016).

“Social quarantining is, foremost, a socio-legal product, created through the combination of legal restriction, temporal constraint and spatial isolations; it is an everyday effect of seasonal agricultural worker regulation”

(Horgan & Liinamaa, 2016, p.14)

2.2 Effects of the COVID-19 Pandemic

The world changed in late 2019 with the arrival and spread of the COVID-19 virus; the pandemic affected every living person to some degree. As with any disaster, vulnerable populations were most heavily affected. The pandemic heightened issues that made migrant workers vulnerable before COVID-19 began (Bejan et al., 2021). Working/living conditions and accessibility of health and safety information are a few reasons migrant farmworkers became far more vulnerable than they were pre-pandemic (MWHEWG, 2020).

COVID-19 halted most travel in hopes of preventing the illness's spread; however, food production remained a necessity. SAWP workers were permitted to enter Canada with the expectation that, along with their employers, they would follow COVID-19 health protocols required by the Government of Canada (Government of Canada, 2020). Due to their massive contributions to maintaining the Canadian food supply, SAWP labour became even more critical because of the compromised availability of food imports (UFCW & AWA, 2020). One would expect that the treatment of migrant farmworkers would reflect their importance, but critics have argued that they received even less respect and dignity than before the pandemic. Bejan et al. (2021) stated:

“COVID-19 has made migrant workers in the agricultural sector more visible. Canada has branded the workers as “essential”, while noting that groups at

risk for contracting COVID-19 include those who work with large numbers of people, live in group settings, or face barriers to accessing health care; migrant workers in Canadian agriculture and seafood processing check all these boxes. Yet these “essential” workers continue to be exposed to the virus and Canadian state actors continue to view them as a threat to public health, thus undeserving of public supports. The interests of the seafood and agri-food industries appear to trump the health and well-being of the workers.”

(p. 11)

Bejan et al. (2021) also criticized the agri-food industry for having more concern about maintaining the food supply during the pandemic but no concern for the health and safety of workers. Migrant Workers Alliance for Change (2020) criticized the Canadian government's COVID-19 regulations for protecting workers from passing the illness to Canadians but lacked protection for the health of migrant workers once they are in Canada.

The COVID-19 pandemic fueled a new wave of racism toward minorities. The toxic combination of xenophobia and misinformation spread racist ideals that non-white folks were to blame for spreading the virus. Migrant farmworkers were one of the populations targeted by the discrimination; they reported that the local communities surrounding their place of work met them with racial profiling and distrust (MWHEWG, 2020).

Many SAWP employers' treatment of the workers worsened due to the pandemic. Several reports stated that the surveillance of workers increased. Migrant workers on some farms in Canada had to sign contracts that they would not leave the premises, confining them to their living quarters.

Groceries, religious spaces, and the community became even less inaccessible than before the pandemic.

One of the SAWP workers in Ontario reported that their boss used COVID-19 as an excuse to explain why they could not leave the farm (Grant & Blaze Baum, 2020). Bejan et al. (2021) noted that employers increased surveillance and the threat of deportation to control their employees during the pandemic. They also stated that restrictions placed on migrant workers were stricter than restrictions placed on Canadian workers. As a result of fear-fueled discrimination, migrant farmworkers became even more isolated than they already were following the spread of COVID-19.

The pandemic made migrant farmworkers vulnerable through a lack of education and autonomy. Prior to arriving in Canada for the work season, SAWP workers did not receive information on whether their accommodations would be safe from the virus during the pandemic. Additionally, they had limited access to information and resources about health and safety in their spoken languages (MWHEWG, 2020). Bergen (2021) reported that the COVID vaccine was challenging for workers to access, even after they met eligibility criteria.

Section 2.1.2 discussed how the workers' physical environments were detrimental to their health in general. SAWP worker housing became much more problematic following the introduction of the COVID-19 pandemic. SAWP housing is not equipped for a pandemic. Maintaining a two-meter distance around others, also known as physical distancing, is crucial in preventing the spread of coronavirus. However, as section 2.1.2 discussed, SAWP housing is often overcrowded, so workers cannot maintain physical distance

from each other. Lack of space was a common concern for migrant workers during the pandemic (Bergen, 2021).

Bejan et al. (2021) reported no significant changes to overcrowded accommodations during the COVID-19 season. Even though the federal government issued a statement to the agricultural industry that preventative measures must be applied, little meaningful action occurred. The government did not provide rigorous inspections to ensure SAWP housing conditions had improved, even when past reports discovered overcrowding and poor ventilation (MWHEWG, 2020).

The Government of Canada issued a statement saying, "employers under the Agricultural stream or Seasonal Agricultural Worker Program can submit a previously valid Housing Inspection Report" (Government of Canada, 2020, bullet point 5 under "New measures for employers"). Housing is one of the most critical factors in maintaining a healthy population and preventing the spread of coronavirus. The oversight of housing possibly cost the lives of migrant farmworkers who died from COVID-19 while working in Canada. MWHEWG (2020) explained:

"Expert opinion indicates that congregate living environments represent the highest risk of virus transmission, and as such, necessitate a targeted public health strategy to successfully 'flatten the curve.' Furthermore, shared facilities such as washrooms, dining areas and bunk beds represent significant barriers to maintaining physical distancing, which is one of the most important measures to prevent the rapid spread of COVID-19"

(p. 9)

Migrant farmworkers felt that employers took COVID-19 protocols seriously in the workplace but did not reciprocate in workers' accommodations. Workers noted that hand sanitizing stations and masks existed on the job site, yet they went home to crowded bunkhouses after work. Critics questioned employers for only adhering to guidelines in circumstances where workers were visible (Bejan et al., 2021). Migrant farmworkers in MWHEWG's (2020) report described that their employers did not apply COVID-19 prevention protocols to their work or home environments. Overall, increased COVID-19 outbreaks have been linked to the bunkhouses and congregate living in which migrant farmworkers reside in Canada (MWAC, 2020).

2.3 Changes and the Future of Migrant Agricultural Workers in Canada

Awareness of the SAWP and the reality of migrant farmworkers in Canada is rising. The federal government is finally beginning to acknowledge that the program needs improvement. Migrant farmworkers have been an invisible and vulnerable population for too long in Canada, and they deserve to access a better way of life. In many reports referenced in this practicum, scholars and advocates have provided comprehensive lists of changes the SAWP should make based on empirical research. This section provides a summary of general recommendations to improve the lives of migrant farmworkers. Chapter 3 lists recommendations to improve migrant farmworkers' living conditions. Canada should ensure that migrant workers in the SAWP (and other industries) have a future of freedom and respect.

"I think the government should consider the sacrifices we made and contributions to the country leaving our families at home, I think they should make sure we

are well taken care of while here working, we shouldn't be cram[med] in tight spaces and force to work in dangerous conditions, and to be victimized for standing up for our rights, we as farm workers should feel home while we are here and not like we are in prison."

(Migrant Rights Network, 2020, p.17)

Prime Minister Justin Trudeau finally recognized the UFCW & AWA's call to overhaul the experience and living conditions that migrant workers have been enduring since 1966 (UFCW & AWA, 2020). Canadians need to understand the issues at hand and keep the government accountable.

Migrant farmworkers should be guaranteed financial security. Overall, workers aim to have "a more secure economic future" through the SAWP because of the economic instability they experience in their home countries (Read et al., 2013). Weiler et al. (2017) suggest that the government provides a guaranteed annual income for farm workers. Even though migrant farmworkers earn more in Canada than they could in their home countries (see section 1.5), workers should be on equal footing with Canadian labourers. They should be given access to Canada's Employment Insurance Program during the off-seasons, especially since they have been paying into it without access since 1966 (UFCW & AWA, 2020).

Migrant farmworkers must have the opportunity to experience social inclusion while they are in Canada. Communities could be educated on the culture and population of migrant farmworkers and work to build bridges between temporary and permanent residents/citizens. Across many of the reports referenced, migrant farmworkers generally desire relationships with local communities and to be included in Canadian society. In Read et al.'s. (2013) study,

workers expressed the desire to learn English, interact with people outside of their co-working circles, attend social events, play sports, and learn more about the local context. The report recommends organizing community events to increase social interaction between workers and locals. They also recommend that residents put more effort into welcoming migrant workers into their communities. Horgan & Liinamaa (2016) reported that relationships with people from off the farm opened opportunities for friends to help with groceries or supply runs when workers did not have enough free time. Migrant farmworkers are part of Canadian society, and it is time to recognize this.

UFCW & AWA (2020) call on the federal government to end closed work permits. Workers in their study expressed their wishes for the SAWP to allow them to change their employers freely. One worker expressed the desire for a future of open work permits, family visitation, decent housing, permanent residency, and representatives (UFCW & AWA, 2020). Migrant farmworkers desire more freedom to choose how they experience working life in Canada. There is pressure on the federal government to build pathways to permanent residency for SAWP workers. Some workers wish to learn English and become Canadian citizens; others dream of unity in future generations because they will have enough economic stability to stay in their home countries, and others wish to open businesses with the money they make in the SAWP (Read et al., 2013). Regardless of migrant farmworkers' goals, Canada must prioritize providing the freedom to choose their future paths.

Migrant farmworkers' health and safety must be the priority. Healthcare must be accessible to SAWP workers in their languages, and their privacy must be protected. Migrant farmworkers

should not have to trade their health and well-being for the opportunity to improve their financial situations at home (Hennebry et al., 2016); they should be guaranteed support and healthcare for the long term (McLaughlin, 2009). Housing and workplaces must be inspected more regularly, especially in the case of a COVID-19 outbreak (MWHEWG, 2020). Finally, workers must be able to access support for pre-existing conditions that occurred prior to working in the SAWP (UFCW & AWA, 2020).

Lastly, the SAWP must prioritize equal rights for migrant farmworkers. SAWP workers must access the same rights as other Canadian workers (McLaughlin, 2009). Regional differences in the SAWP administration, e.g. Occupational Health and Safety regulations, must be standardized across all provinces (McLaughlin et al., 2014). All SAWP workers must have the same rights and freedoms regardless of location. UFCW & AWA (2020) demand that all workers receive fair compensation without ever being "asked to compromise their health and safety" (p. 23).

[illegible]

Landscape Design Response

Most of the background presented in chapters one and two is from researchers in the social sciences. Experts in the humanities, geography and public health have studied the needs of SAWP workers for decades. On the other hand, the experience of migrant farmworkers in Canada is not well known within the landscape architecture community. However, there is a significant overlap between the two fields of study.

3.1 The Intersection Between Migrant Farmworkers and Landscape Architecture

Since this is a Master of Landscape Architecture practicum project, where does landscape design enter the conversation? Migrant farmworkers in SAWP face many challenges and barriers to living well in Canada. The whole system of temporary agricultural labour requires an overhaul with experts from various fields of study, such as public health, policy, accounting, and human rights.

On the surface, it may seem frivolous to involve landscape architects in overhauling temporary migrant agricultural labour systems. However, the built environments that migrant farmworkers live in are making the workers unwell. Landscape architects are trained to create spaces that are safe and healthy.

The Ontario Association of Landscape Architects defines landscape architecture as a profession that creates spaces “that inspire health and wellbeing while protecting natural environments and people” (n.d., para. 1). As discussed in section 2.1.2, SAWP living environments are causing illnesses and general unwellness within the migrant farmworker population. To make

agricultural labour fairer and more dignified, we must address the built environments and assess their effects on workers’ health.

Two things are apparent in the research: living and working conditions are inhumane, and workers and advocates are demanding change. Workers, advocates, and scholars have identified workers’ needs. They have brought awareness to the fundamental aspects of well-being that they are missing, including freedom, privacy, and safety. The landscape architect’s role is to interpret those needs into a built space. Building dignified housing solutions must be interdisciplinary, collaborating with landscape architects, building architects, and interior designers. The design team would need to collaborate with the workers and farmers to create a realistic solution that responds to their needs.

While building architects and interior designers play critical roles in creating livable spaces such as housing, laundry facilities, indoor community spaces, and more, landscape architects are needed because these places occupy space within the landscape. Landscape architecture can be part of a solution to the problem of exploitation of migrant workers in Canada. Landscape architects are educated to understand what constitutes a healthy living space and advocate for how good design improves workers’ health, which improves a business’s health.

3.2 Theory

Social justice and radical rest are the guiding theoretical principles behind this project. The lack of dignity and equality that migrant farmworkers

are met with when they come to work in Canada inspired the indignation that fuels this project. The discussion of temporary foreign workers' rights concerns more than just labour rights. It is also about race, gender, age, ability, level of education, and geographic location. SAWP workers are mostly fathers who leave their families behind to secure a better economic future (McLaughlin, 2017). They migrate every year for several months, participating in unfair labour that takes advantage of their unequal access to opportunity. This project aims to provide the workers with safe, comfortable, and beautiful environments to live in while they do the physically demanding labour that is the backbone of Canada's agricultural economy.

The concept of social justice concerns fairness, equal rights, and equitable opportunities for every member of society (Human Rights Careers, n.d.; San Diego Foundation, 2016). Migrant farmworkers are not living in a just society. The previous chapters demonstrated how they lack equal rights and opportunities to other Canadian workers.

Access and participation must be prioritized to achieve social justice in design. Those who use the spaces designed in this project must have access to basic needs such as shelter. In addition, designers must listen to and amplify the clients' voices. It is critical to include folks who have not had the opportunity to participate before (Human Rights Careers, n.d.). Achieving social justice in dignified housing for migrant farmworkers means allowing the workers to decide what is best for their well-being in their living environments.

The other guiding philosophy within this design project is the theory of radical rest. All workers

deserve the time and space to rest and recover from their jobs. The philosophy of radical rest identifies rest as a tool for self-preservation from oppressive systems. Migrant farmworkers typically work 10-13 hours daily, six days per week. Access to spaces that allow rest and recovery might improve their well-being.

Radical rest theory was developed and popularized by BIPOC writers and poets, such as Audre Lorde and Tricia Hersey. It recognizes the systems of oppression that persist in overworking marginalized folks and people of colour to silence and render them too tired to fight against injustice (Bessette, 2021). Migrant farmworkers are an overworked and silenced population in Canada. Incorporating physical spaces for rest into the design is a guiding framework of this project. Hersey's organization, The Nap Ministry, establishes rest as "a form of resistance and name[s] sleep deprivation as a racial and social justice issue" (Hersey, n.d., para. 1).

3.3 Housing Needs

SAWP theoretically requires housing inspections before workers' arrival, though evidence shows the inspections seldom occur. Employment and Social Development Canada administers an inspection checklist, which intends to ensure housing is adequate. However, the items primarily focus on the building structure, which is essential, but there are only two criteria relating to landscape design and planning - highlighted in **orange** on the following pages. Overall, the standards set by Employment and Social Development Canada are a good starting point, but they require improvement to ensure workers live in dignified environments.

Employment and
Social Development CanadaEmploi et
Développement social CanadaPlease Print
PROTECTED WHEN COMPLETED - B

SCHEDULE F

HOUSING INSPECTION REPORT

SEASONAL AGRICULTURAL WORKER PROGRAM AND AGRICULTURAL STREAM

This Housing Inspection Report is to be used by an authorized inspector with appropriate certification from the relevant level of government. The employer or a business representative, holding a position of authority within the business, must be present at the time of the inspection. The inspection of the accommodations where foreign agricultural workers will live temporarily must be performed prior to their arrival in Canada. Individual housing inspections must be submitted with the application for a labour market impact assessment (LMIA) for each location where the temporary foreign workers will be housed.

Employers are responsible for any costs that may be associated with having the housing inspected. Under no circumstances can employers recover these costs from the temporary foreign worker.

Please note that where provincial or territorial (P/T) employment, health and safety standards exceed those in this report, P/T standards will prevail.

Personal Information Collection Statement

The information you provide on this form is collected by Employment and Social Development Canada (ESDC) under the authority of the *Immigration and Refugee Protection Act* (IRPA) and *Immigration and Refugee Protection Regulations* (IRPR), for the purpose of providing a Labour Market Impact Assessment (LMIA) in accordance with these statutes. Completion is voluntary; however, failure to complete this form will result in your LMIA application not being processed.

The information you provide may be shared with Citizenship and Immigration Canada (CIC) for the administration and enforcement of the IRPA and IRPR as permitted by the *Department of Employment and Social Development Act* (DESD Act), and may be accessed by the Canada Border Services Agency (CBSA) for the purpose of issuing work permits at Ports of Entry. ESDC may also provide information to CBSA in order for that agency to investigate and enforce the IRPA and IRPR in relation to an LMIA.

The information may also be shared with provincial/territorial governments for the purpose of administration and enforcement of provincial/territorial legislation, including employment standards and occupational health and safety legislation, as permitted by the DESD Act. The information may also be used by ESDC for inspections, policy analysis, research and evaluation in relation to the entry and hiring of TFWs to Canada or the IRPA.

The information you provide is administered under Part 4 of the DESD Act and the *Privacy Act*. You have the right to access and request correction of your personal information, which is described in Personal Information Bank PPU 440 and PPU 171 of Info Source. Instructions for making formal requests are outlined in the Info Source publication available online at infosource.gc.ca.

A person, who contravenes a provision set out under sections 126 or 127 of the *Immigration and Refugee Protection Act* (misrepresentation), could be liable to a fine or to imprisonment, or to both. Also, providing inaccurate information, in the context of this application, may lead to an administrative penalty such as being ineligible to access the Program for a period of two years.

BUSINESS INFORMATION					
1. Business Legal Name:			2. Business Operating Name:		
3. Business Mailing Address (including location as determined by the 911 system):		4. City/Town/County/Municipality:		5. Province/Territory:	6. Postal Code:
7. Business Address, if different than mailing address (including location as determined by the 911 system):		8. City/Town/County/Municipality:		9. Province/Territory:	10. Postal Code:
BUSINESS REPRESENTATIVE INFORMATION (if applicable)					
1. Representative Name:		2. Representative Job Title:		3. Telephone Number: Ext.	
HOUSING INSPECTOR INFORMATION					
1. Inspector Name:			2. Inspector Organization:		
3. Inspector ID Number:			4. Telephone Number: Ext.		

HOUSING INFORMATION

1. Housing Address of the workers (including location as determined by the 911 system):	2. City/Town/County/Municipality:	3. Province/Territory:	3. Postal Code:
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HOUSING EXTERIOR**1. What type of housing will be provided to the workers?**

A description of the type of housing is required for record-keeping. Choose the 'Other' option if the type of housing is not listed, and provide a description.

☐ Single Family Dwelling ☐ Apartment ☐ Dormitory/Bunkhouse ☐ Converted Storage Area ☐ Mobile Home

☐ Other (type of housing and description):

60 meters

2. Is the housing located on well-drained ground at least 30 meters (98 feet) from any building intended to be used for sheltering animals or poultry OR separated by a foundation wall?

☐ Yes ☐ No

3. Are the following exterior components of the housing in good condition and weatherproof?

Good condition refers to the components showing normal wear and ageing. The exterior components must be useable and their original purpose must not be impaired. Weatherproof is defined as tight-fitting and not subject to water leaks. If problems beyond the scope of the inspection are identified, the inspector may recommend further action.

The employer is responsible for ensuring that the housing meets the appropriate building code in the jurisdiction where the building is located.

Roof: ☐ Yes ☐ No ☐ Could not be verified Windows: ☐ Yes ☐ No ☐ Could not be verified

Wall Surface: ☐ Yes ☐ No ☐ Could not be verified Doors: ☐ Yes ☐ No ☐ Could not be verified

Downspouts: ☐ Yes ☐ No ☐ N/A ☐ Could not be verified

Gutters: ☐ Yes ☐ No ☐ N/A ☐ Could not be verified

Other components as per provincial and territorial standards (identify and describe):

For exterior components that could not be verified during this inspection or further action is recommended due to:

4. Is the housing detached from any building or surroundings where highly inflammable materials are used or stored?:

☐ Yes ☐ No

5. Is the housing free of safety hazards and/or chemical substances?

☐ Yes ☐ No ☐ Could not be verified during this inspection due to:

6. Are there sufficient rodent-proof garbage containers available outside the housing?

☐ Yes ☐ No ☐ N/A ☐ Could not be verified during this inspection due to:

7. If the housing is a mobile home, has skirting been installed around the bottom perimeter?

☐ Yes ☐ No ☐ N/A ☐ Could not be verified during this inspection due to:

HOUSING INTERIOR

1. Are the following interior components of the housing in good condition and appropriately sealed?

Good condition refers to the components showing normal wear and ageing. The interior components must still be useable and their original purpose must not be impaired. Appropriately sealed is defined as tight-fitting and not subject to drafts of external air. If problems beyond the scope of the inspection are identified, the inspector may recommend further action.

The employer is responsible for ensuring that the housing meets the appropriate building code in the jurisdiction where the building is located.

Ceiling: ☐ Yes ☐ No ☐ Could not be verified Windows: ☐ Yes ☐ No ☐ Could not be verified

Doors: ☐ Yes ☐ No ☐ Could not be verified Walls: ☐ Yes ☐ No ☐ Could not be verified

Floors: ☐ Yes ☐ No ☐ Could not be verified

Other components as per provincial and territorial standards (identify and describe):

For exterior components that could not be verified during this inspection or further action is recommended due to:

Bunk beds are not acceptable

2. Are the ceilings in the living space at least 2.13 meters (7 feet) high?

Ceilings, in all living spaces, must be at least 2.13 meters (7 feet) high to ensure that workers have enough headspace to walk comfortably and that there is enough space for bedroom bunk beds.

☐ Yes ☐ No ☐ Could not be verified during this inspection due to:

3. Is a permanent heating system that can maintain a temperature ranging between 20 to 23.5 degrees Celsius (68 to 75 degrees Fahrenheit) available within the housing?

A room temperature ranging between 20 to 23.5 degrees Celsius (68 to 75 degrees Fahrenheit) is the minimum standard. Portable space heaters cannot be used as the primary source of heating for any living space within the housing.

☐ Yes ☐ No ☐ Could not be verified during this inspection due to:

4. Is there adequate and suitable lighting by artificial means in the housing?

The housing must have adequate and suitable lighting by artificial means. Rooms should be equipped with easily accessible light switches and fixtures to minimize the need for human movement into darkness and to reduce the chance of accidents and injuries.

☐ Yes ☐ No ☐ Could not be verified during this inspection due to:

5. Is there adequate ventilation by either natural or artificial means in the housing?

To prevent poor air quality, adequate ventilation by either natural means (e.g. windows) or artificial means (e.g. ceiling fans) is required.

☐ Yes ☐ No ☐ Could not be verified during this inspection due to:

6. Do all the windows and doors in the housing have screens covering all openings to the outside?

Screens, typically made of aluminum or fiberglass that is stretched across a frame, are required to prevent the entry of flies, mosquitoes and other pests into the housing. All screens must be in good shape and not torn.

☐ Yes ☐ No ☐ Could not be verified during this inspection due to:

7. Are there sufficient rodent-proof garbage containers available inside the housing?

Installation of sufficient rodent-proof garbage containers promotes the proper disposal of garbage between collections. Garbage containers should be rust resistant, water tight, large enough to store, and have tight-fitting lids. Although an adequate number of rodent-proof garbage containers should be supplied throughout the housing, it is mandatory to have one container in the kitchen for the disposal of kitchen waste.

☐ Kitchen (mandatory) ☐ Living Room ☐ Dining Room ☐ Bedroom ☐ Other:

☐ Could not be verified during this inspection due to:

Insects of any kind in housing is not acceptable

8. Is the housing interior exempt from all traces of rodents, parasites or ~~(harmful)~~ insects?

☐ Yes ☐ No ☐ Could not be verified during this inspection due to:

9. Are there sufficient basic furnishings (e.g. tables, chairs, couches, shelves) available inside the housing to accommodate the number of workers?

The basic furnishings may accommodate different schedules and shift-work scenarios. In these cases, the number of kitchen chairs, for example, may be lower than the total number of workers.

☐ Yes ☐ No ☐ Could not be verified during this inspection due to:

10. In the case of an emergency, can the housing be readily evacuated?

Each bedroom must have an outside window or door which can be easily opened from the inside and which can provide direct access to a safe place outside the housing. Stairs and porches attached to any entry and exits must be in good condition.

The employer is responsible for ensuring that the housing meets the fire and building code standards in the jurisdiction where the building is located.

☐ Yes ☐ No ☐ Could not be verified during this inspection due to:

11. Is there access to a telephone in working order?

Foreign workers should have access to an on-site telephone or the employer can provide weekly access to a local telephone service.

☐ Access to an on-site telephone in working order ☐ Could not be verified since the employer does not provide access to an on-site telephone

HOUSING INTERIOR: SLEEPING AREAS

1. Are the sleeping areas partitioned from other living areas?

Beds, ~~also defined as bunk beds, pull-out beds and futons,~~ must be located within the assigned sleeping areas.

☐ Yes ☐ No (automatic fail)

2. Are the mattresses' sizes adequate?

At minimum, a twin-size mattress (99 x 109 cm/ 38 x 75 inches) and bed base must be provided for each worker. A double/queen/king size mattress cannot be shared with other workers unless the individuals are married or in a common-law relationship

☐ Yes ☐ No ☐ Could not be verified during this inspection due to:

3. Are all beds at least 20 cm (8 inches) off the floor?

Although the frame of a bed can uniformly rest along the floor, at no times should a bed mattress be any less than 20 cm (8 inches) off the floor.

☐ Yes ☐ No ☐ Could not be verified during this inspection due to:

2 meters (6 feet 7 inches)

4. Is there a minimum distance of 45 cm (18 inches) between all beds?

A minimum distance of 45 cm (18 inches) clearance at the sides of the mattress is essential to allow for comfortable movement.

☐ Yes ☐ No ☐ Could not be verified during this inspection due to:

and physical distancing

5. Is there a storage space/compartment available for each worker?

Each worker should be provided with an adequate storage space/compartment for personal belongings within a reasonable distance from the bed. ~~It is recommended that the employer provides a storage space/compartment that can be locked.~~

☐ Yes ☐ No ☐ Could not be verified during this inspection due to:

lockable storage is required

HOUSING INTERIOR: PERSONAL WASHING FACILITIES

1. Are the personal washing facilities partitioned from other living areas?

Assigned personal washing facilities must be located within the housing and must include showers, toilets and hand-washing provisions near the toilets. No personal washing facility can open directly into any room used for the preparation, storage, or serving of food.

☐ Yes ☐ No (automatic fail) ☐ Could not be verified during this inspection due to:

2. Are toilets and showers guarded with privacy barriers?

Toilets and showers must be guarded with opaque privacy barriers (e.g. doors, shower curtains) and include a locking device that can be activated from the inside. Standing urinals are acceptable if personal washing facilities have a closed door to partition them from other living areas. All portable toilets require walls, a roof and a door.

☐ Yes ☐ No (automatic fail) ☐ Could not be verified during this inspection due to:

3. Are all toilets operational, in good working condition, and sanitary?

All toilets should operate efficiently, be in good working condition. The term sanitary is defined as a hygienic toilet that is free from elements, such as filth or pathogens, which could endanger the health of a foreign worker.

☐ Yes ☐ No ☐ Could not be verified during this inspection due to:

4. Have hand washing provisions been installed near toilets?

Hand washing provisions are required to prevent the spread of germs and disease.

- ☐ Yes ☐ No (automatic fail) ☐ Could not be verified during this inspection due to:

5. Is there access to adequate on-site laundry facilities? six

There must be one washer and one dryer available for every ~~10~~ workers as well as clotheslines on the premises.

laundry facilities must be located within 100 meters of housing

- ☐ Adequate ratio, good working order ☐ Inadequate ratio or not in good working order (automatic fail)
- ☐ Could not be verified since there are no on-site laundry facilities and the employer will provide weekly access to a local laundromat.

6. Are all the appliances clean and in good working condition?

All appliances must be clean and free of any waste (e.g. refrigerator interiors must be clear of any old food or spills, oven interiors free of any grease or residue). The appliances must also be in good working condition, useable and repaired immediately if broken or malfunctioning. Adequate refrigerator space for food storage can be provided with one refrigerator for every 6 workers.

- Refrigerators: ☐ Yes ☐ No ☐ N/A Ovens ☐ Yes ☐ No ☐ N/A
- Microwaves: ☐ Yes ☐ No ☐ N/A Stoves ☐ Yes ☐ No ☐ N/A
- Hot plates: ☐ Yes ☐ No ☐ N/A

- ☐ Could not be verified during this inspection due to:

max. three workers per full-sized refrigerator

7. Is there an adequate amount of protective food storage and cupboard space available within a reasonable distance from the kitchen?

- ☐ Yes ☐ No

WATER SUPPLY AND SAFETY

1. Is the drinking water from a public drinking water system or a private water supply?

- ☐ Public drinking water system (e.g. municipality) ☐ Private water supply (e.g. well)

2. If the drinking water is from a private water supply, can the inspector get a copy of the water quality test result showing that the water is safe to drink?

Employers whose water is from a private water supply must have the water in the provided housing tested to ensure it is safe to drink. Failure to provide a copy of the test result will result in failing the housing inspection.

- ☐ Not applicable as employer has a public drinking water system
- ☐ Yes ☐ No (automatic fail) ☐ Waiting for the test result

Results due: _____
(YYYY-MM-DD)

3. Is there a constant supply of hot and cold water?

There must be a readily available supply of hot and cold water of sufficient volume, pressure, and temperature for drinking, washing, food preparation, and laundering.

- ☐ Yes ☐ No (automatic fail) ☐ Could not be verified during this inspection due to:

FIRE SAFETY
1. How many fire extinguishers are available within the housing? An adequate number of fire extinguishers have to be available near all room exits and it is mandatory to have one in the kitchen. Employers are responsible for ensuring workers know how to operate the fire extinguishers. Number of exits: _____ Number of extinguishers: _____
2. Where are the fire extinguishers located within the housing? Failure to demonstrate that one fire extinguisher is located in the kitchen will result in a failing the housing inspection. ☐ Kitchen near exit (mandatory) ☐ Living room near exit ☐ Dining room near exit ☐ Bedroom near exit ☐ Other: _____
3. Are the fire extinguishers provided within the housing operational and fully charged? Employers must have a certificate indicating that the fire extinguishers within the housing are being recharged every 6 years by a fire service, and that the fire extinguishers are being inspected every year. Employers are responsible for ensuring that the housing meets the fire code standards in the jurisdiction where the housing is located. ☐ Yes ☐ No ☐ Could not be verified during this inspection due to: _____
4. Are all fire extinguishers easily accessible at all times? All fire extinguishers must be nearby and within reach in case of emergency. It is recommended that all fire extinguishers are at least 3 meters (10 feet) away from an oven/stove and should be mounted. ☐ Yes ☐ No
5. Do all fire extinguishers have, at minimum, an ABC rating? Multi-purpose dry chemical fire extinguishers labeled ABC put out most types of fires: wood, paper, flammable liquids and electric fires. ☐ Yes ☐ No
6. How many smoke detectors are installed within the housing? An adequate number of operational, clean, and dust-free smoke detectors should be installed within the housing. It is mandatory to have one smoke detector outside each bedroom/sleeping area and in the kitchen. Number of smoke detectors: _____
7. Where are the smoke detectors located within the housing? Failure to demonstrate that one smoke detector is located outside each bedroom/sleeping area and in the kitchen, will result in a failing the housing inspection. ☐ Outside each bedroom/sleeping area (mandatory) ☐ Kitchen (mandatory) ☐ Living room ☐ Dining room ☐ Other: _____ ☐ Could not be verified during this inspection due to: _____
8. Have all smoke detectors been securely mounted and tested to ensure they are operational? Smoke detectors should be tested at least once a month and replaced every year. ☐ Yes ☐ No ☐ Could not be verified during this inspection due to: _____

OCCUPANT CALCULATION	
	25 270
a.	Total living space (square meters/square feet): _____ / 7 square meters ≈ 75 square feet) per person = _____
b.	Number of showers: _____ x 40 (1 per 40 workers) = _____
c.	Number of toilets: _____ x 40 (1 per 40 workers) = two _____
d.	Number of sinks in washroom: _____ x 7 (1 per 7 workers) = two _____
e.	Number of ovens or stoves: _____ x 6 (1 per 6 workers) = two _____
f.	Number of fridges: _____ x 6 (1 per 6 workers) = two _____
What is the lowest value in boxes a. through f.): _____ * Note: - Portable toilets are not included in the occupant calculation. - Each worker must have his/her own bed. * Figures indicate the maximum number of workers permitted within the inspected housing.	
INSPECTION RESULT	
The following criteria are mandatory and will automatically give rise to a housing inspection failure if they are not respected: - rodent proof garbage containers in the kitchen and housing exterior - sleeping quarters and facilities are partitioned from other living areas - personal washing facilities partitioned from other living areas - toilets and showers guarded with privacy barriers (e.g. doors and shower curtains) and include a locking device that can be activated from the inside - hand washing provisions installed near toilets - fire extinguisher that meets the appropriate Provincial/Territorial fire code standards in kitchen - smoke detectors that meet the appropriate Provincial/Territorial fire code standards outside each bedroom/sleeping area and kitchen - in the case of an emergency, the housing can be readily evacuated - drinking water supply test result by a private service proving that water supply is safe to drink - on-site laundry facilities compliant in ratio and in good working order, unless weekly transportation to a local laundromat is provided; - access to an on-site telephone in working order or a weekly access is provided to a public telephone Inspection Result: ☐ Pass ☐ Pass (including items that could not be verified during the inspection) ☐ Fail If, and when "passed" or "passed with follow-up conditio" the inspection, the housing is suitable for a maximum of _____ workers. If "passed with follow-up conditions", the employer must demonstrate that all follow-up conditions have been completed within 60 days of application receipt by Service Canada. Employers may submit an attestation complete with a detailed description of the follow-up action taken, supported by invoices, receipts and/or photos.	

List of follow-up actions requested by the authorized inspector to meet inspection standards:

1.	
2.	
3.	
4.	
5.	
6.	
7.	
8.	
9.	
10.	
If there are more than ten actions to be followed-up, list them on a separate sheet.	

Date by which all follow-up actions are to be completed by: _____
(YYYY-MM-DD)

General comments (use a separate sheet, if needed)

Were photographs taken during inspection? ☐ Yes ☐ No

DECLARATION OF HOUSING INSPECTOR

I have read and understand the Personal Information Collection Statement and the Housing Inspection Report content. I declare that the information provided in this Housing Inspection Report is true, accurate and complete.

☐ Yes ☐ No

Signature of Inspector

Printed Name of Inspector

Date
(YYYY-MM-DD)

IMAGE CREATED FROM EMPLOYMENT & SOCIAL DEVELOPMENT CANADA

DECLARATION OF EMPLOYER							
I understand that a copy of this Housing Inspection Report will be shared with ESDC/Service Canada for the administration of the Seasonal Agricultural Worker Program (SAWP), and the Agricultural Stream. ESDC/Service Canada requires this information in order to assess the Labour Market Impact Assessment (LMIA) application. Should I not consent to disclosing this Housing Inspection Report to ESDC/Service Canada, I will not be considered for the SAWP or the Agricultural Stream and will receive a negative LMIA. I have read and understand the Personal Information Collection Statement and the Housing Inspection Report content. I declare that the information provided in this Housing Inspection Report is true, accurate and complete. ☐ Yes ☐ No <table border="0" style="width: 100%;"><tr><td style="width: 35%; text-align: center;">_____ Signature of Employer</td><td style="width: 30%; text-align: center;">_____ Printed Name of Employer</td><td style="width: 10%; text-align: center;">Date</td><td style="width: 25%; text-align: center;">_____ (YYYY-MM-DD)</td></tr></table>				_____ Signature of Employer	_____ Printed Name of Employer	Date	_____ (YYYY-MM-DD)
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ESDC EMP5598 (2018-01-001) E

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The previous chapters established a general idea of what SAWP workers are currently missing in their environments. These generalizations help to form an essential list of requirements to guide the design and planning of migrant farmworker housing developments. In addition to the research, the requirements are also based on experience and education in landscape design. Ideally, the inspection report would develop in tandem with participating migrant farmworkers; however, the circumstances of this project did not allow for

collaboration. The current housing inspection report includes essential features for worker housing. However, it misses interior, structural, and landscape criteria that establish healthy and dignified living conditions. The following figure is an expansion of the current report that includes landscape suggestions to improve the outcome of future inspections. Aside from participation from SAWP workers, the report would ideally develop alongside architects, interior designers, and farmers/property owners.

HOUSING INSPECTION REPORT: SEASONAL AGRICULTURAL WORKER PROGRAM AND AGRICULTURAL STREAM

Landscape Design and Planning Considerations

Is there an accessible, dry path between house entry and road/parking pad? ☐ YES ☐ NO

No accessible path will result in automatic failure. Gravel or wooden planks can be laid to form a path, which must be maintained so that they are free from ridges, cracks, depressions, or any other obstructions.

Is the housing oriented toward natural lighting? ☐ YES ☐ NO

This is required in newly developed housing. If the houses are mobile homes or movable structures, they must be oriented toward natural light. In pre-existing structures, ensure windows are free from obstruction (e.g. move sheds or equipment that block natural light, prune trees or hedges in front of windows).

Is the housing oriented toward greenspace views? ☐ YES ☐ NO

See above.

Are there clotheslines outside of housing? ☐ YES ☐ NO

Adapt according to local bylaws (if any). Clotheslines should be accessible, but should not block windows or doorways. Clotheslines should not be tied around trees to avoid damage.

Is there a boot scraper and hose near house entry? ☐ YES ☐ NO

Lack of boot scraper and/or hose will result in automatic failure.

Is there accessible outdoor seating and table(s) on level, well-drained ground? ☐ YES ☐ NO

Lack of accessible outdoor seating will result in automatic failure.

Is the outdoor seating area shaded? ☐ YES ☐ NO

Outdoor seating must be shaded. (E.g. umbrellas, pergolas, shade trees, walls)

Can individuals sit 2 meters apart in outdoor seating areas? ☐ YES ☐ NO

Social distancing must be possible in outdoor common areas, otherwise automatic failure.

Is there artificial lighting on path and seating area for night-time use? ☐ YES ☐ NO

Outdoor paths and spaces must be well lit so residents feel safe. Residents must state that they are satisfied with level of illumination outdoors.

Is there garden space (preferably raised garden beds) for workers to grow food? ☐ YES ☐ NO

Is there space for outdoor recreation? (E.g. lawn or level surface with sports equipment) ☐ YES ☐ NO

Is there equipment for outdoor cooking? (E.g. barbecue, smoker, fire pit, etc.) ☐ YES ☐ NO

Outdoor cooking tools are recommended, especially if requested by residents.

Is there a lockable storage unit to store sporting equipment and/or bicycles? ☐ YES ☐ NO

Storage should be located in dry area on site to prevent rot and damage to equipment.

3.4 The Importance of Participation and the Research Ethics Process

Involving migrant farmworkers in their housing design is highly supported within this project. While designers can translate needs into a built form, migrant farmworkers are the only people who understand what they need in a housing development.

The intention in the mid-stages of this project was to host a focus group with several migrant farmworkers in Manitoba to discuss what their hopes are for the future of working in Canada. For migrant farmworkers who were not fluent in English, the team must include a translator familiar with basic design concepts to relay the information as thoroughly as possible.

However, challenges with obtaining permission from the University of Manitoba Research Ethics Board interfered with the research project's completion. The application process involved discussions with a local migrant rights advocate and volunteer, Brother Thomas Novak, and translation help from a Hispanophone friend, Andrea Garcia. Many discussions with the Research Ethics Board and Brother Thomas revolved around how to host a focus group most ethically.

In the end, the official policies of the Research Ethics Board and the nuances of working with migrant farmworkers were not complementary, and I canceled the focus group to avoid making any ethical mistakes amongst all the complex requirements. The Research Ethics Board has many strict rules involving the interview process to ensure participants are safe. However, with a population hesitant of authority due to their temporary status and precarious employment

conditions, bureaucratic processes can be intimidating and break the trust between workers and researchers.

The design process must also include farmers' input. Farmers are most knowledgeable about their land and can aid in the planning of housing developments. Farmers are resourceful individuals who could provide insight into the landscape of which outsiders lack knowledge. The final results of a project completed in collaboration between designers, farmers, and migrant farmworkers would be robust and sensitive to the land and residents.

3.5 Prototype Design

The points in the revised Housing Inspection Report, shown on page 47 must be fulfilled before migrant farmworkers arrive for the work season. These points are crucial to better living environments but do not represent the entire design approach to dignifying migrant farmworkers' living conditions. In addition to an updated housing inspection report, this project aims to provide a physical representation of the elements that should exist within the SAWP housing landscape.

The challenge of overhauling housing conditions for a nationwide program is about striking a balance between a generalized approach that raises the current standard of living and responding to each site's unique conditions. It is not appropriate to apply one standard model to all housing sites across Canada; the design approach must be flexible and adaptable based on the site, context, and needs of the residents. Based on these criteria, a prototype design is the most appropriate method. Cherney et al. (2019) state that a prototype design is based on users' needs

and can be refined until an optimal result is reached. They reiterate the importance of interdisciplinary collaboration; “by involving a broad variety of stakeholders and end users throughout the entire process, the design team ensures the solutions reflect the collective lived experience” (Cherney et al., 2019, para. 9).

The prototype approach must be modular and adaptable to a range of conditions. A “kit of parts” approach allows for a mix-and-match approach where components are inserted into the landscape according to the site’s needs. The inspiration for this concept comes from the modularity and adaptability of IKEA’s furnishing and organization systems.

Each part is a simple base of the design elements that should fit into the landscape. They are adaptable to the budget and sites into which they will be placed. Every design application needs to include all components, but the complexity and cost will vary depending on the project.

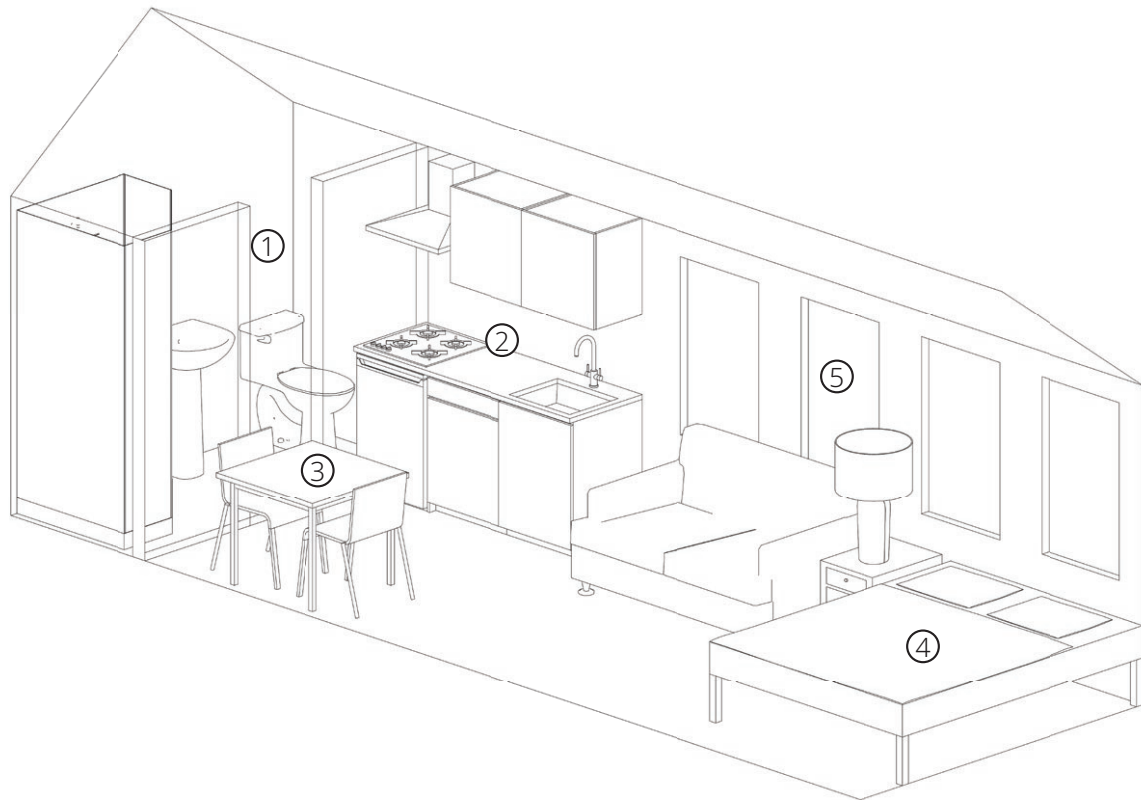
The kit of parts includes:

- decent housing
- outdoor boot scraper and wash
- laundry facility
- outdoor rest and gathering spaces
- gardening space
- outdoor kitchen
- outdoor dining
- outdoor recreational space
- accessible pathways
- outdoor lighting



The images above are an example of IKEA’s modular design. The components in each image are the same, but they are arranged differently in each example.

DECENT HOUSING



- ① Private bathroom
- ② Kitchen/kitchenette
- ③ Dining table and chairs
- ④ Mattress and bed frame
- ⑤ Operable windows

CONTEXT

[a] Space available and number of workers will determine building footprints and building types. [b] Existing buildings should be evaluated for re-use or renovations. [c] Rural locations will differ from urban locations depending on service roads, availability of resources, and construction. urban locations will differ due to bylaws and building codes. [d] Context will determine building materials; architects are encouraged to use local materials for cost effectiveness.

VARIATIONS

[a] Single person “tiny home” or unit. [b] Unit with 2 bedrooms; 2 people share a kitchen and bathroom. [c] Row housing. [d] Apartments or multi-unit facilities. [e] 25 square meter minimum size for a single-occupancy unit. [f] Mobile homes or trailers. [g] Number of workers will determine housing type. 1-40 workers in houses, tiny homes, etc. 40+ workers in apartment complex.

CONFIGURATION

[a] No housing units can be located adjacent to livestock, chemical, or fuel storage facilities. [b] No housing units should be located in areas where elevation is lowest on site. [c] All housing units should have south-facing windows. [d] All housing units should have views of green space or natural elements. [e] All housing units should include a **dry** place to sit outdoors. [f] Where bylaws permit, housing units should have access to clotheslines. [g] All housing units should have operable windows and heating/cooling systems. [h] All housing must have indoor plumbing.

USES

[a] Sleeping. [b] Dining. [c] Resting. [d] Phoning family and friends. [e] Private conversations. [f] Cooking. [g] Hobbies.

EXPERIENTIAL QUALITY

[a] Feels bright and clean. [b] Feels and looks well-kept: no mold, cracks, chipped paint, etc. [c] Feels fresh, not stuffy or cramped. [d] Safe.

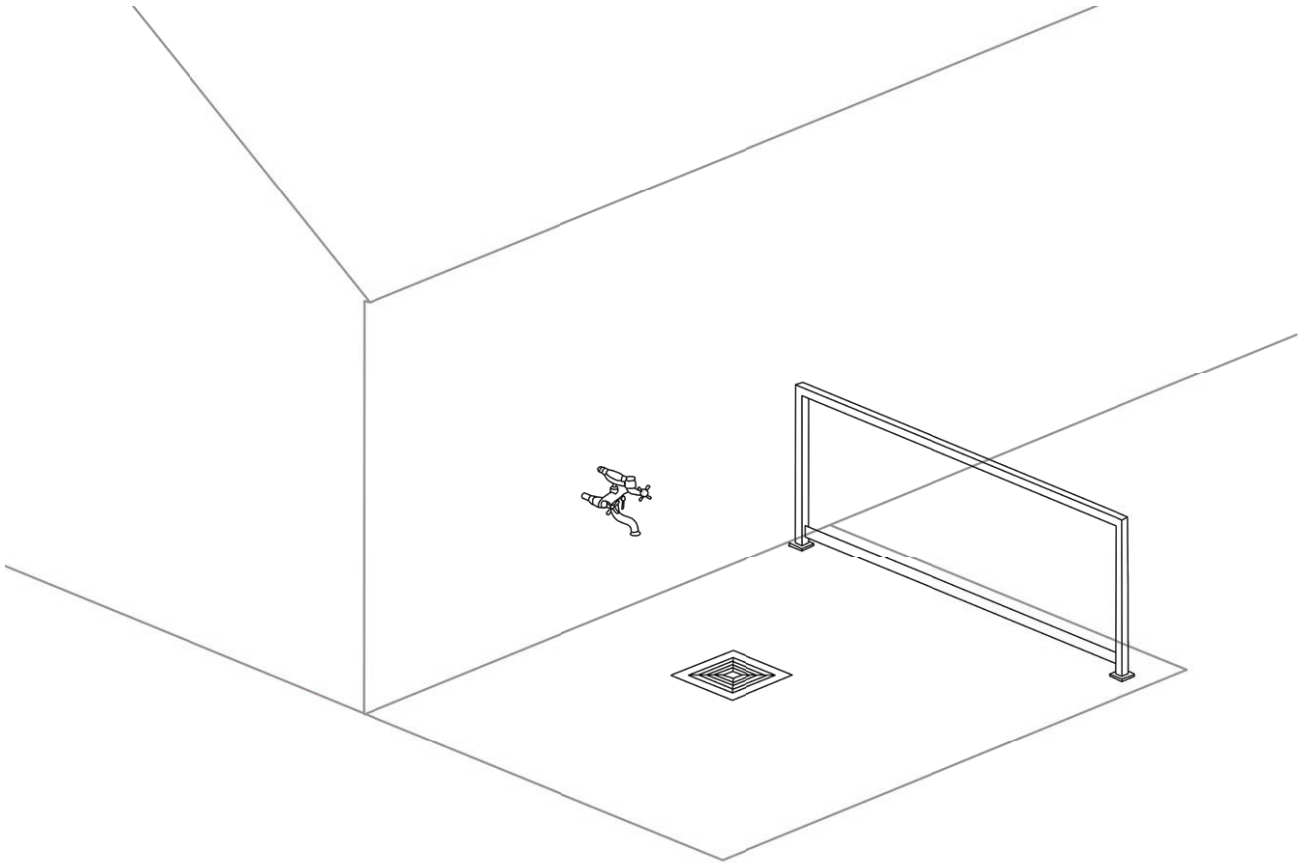
MATERIALS

[a] High quality, longlasting, affordable, naturally derived, easy to clean. [b] Recycled materials, including recycled doors and windows. [c] Maintenance regime required: All units painted every eight years (minimum), all soft furnishings replaced every 5 years (minimum), and professional cleaning at least once per month.

OTHER

[a] Wi-fi included. [b] Full-length mirrors for tick checks. [c] Lockable doors. [d] Lockable storage OR storage in a private lockable space. [e] Good condition furniture included. [f] Household items (utensils, cookware, appliances, etc.) included.

OUTDOOR BOOT SCRAPER AND WASH



CONTEXT

[a] Extent and materials will vary widely depending on site location and soil type. [b] Muddy, clayey soil will need boot scrapers. [c] Sandy, rocky soils may emphasize seating and collection bins for dumping out aggregate from boots. [d] may instead look like benches out in the fields so boots can be emptied whenever it is needed. [e] Fine, dusty soil may need a few hoses or wet towel dispensers to wipe layer of dust from boots.

VARIATIONS

[a] In places where workers have bicycles, include stand for bike wash and bike tools for repairs. [b] Larger option for group use. [c] Smaller options outside individual housing units. [d] Simple variation includes a boot scraper and a hose or spigot. [e] Complex variation includes benches, boot scraper, grey-water recycling, and outdoor showers.

CONFIGURATION

[a] Must be located on well-drained soil [b] Include collection basin or drain if soil is not well-drained. [c] Locate in central area between road/parking pad and housing. [d] Locate in micro-climate where wind is low to ensure water and soil are not sprayed on users.

USES

[a] Cleaning soil from boots to reduce dust and soil tracked into housing. [b] Washing clothes or equipment if they are extremely dirty before bringing into laundry facility.

EXPERIENTIAL QUALITY

[a] Quick and efficient.

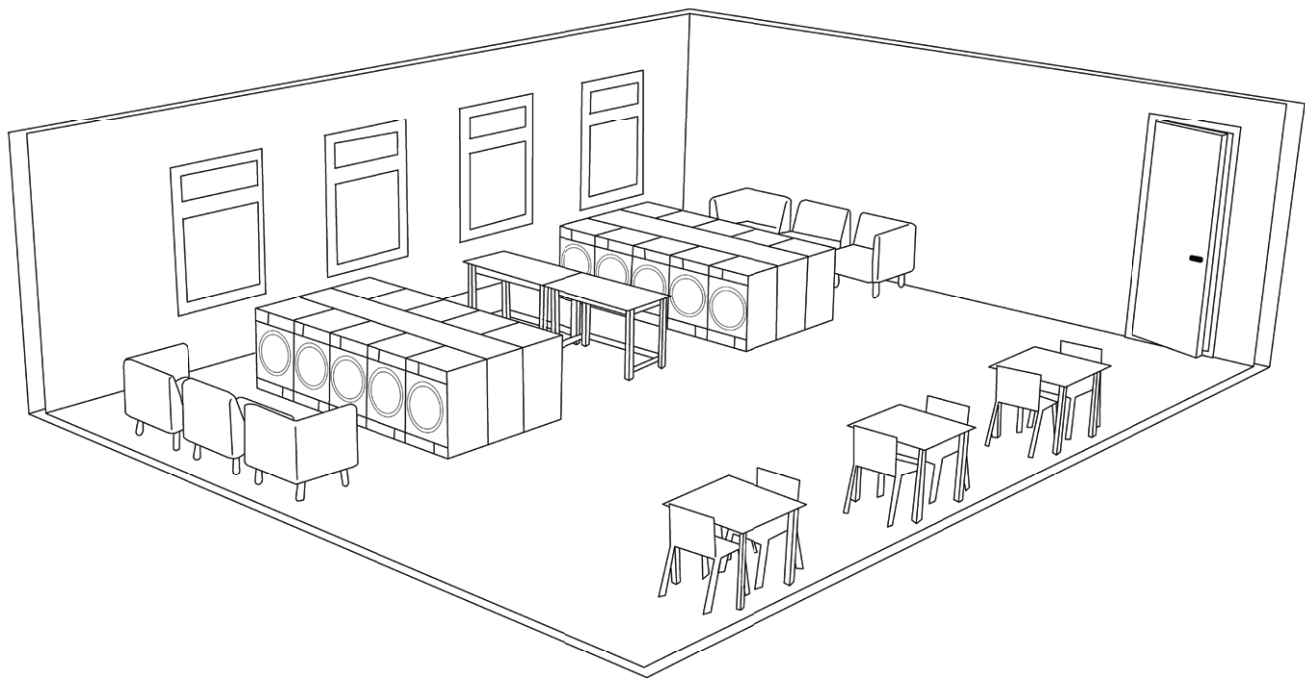
MATERIALS

[a] Safe for use with water. [b] Rot and insect resistant, e.g., PVC, pressure-treated wood, cedar, stone, stainless steel.

OTHER

[a] Land must be graded away from buildings.

LAUNDRY FACILITY



CONTEXT

[a] If housing is located in a town or urban area, laundry facilities may not be necessary if there is a laundromat next to housing. [b] Rurally located housing requires on-site laundry facilities.

VARIATIONS

[a] If housing is in the form of tiny homes, mobile homes, or trailers, then a separate laundry facility is required. [b] Multi-unit housing, laundry facilities should be located within the building.

CONFIGURATION

[a] Facility needs to be located near water hook-up. [b] When possible, use grey-water recycling system for washing machines.

USES

[a] Wash, dry, and fold clothes. [b] Socialize. [c] Sit and read or watch TV.

EXPERIENTIAL QUALITY

[a] Feels like a social community space. [b] Feels clean and bright.

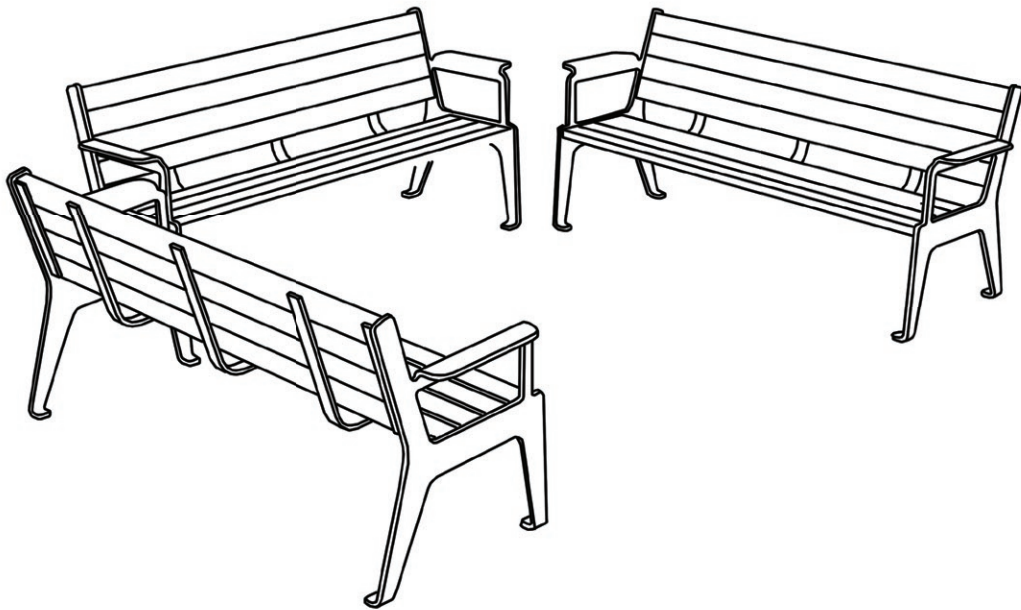
MATERIALS

[a] High-efficiency appliances. [b] Operable windows

OTHER

[a] Collaborate with interior designer and architect for building solutions.

OUTDOOR REST AND GATHERING SPACES



CONTEXT

[a] Type of housing influences design: apartments might have balconies, houses might have porches, etc. [b] Context will affect orientation: in the prairie, orient towards sunset or in a clearing for night stars; in the mountains, orient toward mountain view; near a water body, orient for view and sound of water. [c] Locate near trees for shade and wind break.

VARIATIONS

[a] Hammocks. [b] Benches. [c] Lounge chairs. [d] Lawn chairs. [e] Patio furniture. [f] Include optional enclosure with bug netting. [g] Option to include fire pits in group use areas.

CONFIGURATION

[a] locate on dry land away from standing water. [b] use spaces between buildings for protection from the elements. [c] if site has no shaded areas, plant trees or erect shade structures. [d] large group use areas should be located away from sleeping quarters, or sound-proofing is required.

USES

[a] Small individual configurations for solitary rest. [b] Small group configurations for private conversations. [c] Large group use areas for gatherings and parties.

EXPERIENTIAL QUALITY

[a] Individual spaces: serene, quiet, somewhat secluded, comfortable. [b] Small and large group spaces: inviting, good lighting, comfortable.

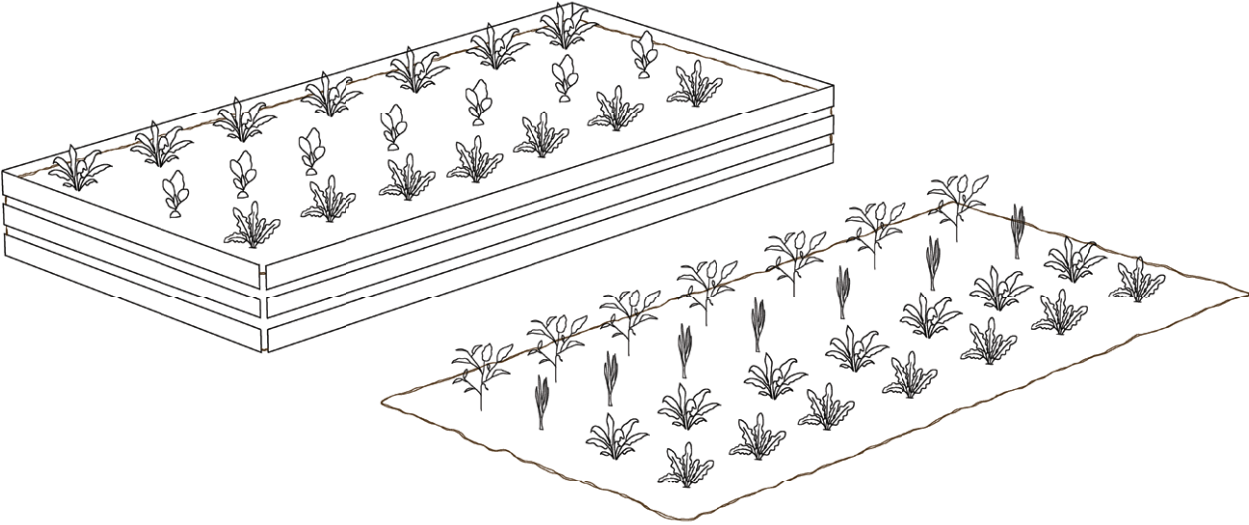
MATERIALS

[a] Re-use or recycle farming materials to make seats. E.g., pallets and crates for benches. [b] Materials must be thermally comfortable. [c] Might use prefabricated landscape and patio furniture.

OTHER

[a] Second-hand furniture and donations are encouraged.

GARDENING SPACE



CONTEXT

[a] Availability of open space and amount of direct sunlight will affect the design. [b] USDA hardiness zone will affect the plants grown, therefore affecting the configuration of the garden plots.

VARIATIONS

[a] Raised garden beds. [b] In-ground gardens.

CONFIGURATION

[a] Can be shaped in whichever way fits on the site, as determined by landscape architect. [b] Generally 9.3 square meters in ground with a row or path every 1.2 meters or so. [b] Raised garden beds are typically 1.2 by 1.2 meters or 1.2 by 2.4 meters and 30 to 60 centimeters high.

USES

[a] Growing vegetables, fruits, and herbs to reduce cost of grocery trips. [b] Growing flowers or other ornamental plants as a hobby.

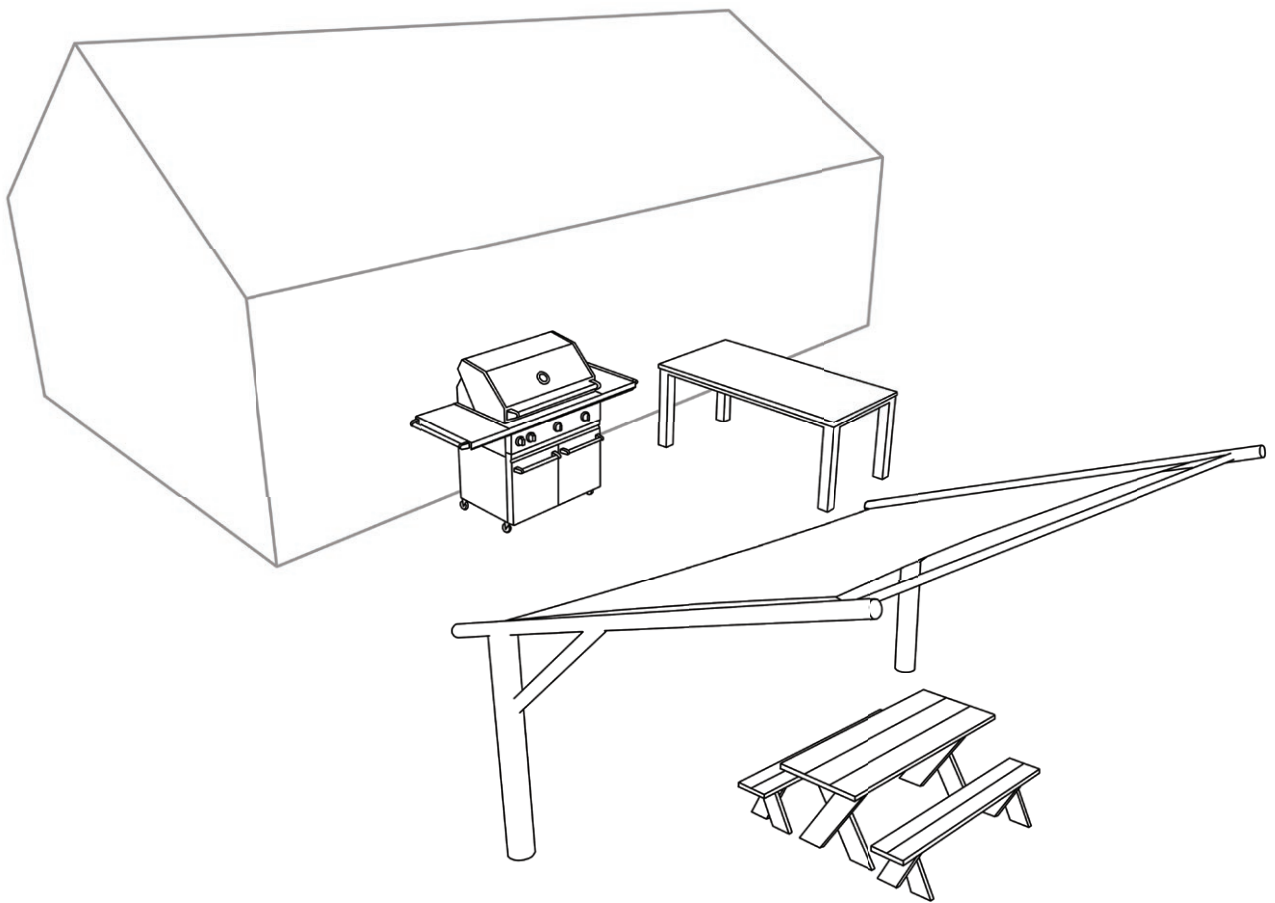
EXPERIENTIAL QUALITY

[a] When possible, use raised garden beds so it is easier on the body and workers get a break from bending over ground.

MATERIALS

[a] Soil: compost from workers food waste and collection of soil from boot wash station. [b] Paths: recycled bricks, paving stones, gravel, or mulch. [c] Garden beds: aluminum, wood, recycled materials.

OUTDOOR KITCHEN AND DINING



CONTEXT

[a] If located in a town or urban area, these spaces would be lockable or inaccessible to the public. [b] If located in windy space, walls or windbreaks would need to be utilized to maximize efficiency of appliances. [c] Contexts with high risk of wildfire should use electric appliances. [d] Drier climates could use partial canopy over cooking and eating areas. [e] Wet climates could have full or retractable overhead canopies. [f] Climates with lots of bugs should have a bug-proof screen around cooking and eating areas.

VARIATIONS

[a] Simplified solution is a barbecue or wood stove and a prep table. [b] Complex solutions could include one or more of gas grill, charcoal grill, wood pellet grill, smoker, electric grill, refrigerator, pizza oven, kitchen island, ice chest, etc.

CONFIGURATION

[a] Located within 50 m of garden plots. [b] Built-in multi-use surfaces, e.g. ledges for sitting or storage. [c] Dining tables could be large and small for more choice. [d] Include some movable chairs and tables, if possible. [e] Kitchen and dining rooms should be connected.

USES

[a] Cooking, dining, sharing meals, having drinks together. [b] Expansion of smaller indoor kitchens. [c] Space for hosting staff parties or gatherings.

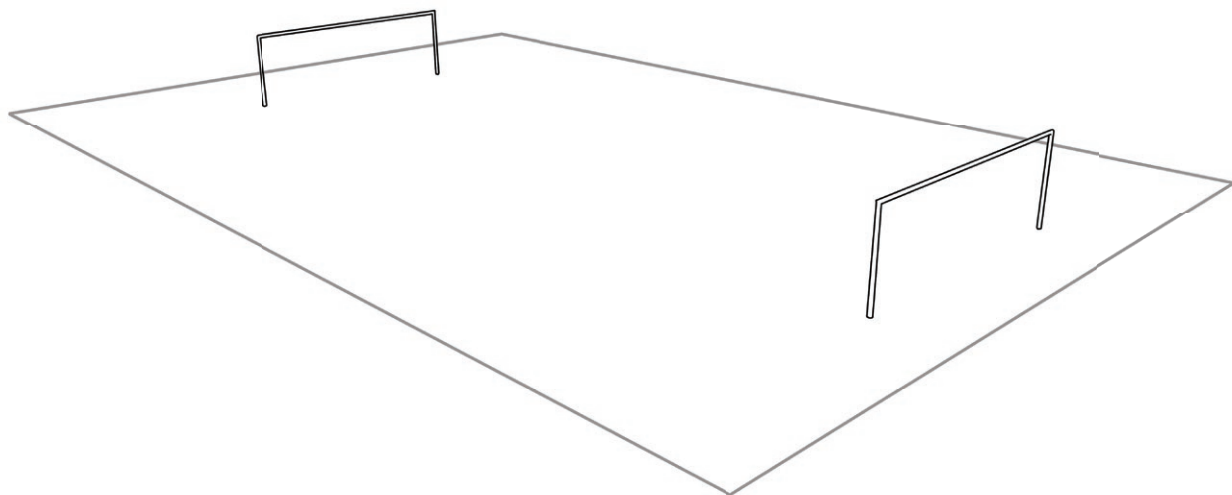
EXPERIENTIAL QUALITY

[a] Warm and inviting. [b] Comfortable seats.

MATERIALS

[a] Seating and tables made from thermally comfortable materials. [b] Kitchen surfaces should be anti-bacterial and easy to clean.

OUTDOOR RECREATIONAL SPACE



CONTEXT

[a] Landscape elements will determine type of recreation: lawn can be used for soccer or other field sports, water body could be used for fishing or swimming if it is safe to do so, concrete lot could be used for basketball, sand could be used for volleyball, nearby trails can be connected for hikes and walks, forest could be used for bird watching.

VARIATIONS

[a] Simple solution involves placing movable sporting nets/goals into existing landscape. [b] Complex solution involves painting lines on court/pitch, installing nets/goals/fishing or swimming docks/etc., and building furniture and storage around the recreational area.

CONFIGURATION

[a] Courts/fields/pitches are oriented north-south wherever possible. [b] Locate outdoor sporting facilities next to trees or shaded area. [c] Locate near potable water source.

USES

[a] Play, entertainment, and exercise for workers during their time off.

EXPERIENTIAL QUALITY

[a] Inviting. [b] Fun and entertaining.

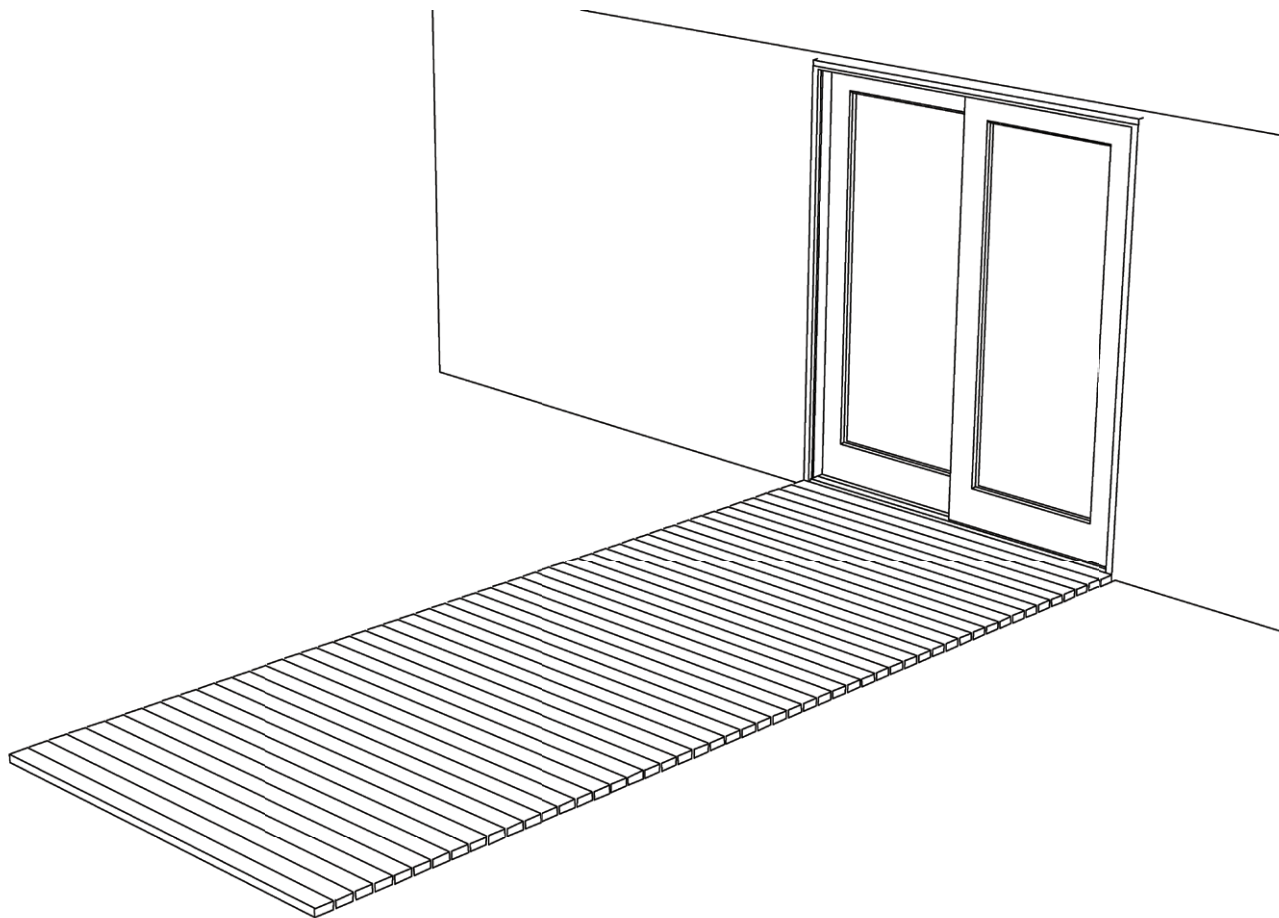
MATERIALS

[a] Materials used will depend on the type of recreational activity located on site.

OTHER

[a] Workers on site must be consulted for their recreational preferences. [b] Location should be located where there is good air quality.

ACCESSIBLE PATHWAYS



CONTEXT

[a] Site's ground and soil will determine type of paths. [b] If site is on poorly drained soil, pathways should be solid, e.g. paving blocks or asphalt. [c] Dry sites may utilize gravel pathways.

VARIATIONS

[a] Pallets can be used as boardwalks if a quick, cheap solution is needed. [b] Permanent solutions should be utilized on sites where workers return annually.

CONFIGURATION

[a] Paths must connect each item in the kit of parts to the road and/or parking.

USES

[a] Connecting buildings and features within the landscape.

EXPERIENTIAL QUALITY

[a] Paths should be easy to walk on. [b] Paths should be clean and free from soil build-up to prevent dirt from entering housing.

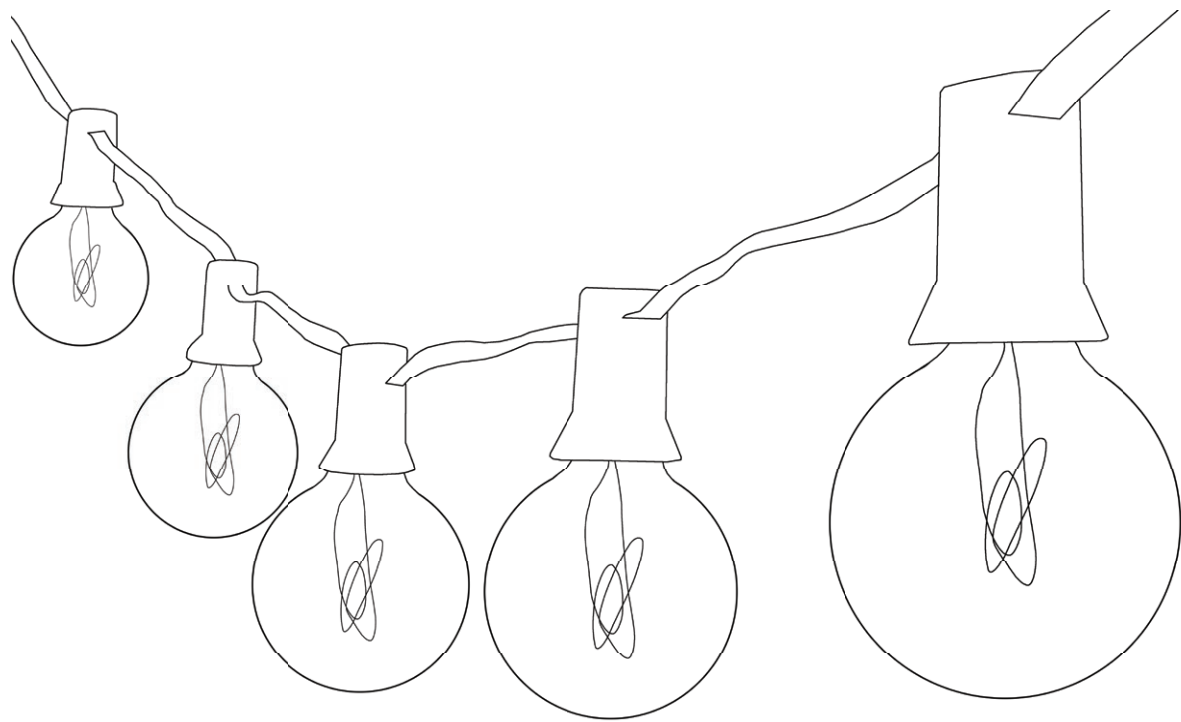
MATERIALS

[a] Gravel. [b] Asphalt. [c] Concrete. [d] Paving stones. [e] Wood. [f] Recycled materials, e.g. wood, bricks, paving stones, pallets, etc.

OTHER

[a] Paths should be free from obstruction and large cracks.

OUTDOOR LIGHTING



CONTEXT

[a] Outdoor lighting is necessary in all contexts. [b] Sites in a town or urban area will require fewer outdoor lights than a rural location if there is ample street lighting.

VARIATIONS

[a] Simple solution includes commercially available patio lighting, string lights, outdoor sconces, solar path lights. [b] Complex solution includes custom lighting.

CONFIGURATION

[a] Little or no lighting next to bedroom windows. [b] Overhead lighting in outdoor recreation areas. [c] Ambient lighting around paths and gathering spaces.

USES

[a] Illuminate outdoor spaces. note: work days are long in the SAWP, so workers' free time in the evenings occur when the sun is low or has set, especially in later summer months.

EXPERIENTIAL QUALITY

[a] Use lighting to create the feeling of warmth and comfort in the evenings.

MATERIALS

[a] Use solar-powered lighting as often as possible to lower electricity usage.

3.6 Site Selection and Analysis

The site and context of a project are crucial to the design process. This project is unique because it is a prototype design intended to be constructed across Canada. However, the prototype will be applied to a specific site to show how the development's context affects decision-making. The prototype design portion of the project consciously breaks the status quo of a landscape architecture project.

Typically, landscape architects investigate and analyze the site to inform their designs. For example, before conceiving a concept, the designer will explore aspects of the place, including history, hydrology, culture, and more, to curate a project that fits within the narrative of the place. The site usually informs design potential, inspiring spatial design, form, and design elements. While the layers of place are important in this project, the approach to site and context differs. Each application of the prototype design would have the same basic elements, but the site determines how those elements fit into the landscape, shaping each project into a unique place. Thus, the prototype design is the building block of the project, and the site and context inform the application of the basic elements.

The landscape architect should work with the farmer or landowner during the site analysis phase because farmers know their land better than anyone else. Combining landscape architects' and farmers' technical expertise builds a strong design foundation.

The site design in section 4.2 will demonstrate why context exploration is vital for each site and how to apply the principles to a specific place.

3.6.1 Site Selection

Site selection is one of the most crucial steps

in designing dignified housing for migrant agricultural workers. Regardless of the location of the housing, there will be challenges for migrant farmworkers, especially in a program where their protection is a low priority. Environmental design projects can alleviate some of the pressures on the workers; however, the ideal arrangement would involve interdisciplinary cooperation between workers, employers, designers, and government officials.

Choosing a location for the SAWP housing development informed each step in this design practicum. The design team must determine the best housing location, whether on the farm or in a nearby town.

Section 2.1.2 established the drawbacks of living on land owned by one's employer. When workers live and work on the same site, there is a chance of imbalance between work and life. In



Colonia Unidad migrant farmworker housing. (Partee, n.d.)

addition, workers are isolated from neighbours, community members, shops, and services, and they may experience stress due to feeling a lack of privacy from their employers. Locating the housing in a nearby town could alleviate some of these stressors.

Migrant farmworkers in Oregon, USA, have paralleled experiences to workers in Canada – namely, poor housing conditions and social isolation (Farmworker Housing Development Corporation [FHDC], 2019). The FHDC built a housing project, Colonia Unidad, in the City of Woodburn, OR, to provide affordable housing for migrant farmworkers and their families (FHDC, 2019). The development features space to engage in cultural and traditional activities, parking, a community room, a computer lab, laundry facilities and a playground (FHDC, 2019 & FHDC, n.d.). The affordable housing complex houses migrant farmworkers and low-income residents in the

community, allowing migrant workers to interact with their neighbours (FHDC, 2019). Additionally, mixed housing allows migrant farmworkers to transition to other industries without the fear and stress of losing their home. Colonia Unidad welcomes migrants into a dignified community while transitioning from agricultural labour to higher-paying jobs (FHDC, 2019).

In Salinas, California, Tanimura & Antle Farm (T&A) invested \$17 million into an on-farm worker housing development called Spreckles Crossing (Player, 2019). T&A is a massive industrial agribusiness employing more than 800 farm workers (Castellon, 2016). The need for on-farm housing was driven by the exorbitant rent prices in nearby Californian towns; thus, T&A ventured to build housing on one of their properties to provide workers with affordable rent close to their workplace (Player, 2019). A two-bedroom, two-bathroom unit in Spreckels Crossing costs \$1,000



per month, which is affordable compared to the average two-bedroom apartment in surrounding areas costing an average of \$1,610. Spreckels Crossing units include living room furniture, cookware, dinnerware, kitchens, and a television (Castellon, 2016). Onsite, there are multi-purpose rooms, sporting facilities, and a convenience store. The complex is located along a major bus route, so workers can quickly go into town (Castellon, 2016). T&A wanted this project to show their values as a company, and they have benefitted, as their employers have become much more productive since the complex was built (Castellon, 2016; Player, 2019).

The opportunities of off-farm housing are typically in response to the challenges of on-farm housing and vice-versa. Advantages of locating SAWP housing off the farm include increased mobility during their time off, a closer connection to locals, and increased freedom from their employers. When migrant farmworkers are not actively working in the fields and greenhouses, they might want to eat at restaurants, go shopping, visit the library, and do other activities that require a connection to a town or a city. According to an advocate of migrant farmworkers in Manitoba, one group of workers in the Portage La Prairie region enjoy visiting the city to dine at a local Chinese food restaurant. However, workers sometimes rely on a singular driver in their household, who may not always be willing to drive into town for activities (T. Novak, personal communication, January 28, 2022).

Locating housing within walking distance of shops and services removes the barrier between workers and leisurely activities. In Horgan & Liinamaa's study (2016), workers noted that isolation from towns constrained their lives. Migrant Rights Network published an interview in 2020 where the migrant farmworkers involved in the study stated that they did not want to live and work in the same

location because it is too socially isolating.

Connection to the community can help migrant farmworkers form lasting relationships with locals, which improves general well-being. For example, a few former migrant farmworkers in Nova Scotia met their spouses in communities surrounding the farm, allowing them access to residency in Canada (Horgan & Liinamaa, 2016). However, transportation to and from work would need to be organized if workers lived in town. Not all workers have driver's licenses, and it is unreasonable to expect them to buy or lease a car. Ideally, employers would pay for transportation, but that might not be feasible for small farms. Perhaps local transit authorities, churches, or community groups could organize bus rides from town to the farm and back every day, but this would require a lot of planning and resources.

Additionally, agricultural landscapes are typically isolated from towns and cities, so workers would need to add a commute onto their already long days. For farms located within or near towns and cities, commute times would be short, and transportation would be more accessible. Especially if the site location has a comprehensive regional transportation system, off-farm housing could be an ideal project location.

In contrast, on-farm housing eliminates the problem of the daily commute. After a long and exhausting day of work, it helps to access your housing as soon as possible. On-farm housing works best if employers provide employees with a vehicle for going into town. On-farm housing is more realistic for employers because they already own the land for the housing. Their rural location means they do not have to follow the strict bylaws of cities and towns.

Additionally, on-farm housing is standard; therefore, many farms likely have already built

infrastructure to accommodate workers. If the site is appropriate for housing but needs upgrades, materials and infrastructure can be used to develop dignified living conditions. Evaluating each site helps to decide what elements can be enhanced and what needs to be changed. The reuse of existing materials is environmentally conscious, and it lowers the cost of construction.

There is validity to on- and off-farm housing. Designers must decide which option suits the workers and employers best. Some considerations in choosing the location of housing include:

- What is the distance between the farm and the closest city or town?
- Is there a regional transportation system between the farm and the town?
- How affordable are rent prices in the city or town?
- What infrastructure currently exists for housing at the workers' place of employment?
- Are there multiple farms employing SAWP workers within the local context?
- Are there union or advocacy offices nearby?
- What is the quality of the surrounding landscape both in the town and on the farm?

These questions help determine the most appropriate location for worker housing. If the worksite is more than a fifteen-to-twenty-minute commute from town, workers likely will not benefit from off-farm housing because they have the added stress of a commute, making their long workdays even longer. Furthermore, the availability of transportation might determine the housing location. Off-farm housing could be ideal in an area where public transportation connects rural locations with cities or towns. SAWP housing in an area like Middlesex County, ON, could function well in towns or small cities because of its inter-community transportation system, Middlesex County Connect (see Middlesex County, n.d.).

If it is not appropriate to locate the housing on-farm or in a nearby city or town, another option is to locate the housing away from the farmer's property but nearby in a rural area. This approach establishes a boundary between the workers' home and work lives without creating a transportation problem.

The kit of parts serves as a starting point to improve SAWP worker housing. Each component is a suggestion for a more livable landscape. The next section of this project contextualizes the kit of parts on a site in a best-case scenario application, which will be discussed in the Reflections chapter.

The site is in Treaty One territory on a berry farm southeast of Portage la Prairie, Manitoba. The Portage la Prairie region is home to several farms that employ seasonal agricultural workers, including Jeffries Nurseries Ltd., Connery's Riverdale Farms, and Mayfair Farms, confirming the presence of SAWP workers in this landscape.

Choosing a specific site was not easy. Firstly, the project was completed throughout the COVID-19 pandemic, so extensive travel was not feasible. Secondly, since farmland is private property, site data is not readily available to the public. Thus, I chose a site that I could access despite these challenges. I have a personal connection to a former farm employee, and their understanding of the landscape filled in the gaps where information was not readily available.

The farm's name will remain anonymous because this exercise aims to show how the kit of parts fits into an agricultural landscape. The choice of location is not indicative of the quality or conditions of this business. A former employee and a local migrant rights advocate both spoke highly of this business's approach to SAWP housing; therefore, the choice to apply the project to this site is not to malign the farmers, should readers recognize the location.

TEMPORARY FOREIGN WORKERS in the agricultural sector, 2016 to 2018



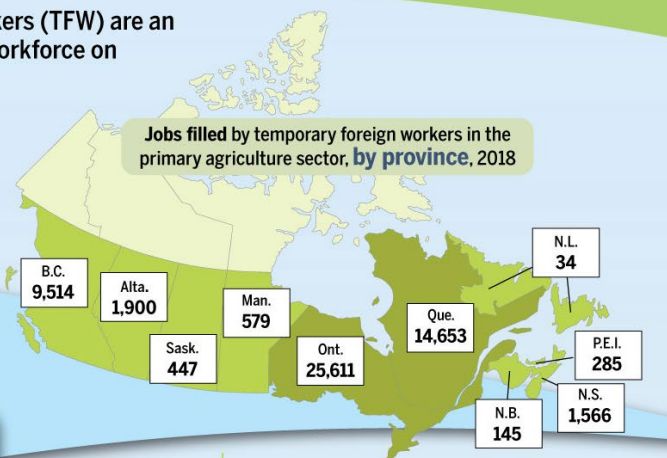
Temporary foreign workers (TFW) are an important part of the workforce on Canadian farms.

In 2018, they filled **54,734 jobs** on **3,846 farms**, primarily in Ontario and Quebec.

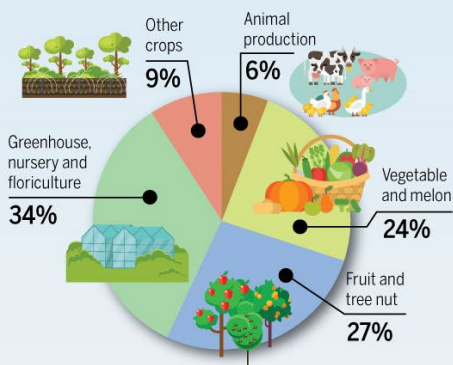
Jobs filled by temporary foreign workers in the agricultural sector, 2016 and 2018

2016	2018
48,585	54,734

Jobs filled by temporary foreign workers in the primary agriculture sector, **by province**, 2018



The majority of **jobs filled** by TFW in 2018 were in **greenhouse, nursery and floriculture production**.



In 2018, there were TFW from almost **100 countries** working in agriculture in Canada.

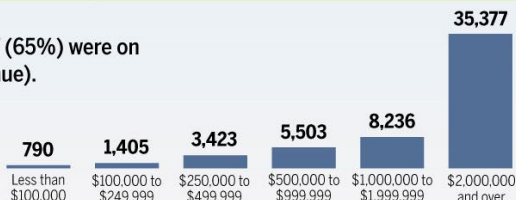
Almost **90%** of these temporary foreign workers came from **just three countries**, in 2018.

Mexico - 51%
Guatemala - 20%
Jamaica - 18%



In 2018, the majority of **jobs filled** by TFW (65%) were on large farms (\$2,000,000 or more in revenue).

Number of **jobs filled** by temporary foreign workers in the agriculture sector, **by revenue**, 2018



Source: Statistics Canada (2020). Temporary Foreign Workers File, 2016-2018. Excludes Territories.

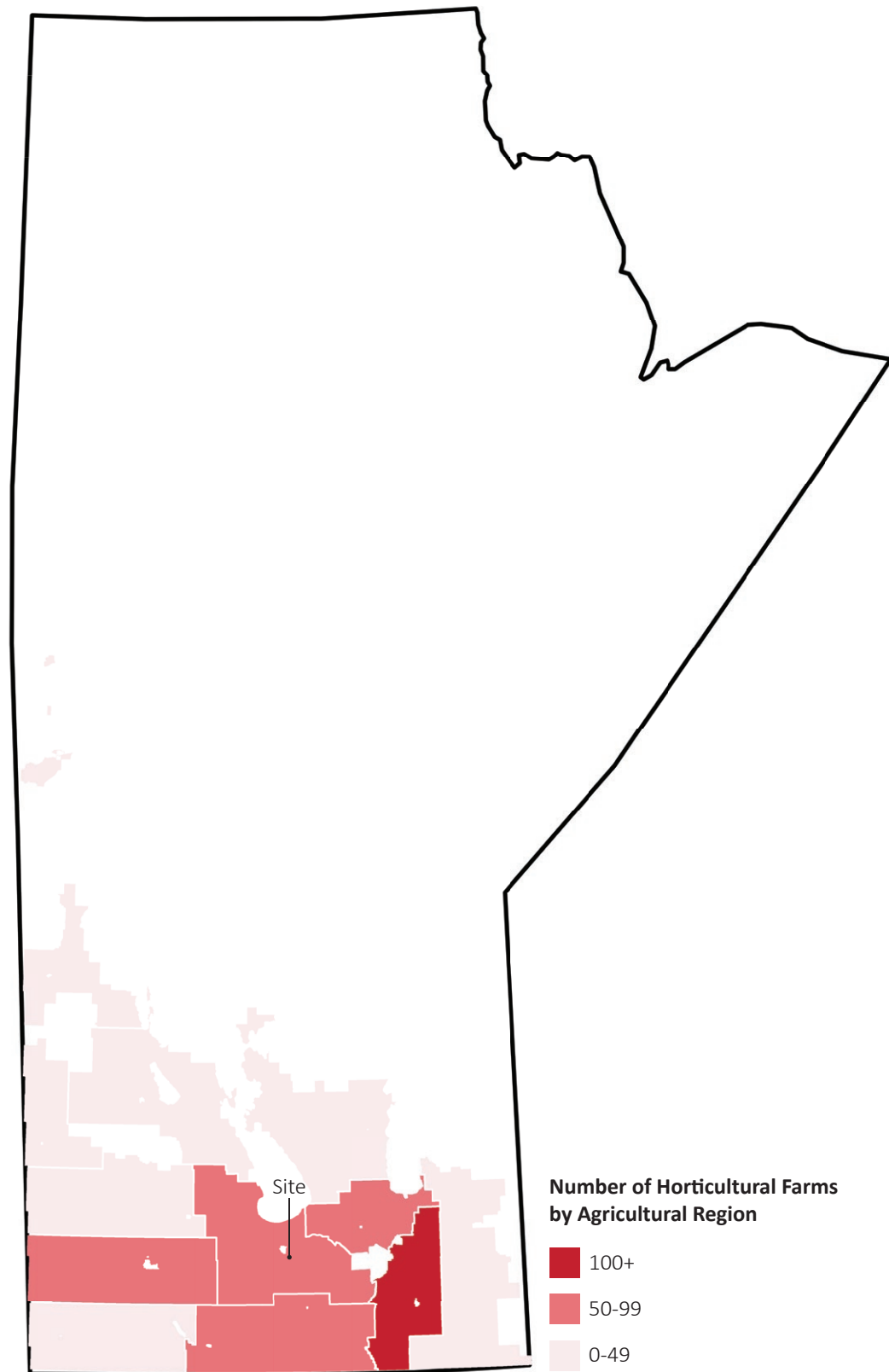
© Her Majesty the Queen in Right of Canada, as represented by the Minister of Industry, 2020

3.6.2 National Context

Manitoba has the median number of temporary foreign agricultural workers in Canada. While the number is low compared to Ontario and Quebec, there is a growing need for agricultural workers. The Canadian Agricultural Human Resource Council (2016) estimates that 4900 agricultural jobs in Manitoba will be vacant by 2025. The current agricultural workforce is ageing, with the majority aged 45 years and older; "by 2025, 30% of the workforce will be lost to retirement" (CAHRC, 2016, p. 3).

3.6.3 Provincial Context

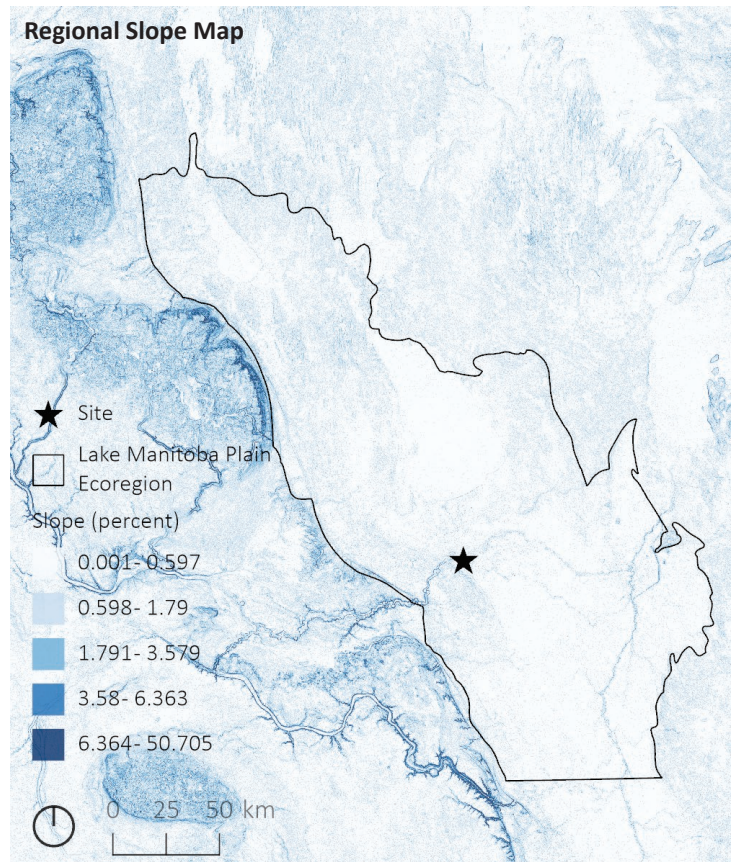
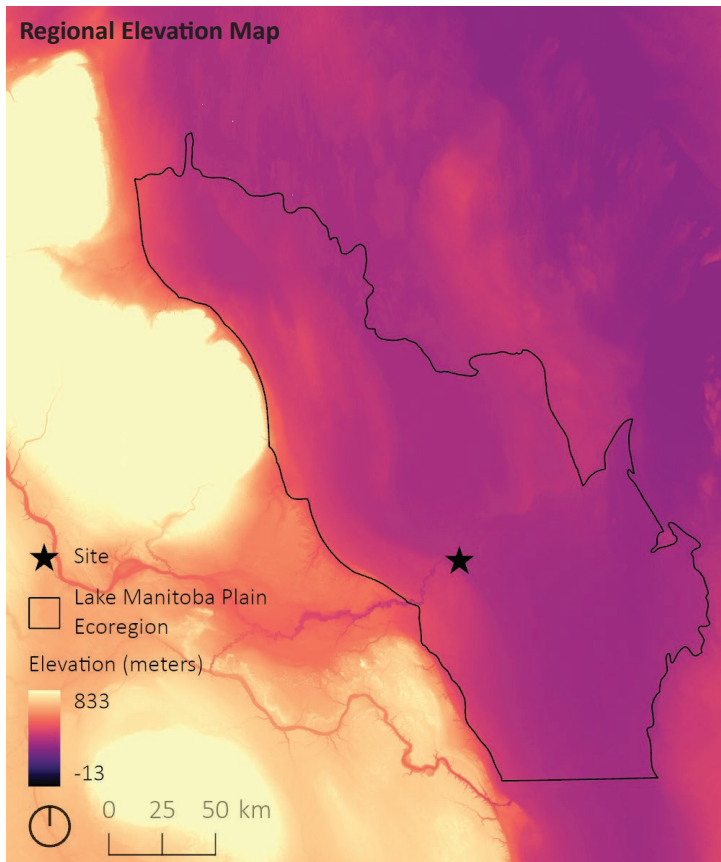
SAWP workers are employed on horticultural farms, which are concentrated in southern Manitoba. The areas in dark pink and red on the map (right) are the areas where SAWP workers are most likely to be employed within Manitoba.

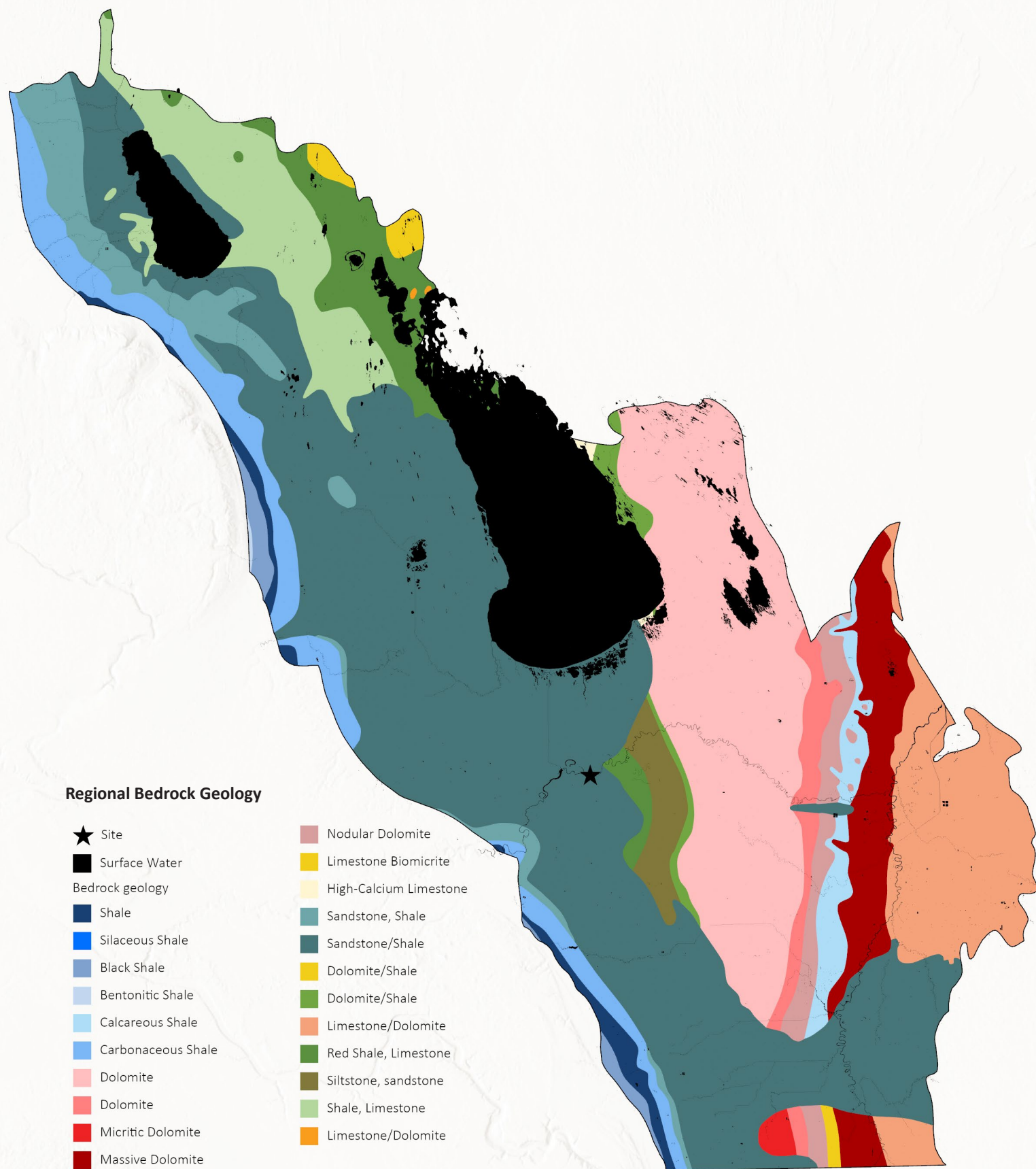




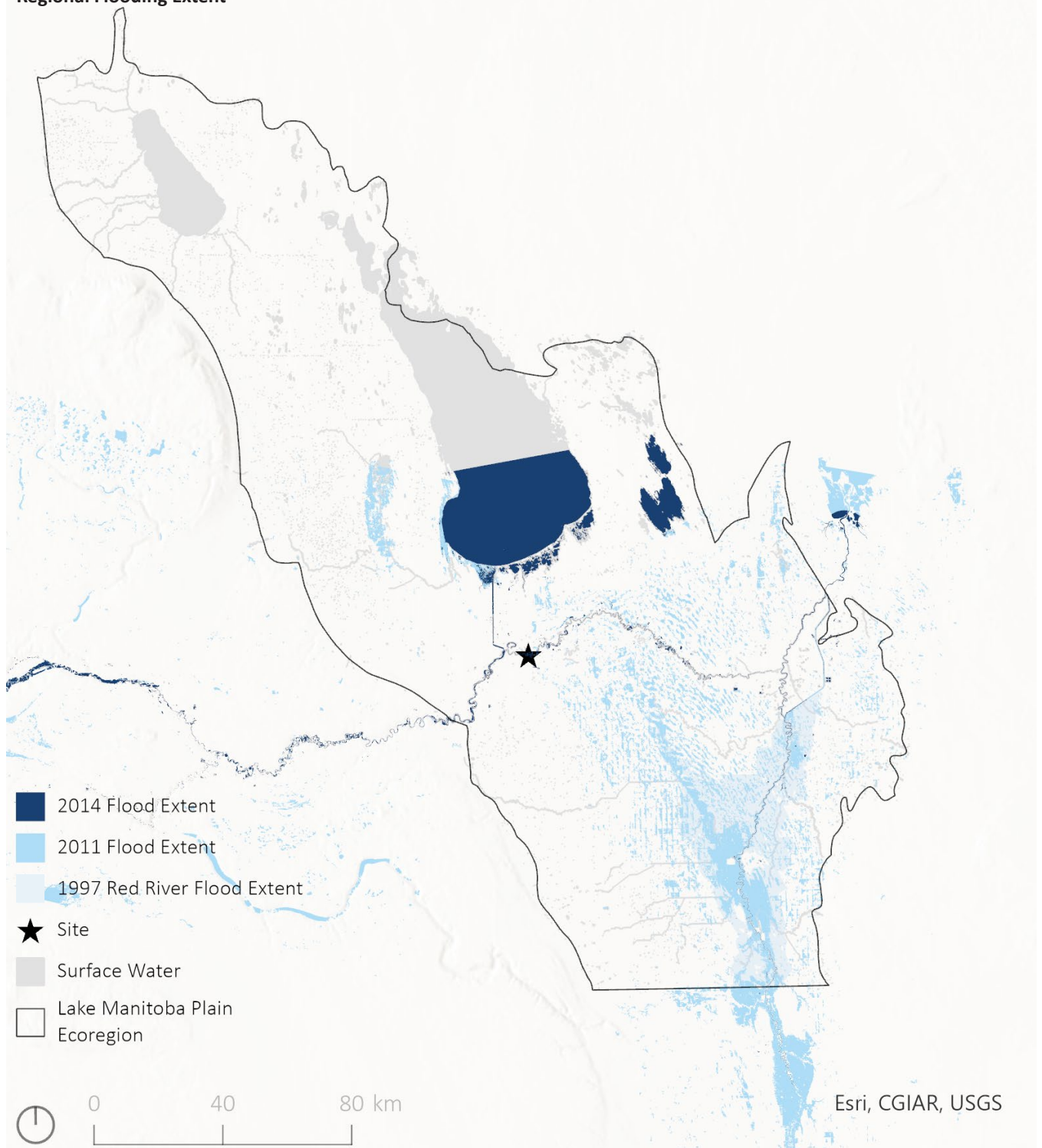
3.6.4 Regional Context

The site is in the Lake Manitoba Plains Ecoregion, part of the Prairie Ecozone. The prairies' flat terrain lends itself to an agricultural landscape. Lake Manitoba Plain is "the lowest and most level of the three prairie steppes" (Smith et al., 1998, p. 245). The continental glacier and glacial Lake Agassiz influenced the shape of the region's landscape. The Manitoba Escarpment marks the region's western edge (Smith et al., 1998).

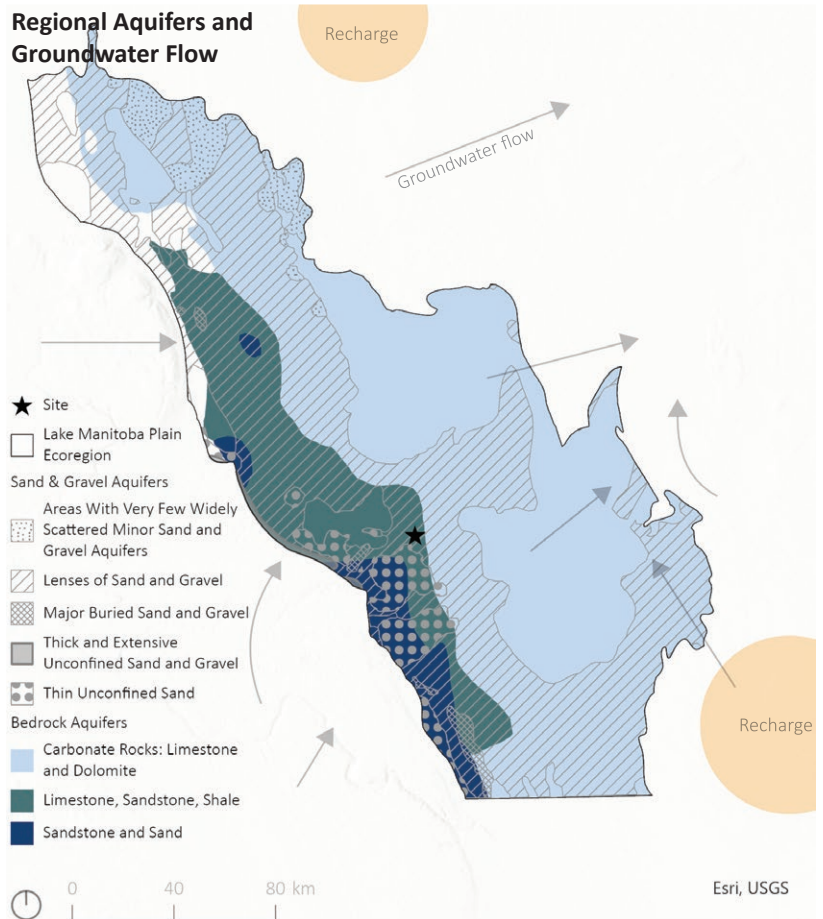




Regional Flooding Extent



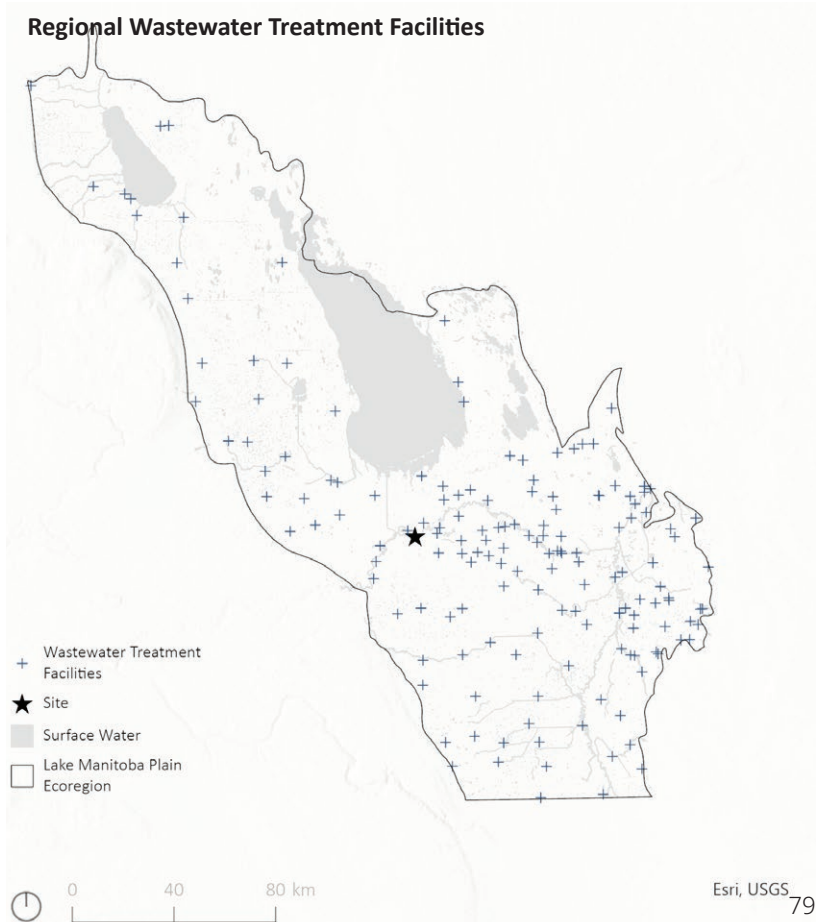
Regional Aquifers and Groundwater Flow



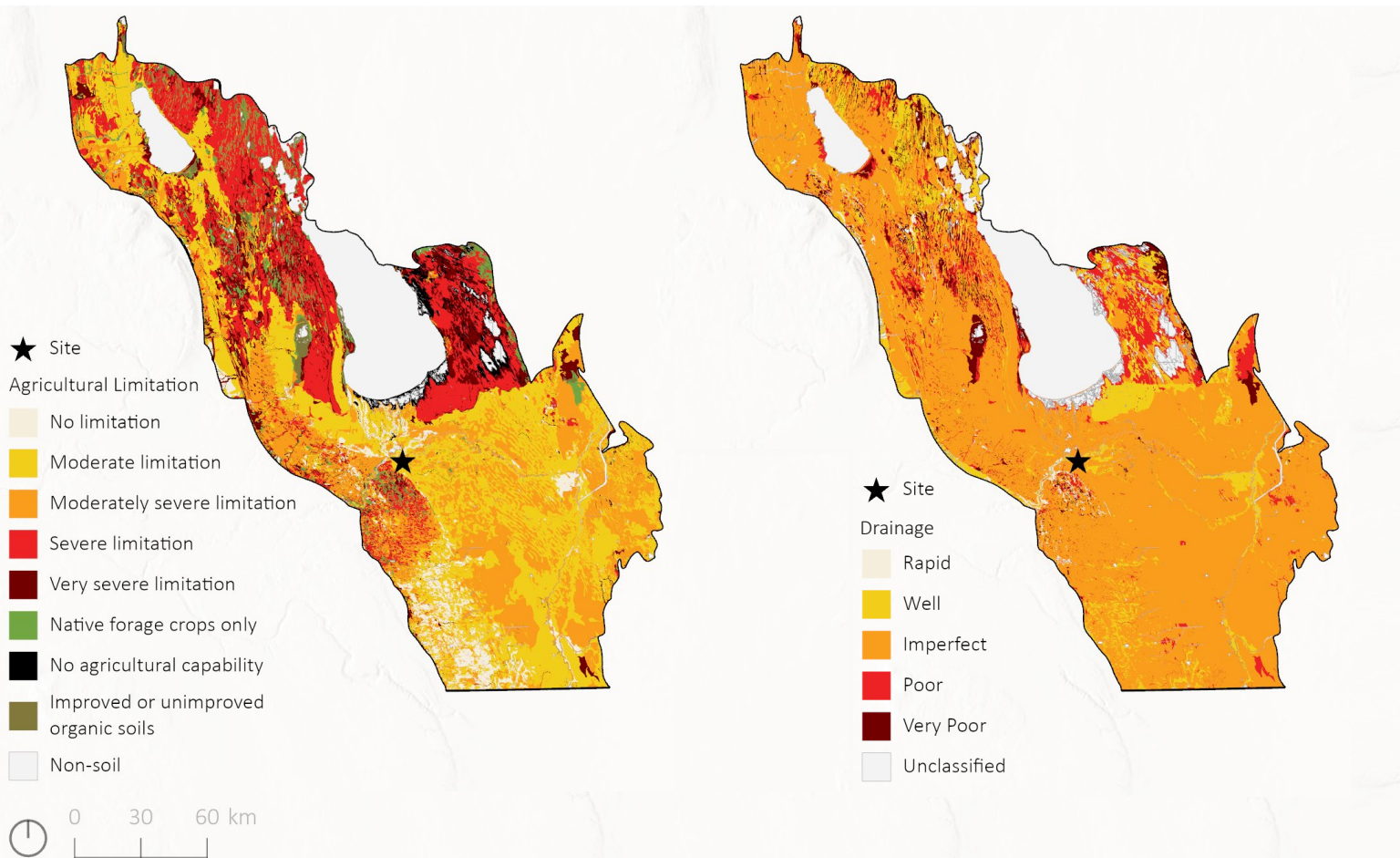
The site's location is in an area that is less flood-prone than other parts of the region. The Red River Basin is the most flood-prone part of the region. Generally, groundwater flows in a northeast direction toward Lakes Manitoba and Winnipeg.

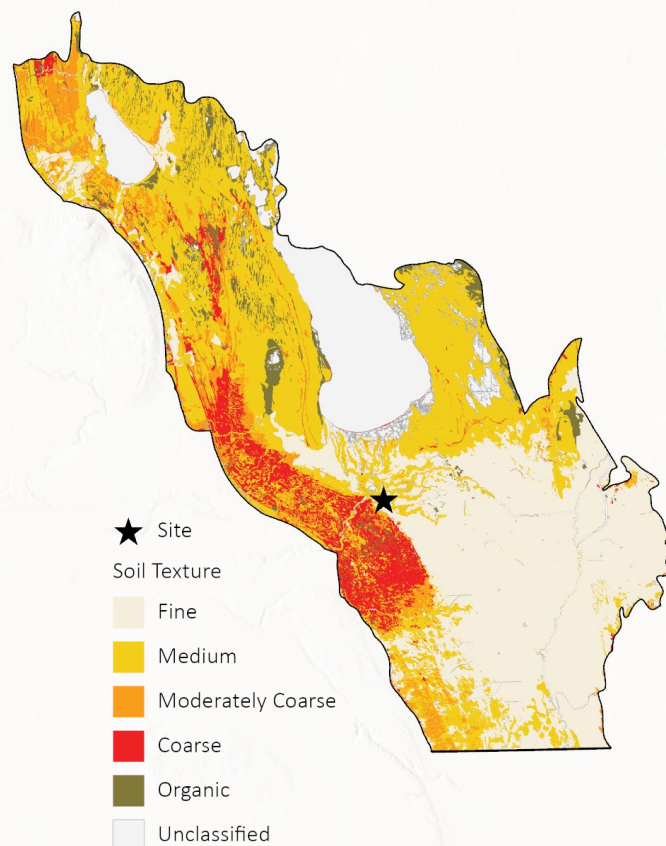
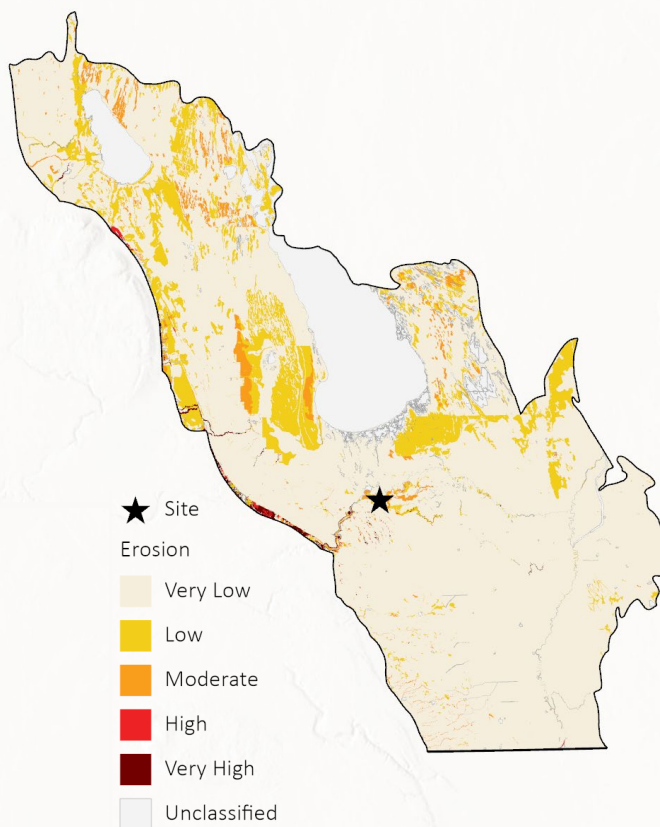
The region's hydrology affects design decisions made for SAWP housing developments. The site is not within the regional floodplain, so flood mitigation is not a significant concern. However, the designer would consider ways to keep the housing dry and mould-free if the site were flood-prone. Additionally, since wastewater treatment facilities are nearby, the site does not need to consider on-site water storage and treatment.

Regional Wastewater Treatment Facilities



Regional Soil Characteristics



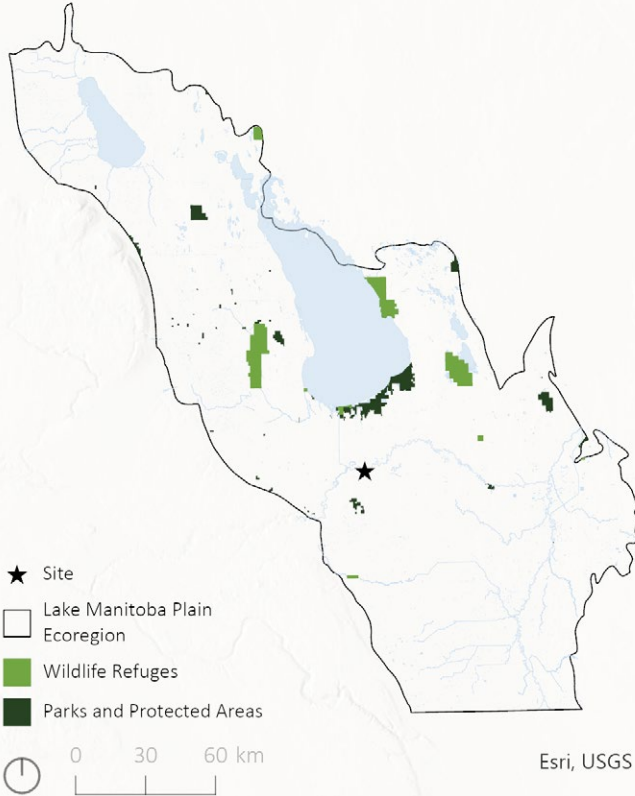


Esri, USGS

Good quality soil is figuratively as valuable as gold in the agricultural landscape. The high amount of farms in the region is not a coincidence; Smith et al. (1998) state that “some of the most productive agricultural soils in Manitoba are found in this ecoregion” (p. 245).

Regardless of the location, design projects must protect and enhance soil quality. If possible, develop housing in areas with lower agricultural capability. The designer might include soil stabilization efforts on sites susceptible to erosion.

Regional Natural Areas



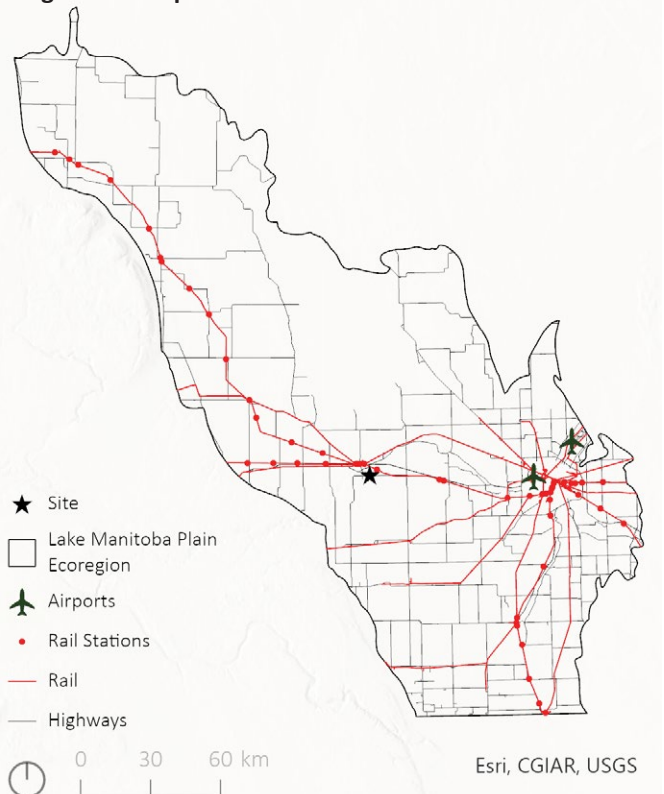
The region's natural areas are closest to Lake Manitoba. If a park or nature preserve was adjacent to the site, the designer might consider connecting the two places.

Typical vegetation in the region includes trembling aspen, bur oak, fescue grasses, June grass, wheat grasses, Kentucky Bluegrass, wetland grasses and cattails, sedge, and willows. White-tail deer, rabbits, waterfowl, ground squirrels, and coyotes are common fauna species found in the region (Smith et al., 1998).

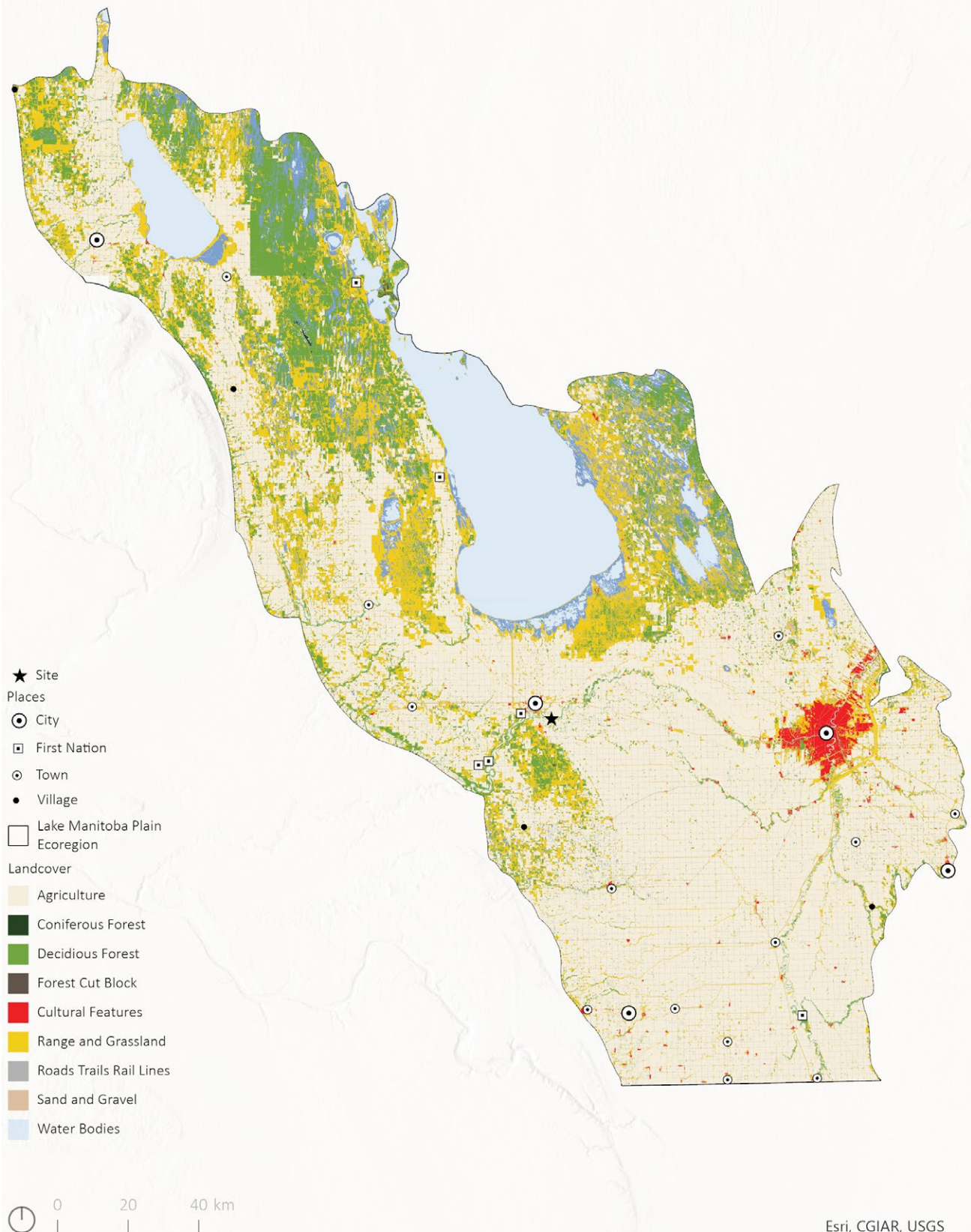
Winnipeg is the region's population centre and the hub of the region's transportation system.

Agriculture, range, and grasslands dominate the land use of the region; "Production of spring wheat and other cereal grains by continuous cropping and dryland methods dominates the agriculture of the ecoregion. Oilseeds and hay are more prevalent in the northern section of the plain" (Smith et al., 1998, p. 245).

Regional Transportation



Regional Land Use







- ① Portage la Prairie, MB
- ② Site
- ③ Assiniboine River
- ④ Housing site
- ⑤ Work site
- ⑥ Housing for permanent workers
- ⑦ Trailers and campers
- ⑧ Lawn and garden space

3.6.5 Site Context

The site is on Treaty One territory on a farm southeast of Portage la Prairie. As discussed in section 3.6.1, the site choice does not reflect the quality of this farm or its ethics. The site is nestled in a bend of the Assiniboine River. This land is unique within the Manitoban agricultural landscape because of the natural curves interrupting the agricultural grid system. Strawberry crops surround the housing site. It is next to a paved highway that gets light but consistent traffic.

On this farm, a few workers stay throughout the winter. They live in houses on the east side of the site. The rest of the workers are seasonal workers. There are an estimated 40 SAWP workers on this farm. It is unclear where the temporary workers stay; they are potentially in the trailers and campers on the southwest part of the site.

Demographics

Rural Municipality of Portage la Prairie

2016 Population	6,975
Population growth since 2011 census:	6.9%
Population density	3.6 dwellings per sq. kilometer
Age distribution	
0-14 years	22.0%
15-64 years	63.9%
65+ years	14.1%
Average age of population	38.1 years old
Dwelling types	
Single-detached	79.3%
Semi-detached	8.2%
Row house	0.5%
Apartment (<5 story building)	0.5%
Movable dwelling	11.6%
Household characteristics	
Owned	83.4%
Rented	16.6%
Average number of rooms per dwelling	7.0
Suitable housing	97.9%
Not suitable housing	2.1%
Housing most likely to be constructed between	Pre-1960 to 1980
Average household size	2.6 persons
2015 median total income	\$38,229.00
Unemployment rate	4.3%

Languages spoken

English	Mother tongue: 78.4%
	Most often spoken at home: 83.7%
French	Mother tongue: 2.1%
	Most often spoken at home: 0.5%
Indigenous languages	Mother tongue: 0.4%
	Most often spoken at home: 0.1%
Spanish	Mother tongue: 0.1%
	Most often spoken at home: 0.0%
	0.4% have knowledge of Spanish language

Citizenship

Canadian citizens	97.9%
Not Canadian citizens	2.1%

Immigrants

4.2% of total population

Immigration origin

Americas	33.3%
Mexico	10.4%
Europe	50.0%
Africa	4.2%
Asia	12.5%

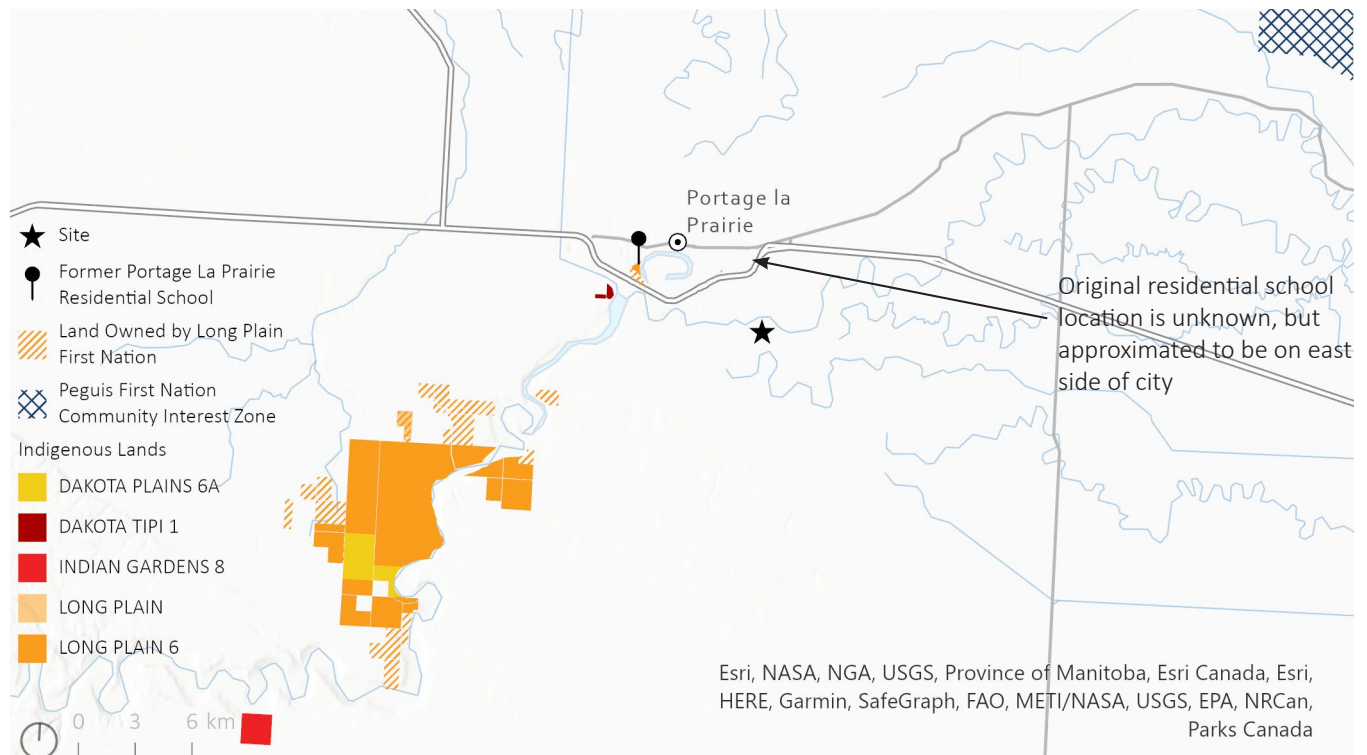
(Statistics Canada, 2017)

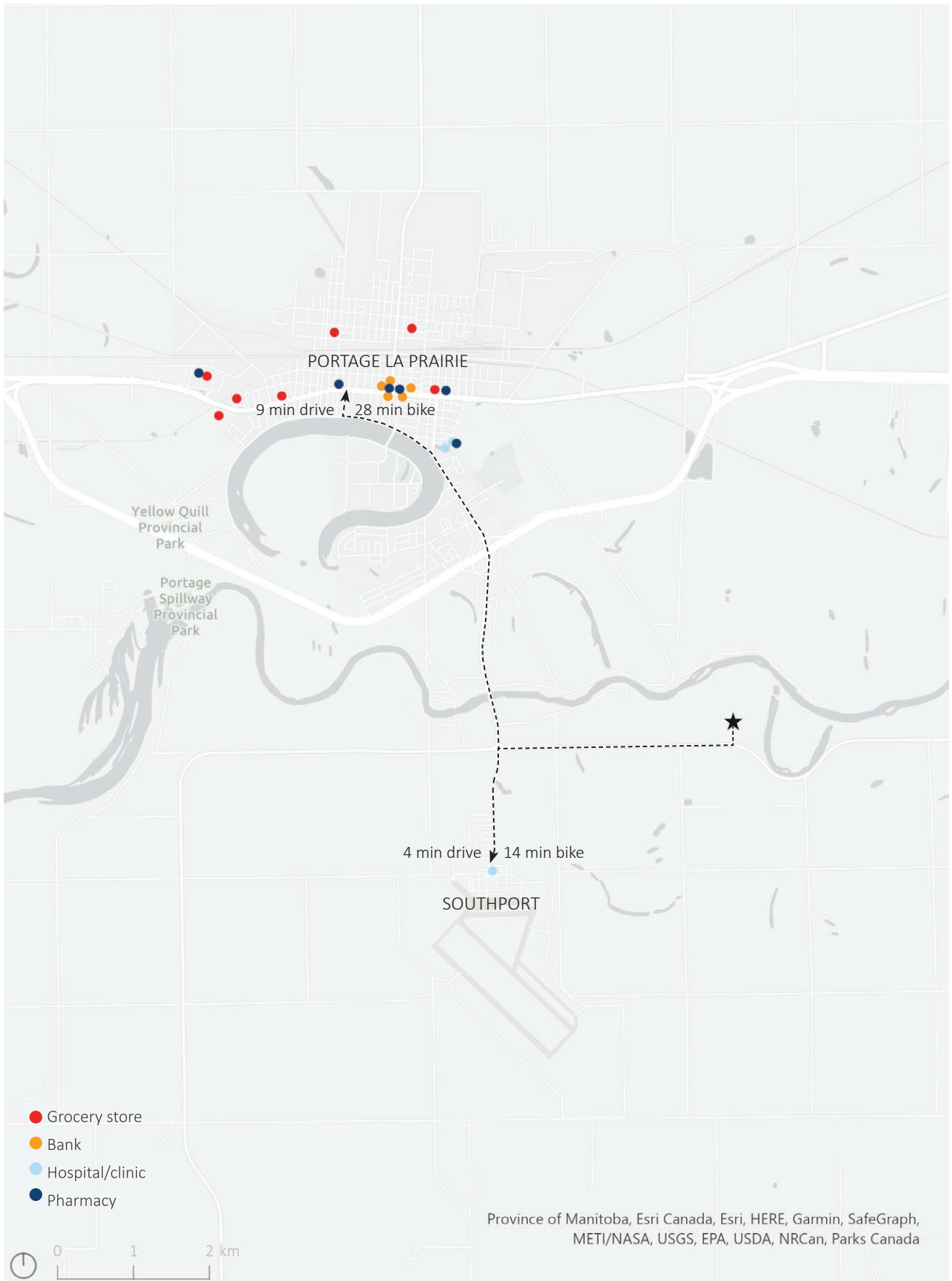
The Mandan peoples were the first known inhabitants of the Portage la Prairie region, whom incoming Assiniboine and Cree peoples eventually pushed out. The Assiniboine and Cree nations coexisted for many years and were later joined by the Ojibway peoples following their migration from the Pembina region in present-day Manitoba (Long Plain First Nation, n.d.). In 1862, the Sioux people moved into the region after being displaced by the United States government (The Children Remembered, n.d.). Portage la Prairie was founded and settled by the Metis and Ojibway peoples (Long Plain First Nation, n.d.).

In 1886, Knox Presbyterian Church opened the region's first residential school, forcing Indigenous

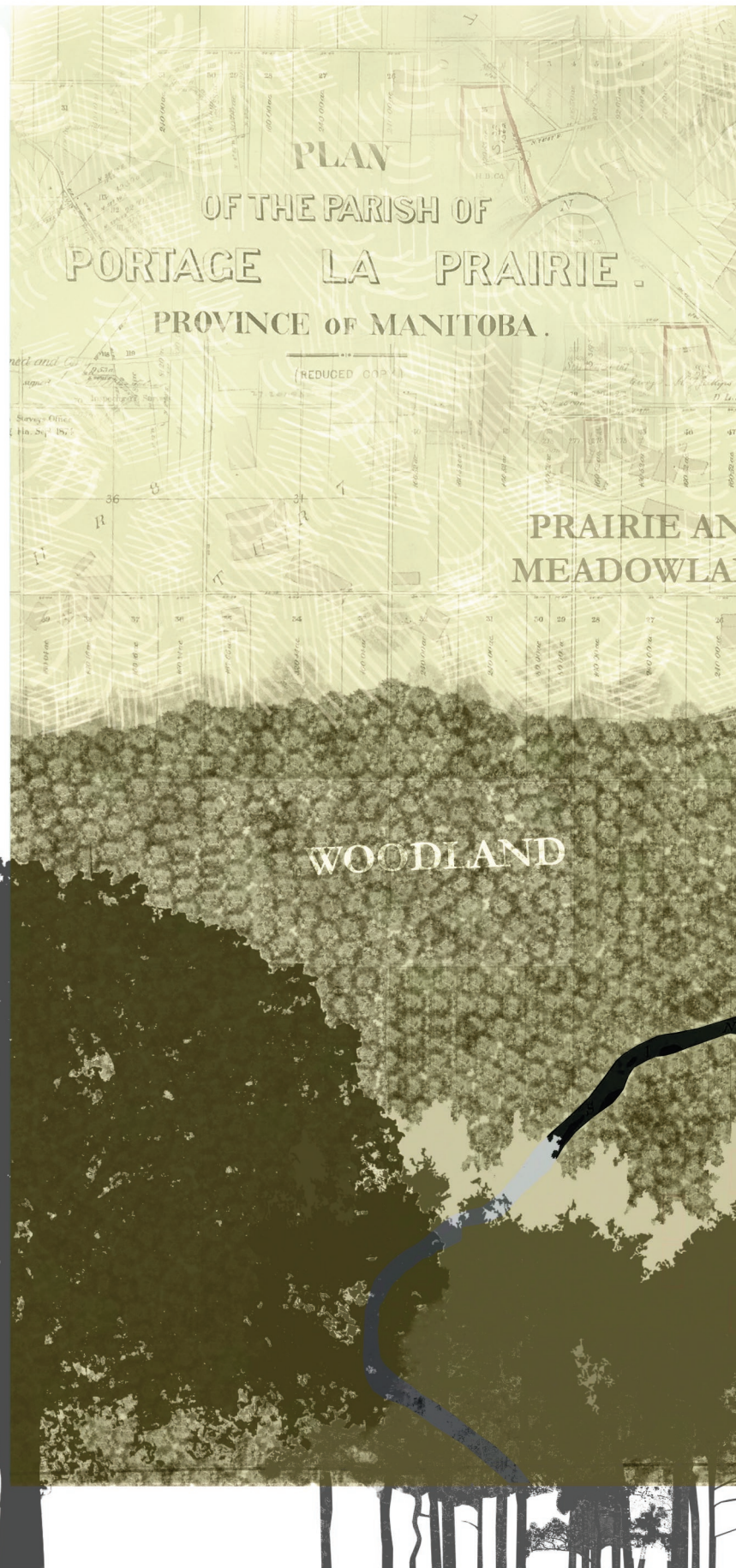
children away from their homes and assimilating them into white culture. The residential school closed in 1975 (The Children Remembered, n.d.). Today, the region is home to Long Plain, Peguis, Dakota Plains, Dakota Tipi, and Swan Lake First Nations.

The site is between Portage la Prairie and Southport. The Southport community, a former military base, is home to an aerospace training and development center. Since there are few amenities in Southport, farmworkers on the site go to Portage la Prairie for shopping, banking, and other needs.

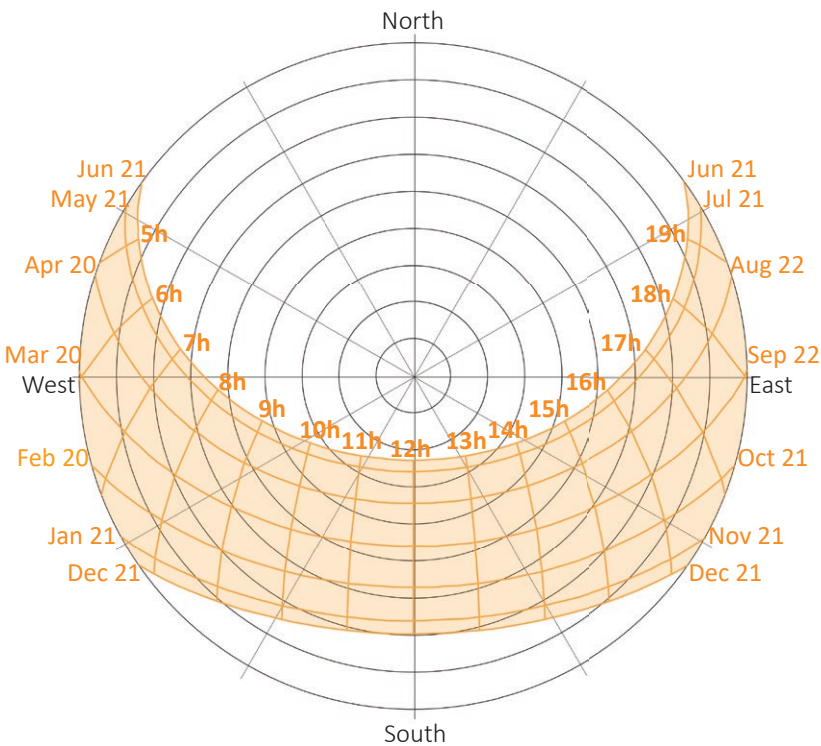




This map shows what the landscape looked like when European colonizers arrived. The image is developed from a historical map courtesy of the Manitoba Archives. Before colonization, the region "was a mosaic of trembling aspen/oak groves and rough fescue grasslands" (Smith et al., 1998, p. 244).

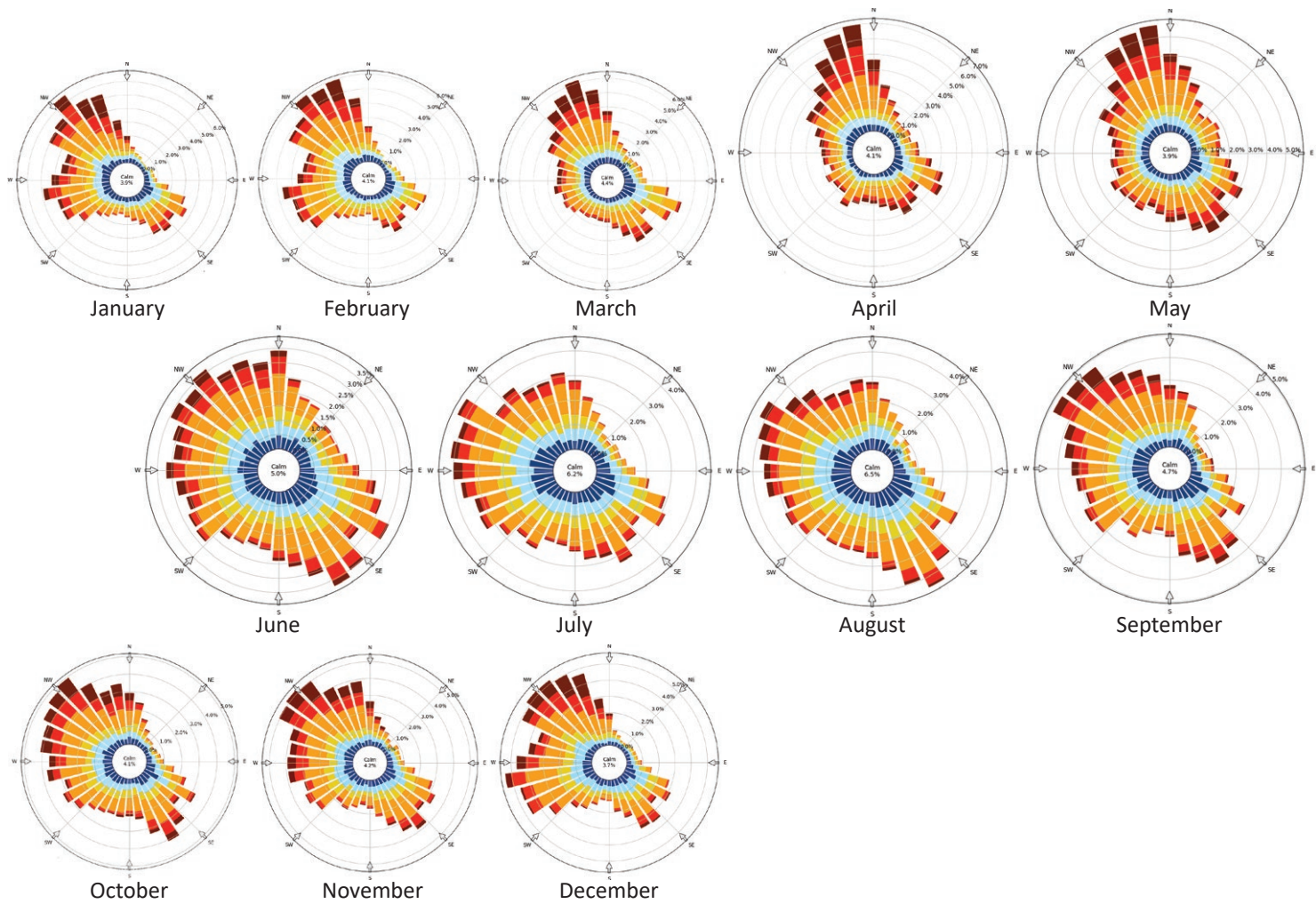




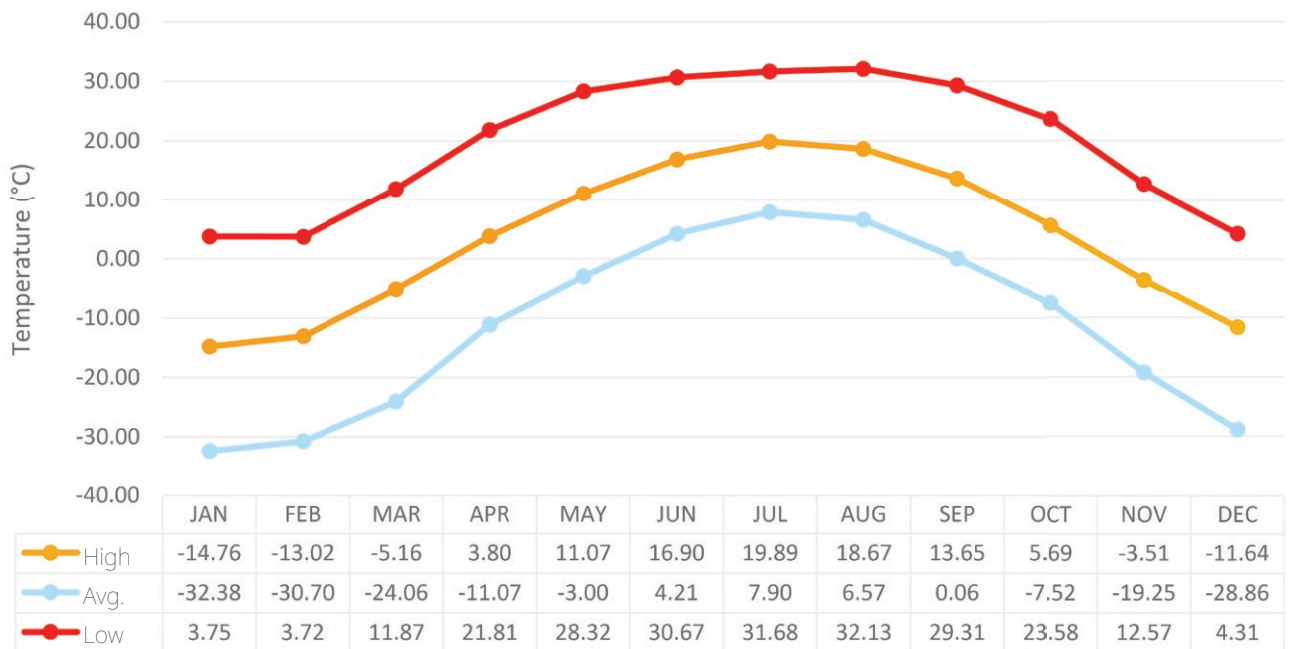


Sun path, wind direction, and temperature help understand the on site climatic conditions. The wind directions for April to September are highlighted because this is the most likely time workers will be on site.





Weather Trends 1992-2022



As mentioned in previous sections, the site is private property. Therefore, I do not have many site photographs. However, the farm opened to the public for U-pick during strawberry season, so I got some photographs. The first image is a drawing of a birds-eye view of the site to help the reader visualize its dimensions.



Photographs. Top left: photograph taken in strawberry fields north of the housing site. Top right: photograph of driveway to housing area. Bottom left: photograph taken at the edge between strawberry field and river. Bottom right: photograph of existing houses on site.



Chapter 4

Application + Testing

Chapter 3 discussed the prototype design and the context of the site. This chapter will present a site-specific design that shows how the prototype design might look when applied to a tangible site.

4.1 Design Precedents

The inspiration behind the design comes from Frederick Law Olmstead's landscapes for public health and Garrett Eckbo's design work with the Farm Security Administration in the 1930s.

Frederick Law Olmsted (1822-1903) pioneered landscape architecture as a public health measure through his socially minded park designs. He believed that large urban parks created democracy in a city and that parks could lead to urban reform. Through his work, Olmsted combined his interests in landscape design and social reform (Nicholson, 2004).

Olmsted aimed to improve people's health by designing public parks. His work revolved around the link between human health and the environment (Fisher, 2010). Olmsted believed in the healing power of nature and the positive effects that landscape architecture has on society in the long term (Nicholson, 2004).

Olmsted created spaces with ample access to fresh air and proper drainage to reduce the spread of viruses and bacteria (Nicholson, 2004). Aside from his work as a landscape architect, Olmsted also worked for the Red Cross's Sanitation Committee

during the American Civil War. Olmsted was tasked to improve the sanitation of the soldier camps after the Union Army was defeated due to poor health conditions. He observed that "excessive fatigue [...] heat, and [...] want of food and drink" led to the 'demoralization' of the troops" (Fisher, 2010, p. 4).

Like Olmsted, Garrett Eckbo (1910-2000) believed that design is not a luxury and should be accessible to all (Treib & Imbert, 1997). Eckbo's designs for farmworker housing were simple yet effective. Minimalistic housing structures existed in a landscape designed to minimize the harsh surrounding conditions. Eckbo employed vertical landscape and architectural features, like trees, shrubs, and building overhangs, to reduce wind and provide shade (Treib & Imbert, 1997). The housing structures included an extension of the kitchen and dining room to the outdoors so that residents could extend their living space outside. Vegetation framed the outdoor living spaces, establishing comfort and beauty (Treib & Imbert, 1997).

Eckbo organized the work camps in grids with temporary workers in trailers or tents, later replaced by metal structures, and permanent workers in houses within distinct areas. Eckbo organized the larger landscape into rooms for socializing. Parks and gathering spaces were central elements within the grid design (Treib & Imbert, 1997).

4.2 Site Design

This section demonstrates how to apply the kit of parts in an idealized situation. My design process started with imagining how the parts would come together on my chosen site. I started with the most critical part – housing. The current housing conditions included two permanent houses, several trailers, and mobile home units. The houses are in good condition, so they were unchanged in the design. The new housing for temporary workers is a similar size and shape to trailers and mobile home units, but there are 42 units instead of approximately eight like before. The housing units are arranged into a grid formation that fits within the current landscape without removing any trees.

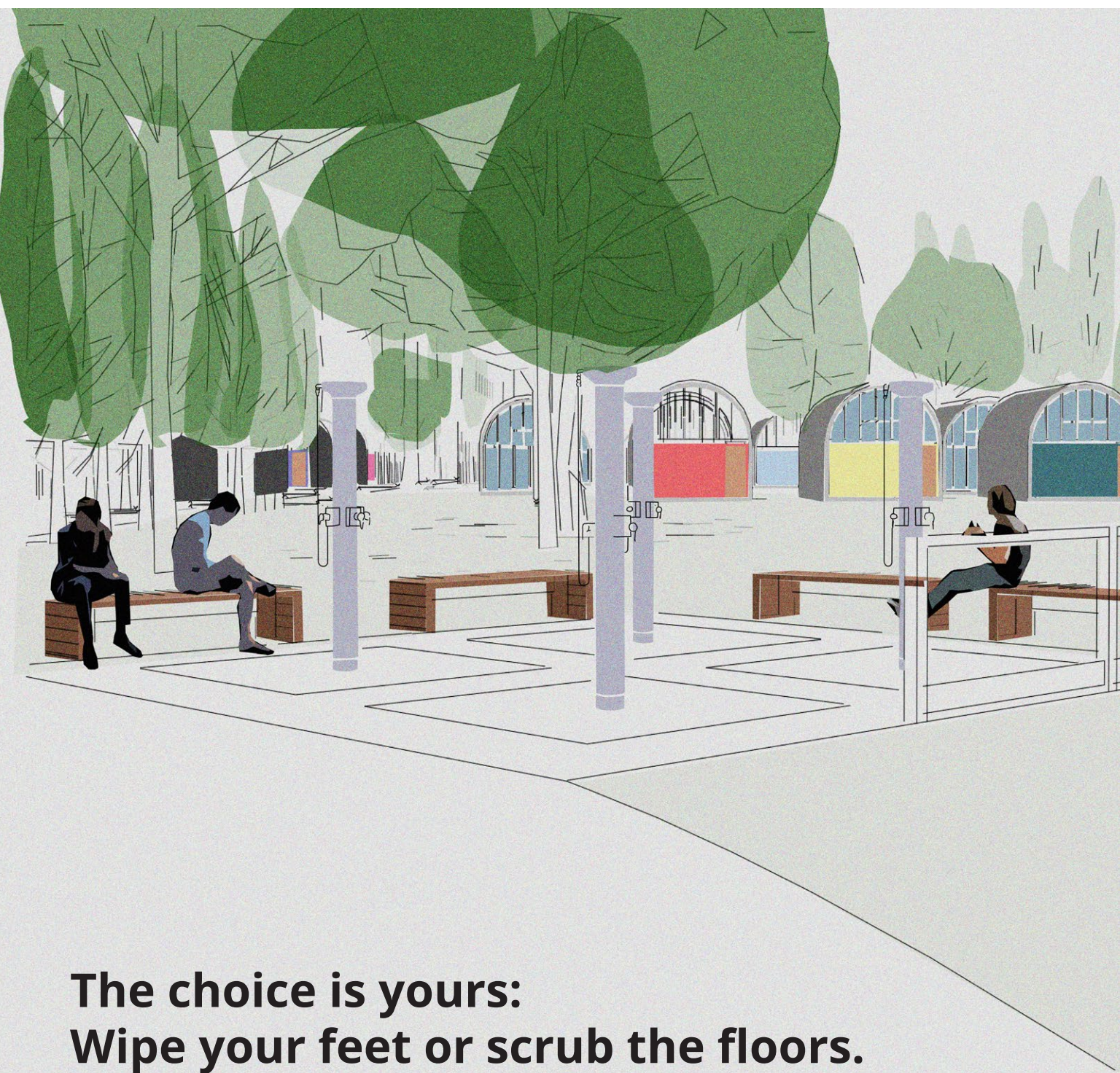
The temporary worker housing section of the landscape is distinctive from the communal spaces and the permanent workers' houses. Like Eckbo's organization of farmworker camps, permanent workers might want separation from the temporary housing quarters since they may have families or guests. However, temporary and permanent workers are not meant to be isolated, so a social landscape exists to bring workers together.

If this project came to fruition and a multidisciplinary team was appointed, the architects would be instructed to design housing units that are semi-permanent and flexible. The Quonset hut community, True North Detroit, inspired the house forms used in the perspective renderings. Quonset houses are lightweight, easy to assemble, and expandable. These are the qualities necessary in a flexible design. Additionally, the Quonset fits into the agricultural landscape's aesthetic vernacular.

Kit of Parts

- ① Dignified housing
 - ② Boot wash station
 - ③ Laundry facility
 - ④ Garden plots
 - ⑤ Outdoor community kitchen
 - ⑥ Outdoor dining
 - ⑦ Private rest spaces
 - ⑧ Small group gathering spaces
 - ⑨ Large group gathering space
 - ⑩ Recreation space
 - ⑪ Accessible pathways to housing
- ⑫ Access road
 - ⑬ Agricultural land
 - ⑭ Permanent worker housing
 - ⑮ Drop off zone
 - ⑯ Wildflower meadow
-  Existing trees
 -  New trees





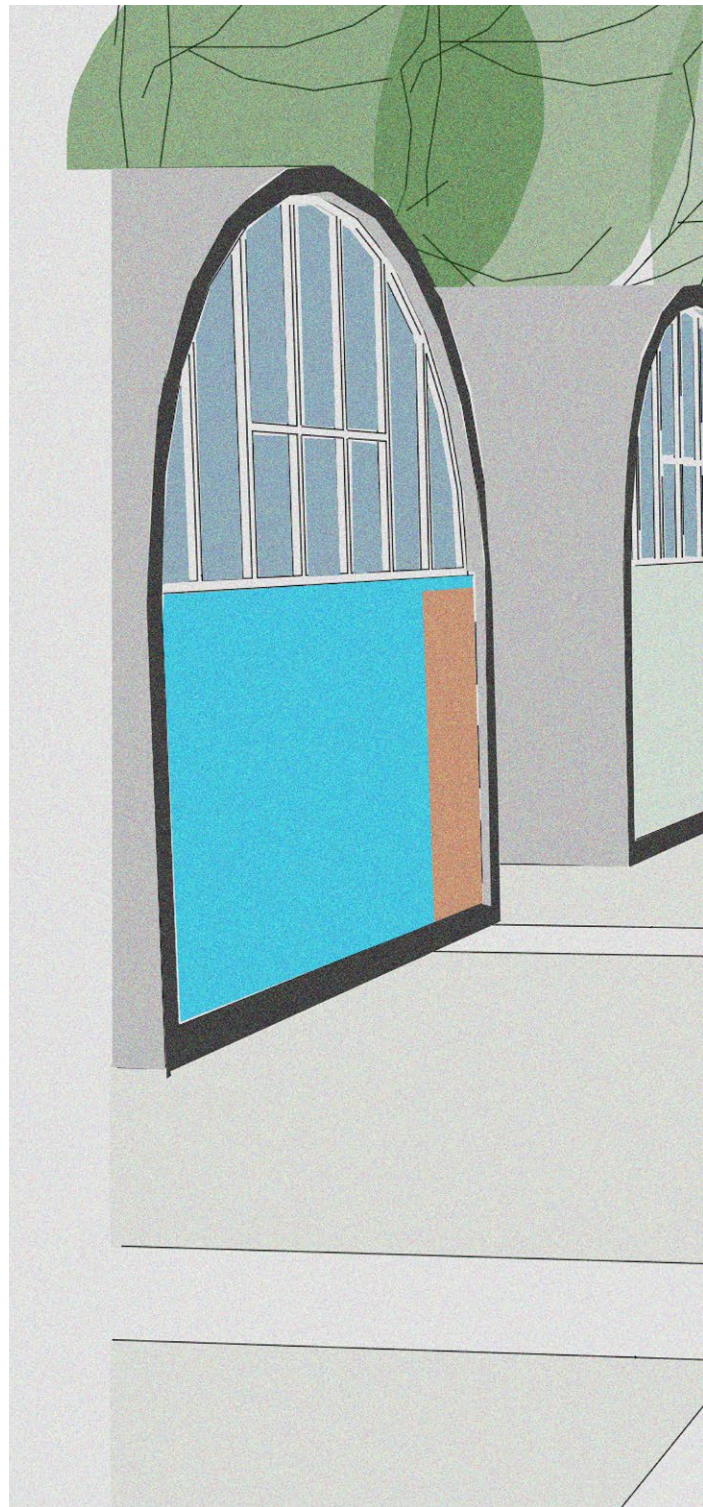
**The choice is yours:
Wipe your feet or scrub the floors.**



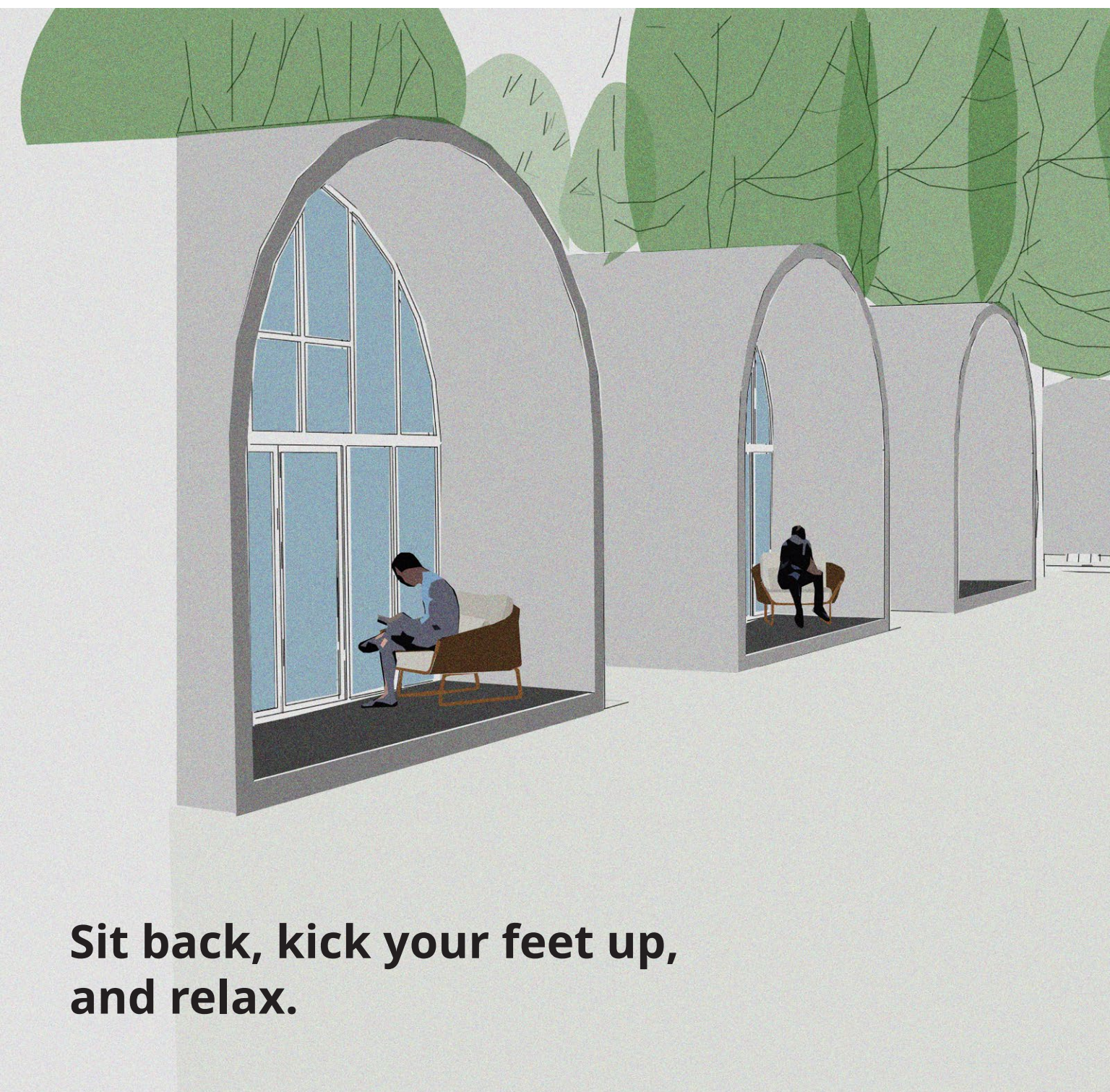
The boot wash is located at the threshold between the access road and the housing sections. After a work day, the workers would be dropped off at the entrance point to the houses. The location offers a place for workers to clean themselves off after working in the field to help keep living spaces clean.

The boot wash includes a scraper, benches, and water spouts in this example. The scraper includes a rail to help users balance while removing soil from their footwear. Benches are placed around the water spouts so users can sit down to wash their footwear without standing in water without shoes. They can also be used as tables to set their belongings down while cleaning off. The water spout is in the form of an outdoor shower, similar to those found at a public swimming pool. This station also doubles as a bike wash station if the workers can access bicycles.

The individual housing units are organized in rows with colourful facades to evoke a sense of enclosure and individuality. Down the centre of the house fronts is an accessible pathway that breaks off into paths to each front door. At the nodes where major walkways cross, a circular bench sits around a shade tree for small group gatherings.







**Sit back, kick your feet up,
and relax.**

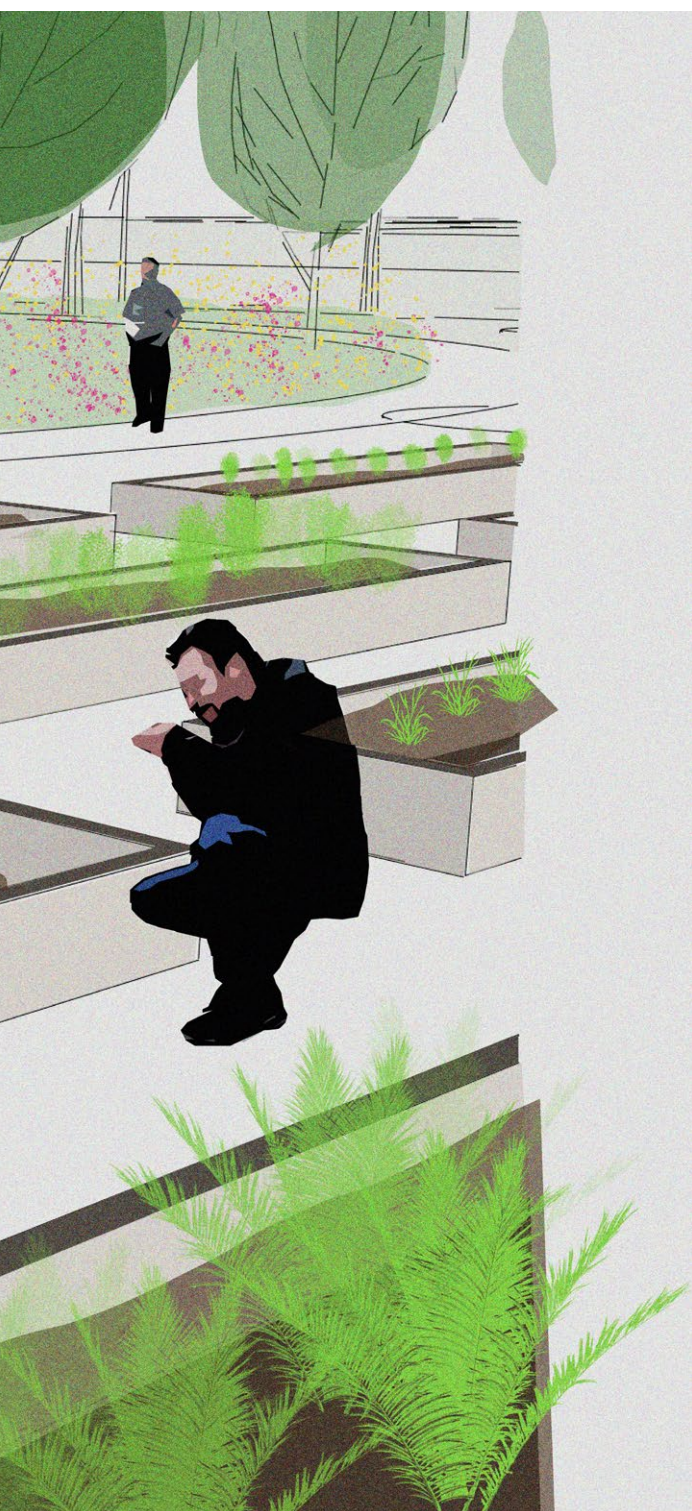


The design uses structural details to create spaces; for example, the housing structures might extend the living space outdoors using the building shell as shade and protection from the weather. The architects are encouraged to design balconies and porches into the housing design to provide individual rest spaces for inhabitants. These semi-private spaces are removed from group-use areas to allow the users to rest outdoors independently. They might also use this space to host guests or hold private conversations.

The surrounding lawns are a flex space for outdoor recreation or rest. Columnar trees divide the semi-private spaces from the walking paths.



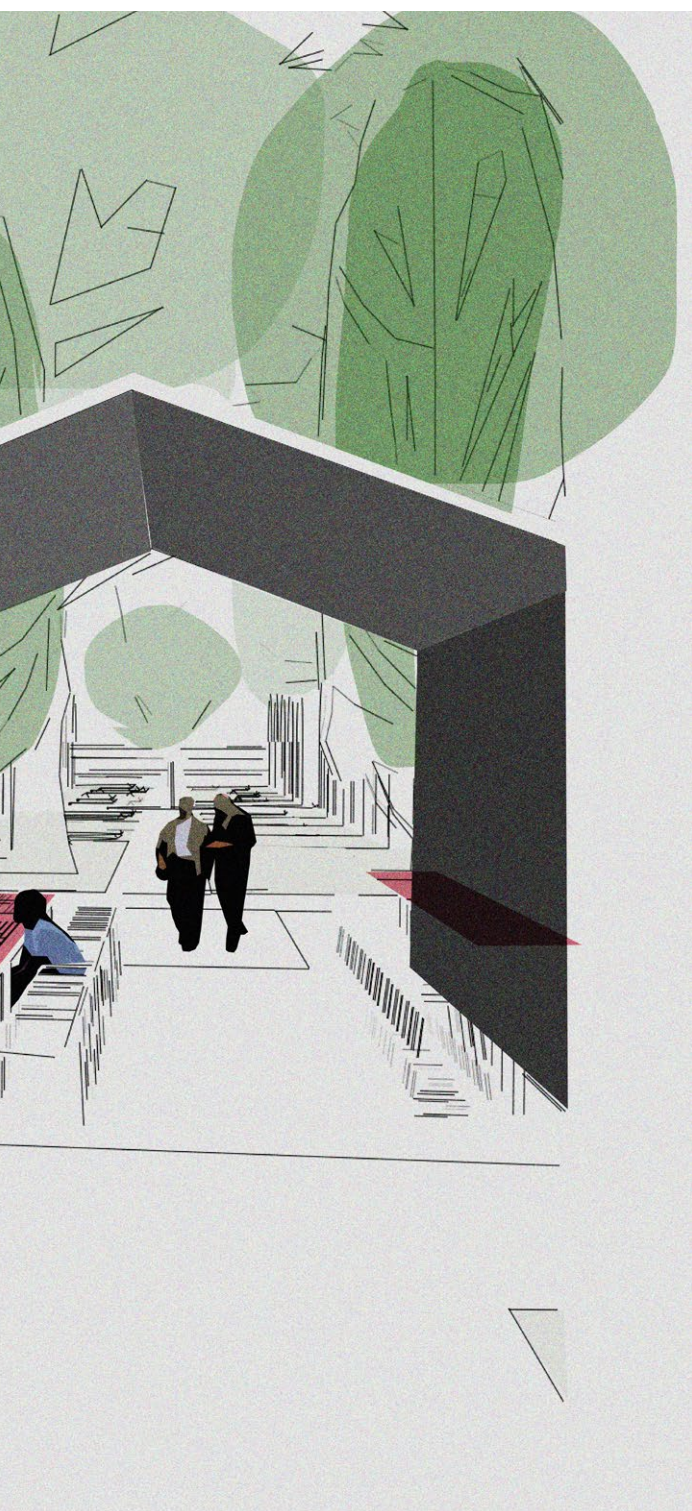
**We reap what you've
sown. Now it's your turn.**



The garden plots are arranged in rows next to the community kitchen and dining area. Raised garden beds alleviate some of the ergonomic pressure that farmworkers endure during their days working in the field. The garden beds are placed in an area with full sun to ensure plants have a good chance at production. The site would have a composting bin for food waste to make organic soil for the garden beds, thus reducing maintenance costs.



You *can* sit with us.

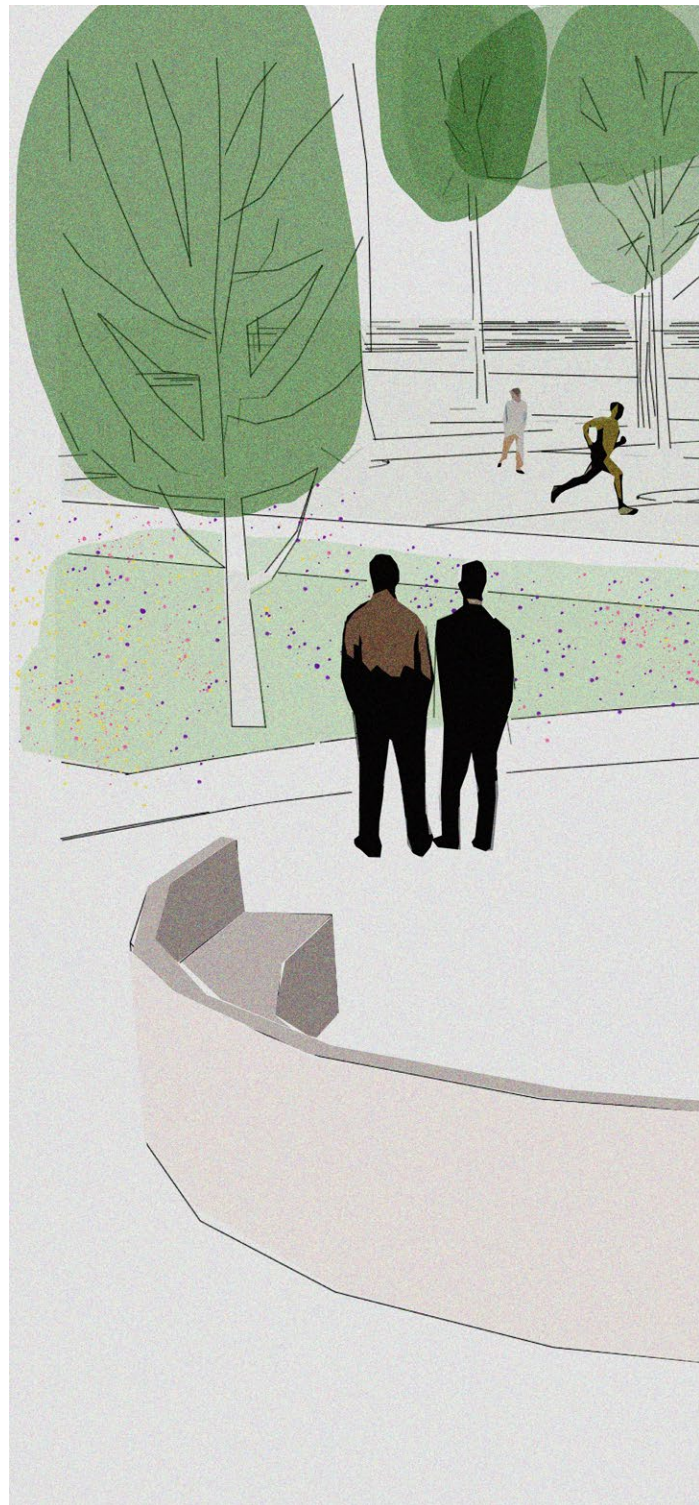


In this context, the outdoor kitchen and dining spaces are designed as indoor/outdoor spaces. In Manitoba, weather and insects fluctuate throughout the season. The spaces were designed flexibly to accommodate seasonal changes. The community kitchen exists within a building whose walls can open up to the outdoors. Throughout the summer, many Manitobans enjoy cooking outdoors on barbecues and grills. However, wasps are a problem in the late summer and early fall seasons, so community kitchen users might want to close the space to prevent attracting wasps and other insects into the cooking facility.

Dining outdoors is another common activity for Manitobans in the summer months. However, like outdoor cooking, enjoyability depends on the weather and season. The outdoor dining area was placed between the community kitchen and laundry buildings to create a structural surrounding that shades diners and protects them from harsh winds. The surrounding walls reinforce an overhead canopy and optional bug screens.

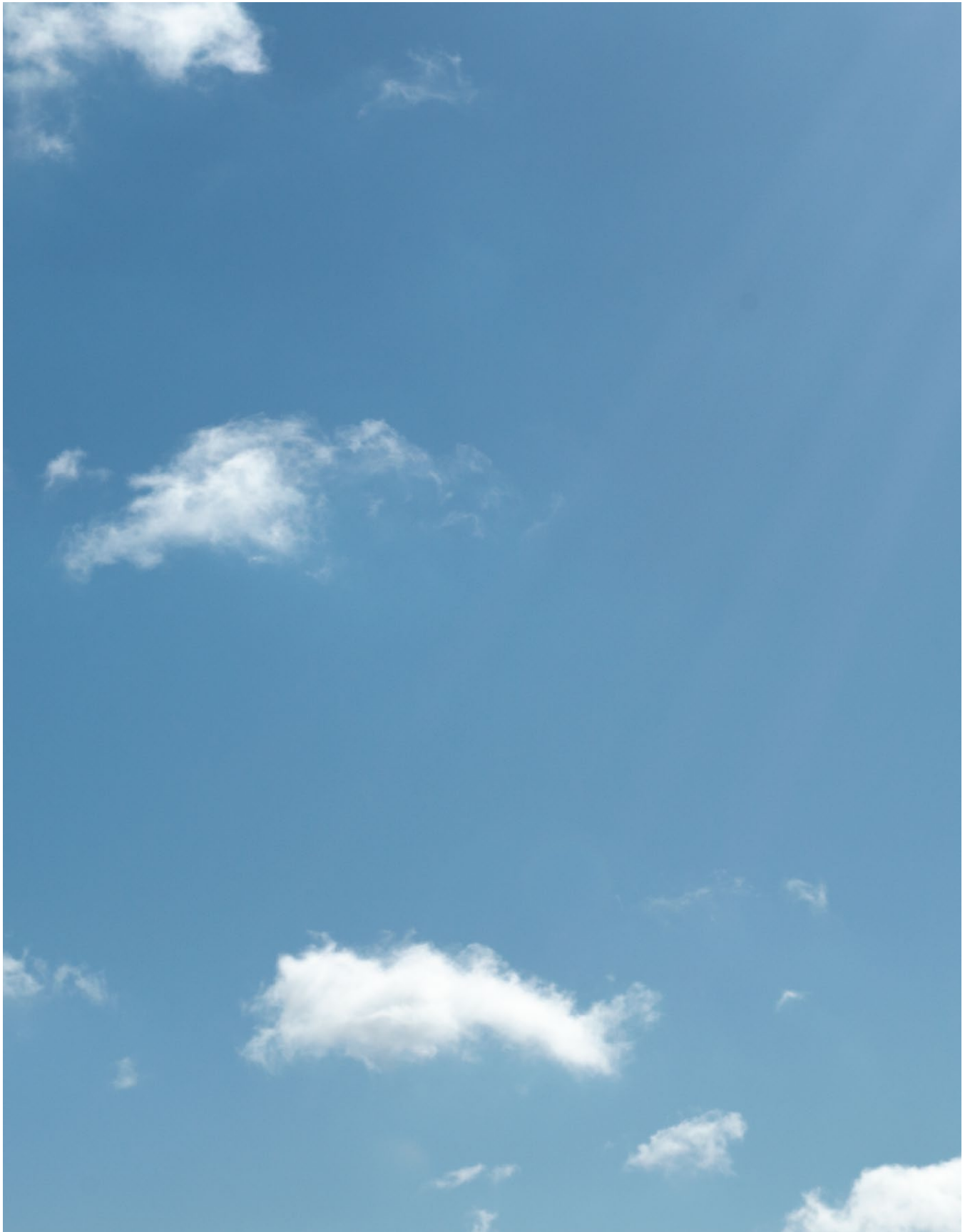
The pre-existing lawn on site is an optimal location for recreational space. The simple approach involves painting lines on the grass and installing nets for a soccer pitch. The well-being of workers can improve with recreational space. The intention is for workers to engage in physical activity to keep their physical and mental health in check.

A gathering space for large groups is located next to the soccer pitch. Players can use this space to rest between matches, and non-players can watch the match. A fire pit is included in the design to warm up the space and provide another option for outdoor cooking.





Sit? Move? It's up to you.



Reflections

Dignified housing for migrant farmworkers looks different depending on its location and the users. Overall, the common threads in a dignified living environment include accessibility, cleanliness, hygiene, privacy, and rest.

The thesis statement of this project is: *though migrant agricultural workers are crucial to the Canadian food system, their temporary status erodes their rights since they are not considered equal to Canadian workers. The planning and design of environments for housing migrant agricultural workers should prioritize workers' humanity with an emphasis on experience, well-being and enjoyability in their everyday lives.*

A recurring conversation that occurred throughout every step of the project was about idealism versus realism. The ultimate goal of the project is to improve the dignity of migrant agricultural workers by designing a landscape that is clean and livable through approaches like providing indoor plumbing rather than outhouses in the landscape and building solid paths to the housing rather than placing structures on a mud field.

However, the thesis statement expands on the dignity objective, stating that the designed environments must prioritize experience, well-being, and enjoyability. Chapter 3 provided simple design solutions that suggested improving workers' living environments through fundamental changes in cleanliness and access to food, exercise, and rest. Chapter 4 later envisioned a utopic design that employed all of

the basic needs in the environment, showing how a work camp could be an attractive landscape in which workers might desire to live.

The resulting feedback received following my public presentation was split between two camps. The first was that the site design was too maximalist of an approach with a standard that is not reasonable to expect farmers to build. The second supported the idealism of the site design as an exercise to show what the landscape might look like if we significantly raised the standards. Both sets of feedback are valuable parts of the conversation for future work. Throughout my work, I was often asked, "is this project meant to be a best-case scenario utopia or are you prescribing a plausible solution to fix the current problems?" Even in this final stage of the design practicum, I do not have a concrete answer to the question.

Because the SAWP housing landscape is underrepresented in Canadian landscape architecture, it is essential to show both sides of the argument. At the start of this project, I intended to solve some of the spatial problems that deplete migrant farmworkers' quality of life. However, looking back at the research and design journey, it is clear that the purpose of this project is to establish a precedent within landscape architecture. This project presents several contrasting approaches, such as on-farm versus in-town housing and realistic versus idealized design. Each approach has benefits and challenges. I hope this project demonstrates an argument for multiple solutions because there

is no singular correct approach. As the issue of SAWP housing gains more traction, I hope it spreads across many more disciplines. The project will improve by including workers, farmers, and experts from various fields.

The final design conveys that good design is not a luxury; good design must be accessible to all, especially vulnerable populations. Social justice theory anchors design equity. I wish to leave readers with the impression that our current standards for migrant farmworkers' housing are not enough and are part of a more extensive system of racism in Canada.

Migrant farmworkers are a racialized group in the agricultural landscapes where they live. They encounter multiple obstacles in their everyday lives, such as language and transportation barriers. Even though their presence is crucial to Canada's agricultural economy, they seem to be treated like nuisances in some communities.

During the summer, I spoke to a community member on a farm that employed SAWP workers and local teens. The purpose of my visit was to get a feel for the agricultural landscape in Manitoba. Though I did not mention my project, the community member told me about an incident earlier in the summer when agricultural equipment malfunctioned. It did not cause serious harm to anyone, but they remarked, "at least it happened when the Mexicans and Jamaicans were working, and not the teens." I do not believe they were aware of the blatant racism in that statement, which demonstrates how deeply embedded the culture is with systemic racism.

Ignorance and racism have enabled the mistreatment of foreign agricultural workers for over five decades. As section 1.6 discussed, rhetoric about the ends justifying the means keeps

the status quo in the SAWP. The justification that our agricultural system needs to take advantage of people from developing nations to keep food on Canadians' tables is inappropriate and incorrect. Food insecurity stems from inequality, not from the supply. This rhetoric presents a false dilemma that must be challenged.

Funding is a significant obstacle to improving SAWP housing conditions. Where would the funding come from if the idealized utopia was built? The question of financing is a significant barrier that I have considered throughout each project step. Ultimately, a business or financial professional would need to be consulted. However, a few common themes remained in the research and planning stages.

When discussing the economy in the agricultural context, it is crucial to acknowledge that revenue in farming can be precarious depending on the environmental conditions each year. For example, drought or flooding impairs the quality and quantity of crops in a given year. This problem will only increase as climate change intensifies seasonal fluctuation.

It is not fair to expect small farms, already struggling to stay afloat amongst large corporations and industrialization, to overhaul their businesses with their limited resources. For these employers, the improved housing inspection checklist and kit of parts are most beneficial. The inspection and kit of parts help farmers identify what they are missing and how simple changes can improve the quality of life for their workers. In addition, the design and inspection team should assist farmers in applying for government resources and subsidies to help with the project's costs.

Landscape architects must join the experts and advocates calling for the Government of Canada

to change the Seasonal Agricultural Worker Program. Change is plausible if the government is flooded with criticism and ideas to improve SAWP living and working conditions.

The idealized utopia design targets large farming corporations in the agribusiness sector with multi-million dollar revenues. These businesses have no excuse for inhumane living and working environments. They should be expected to model an idealized living environment for their workers.

Convincing stakeholders and funding agencies of the importance of this project could trigger meaningful change. Landscape architects are skilled in visualizing data and presenting projects to various clients. SAWP housing reform presentations should appeal to specific audiences. For example, when appealing to farmers and agribusinesses, the presentation would emphasize the value healthy employees bring to a business. For an audience of charities or non-governmental funding organizations, the presentation might appeal to the audience's morality by emphasizing the need to increase human dignity. Each presentation must account for the interests of the audience.

By creating a national housing standard that seeks to elevate the health and well-being of workers, the SAWP becomes a more equitable employment program. The project aimed to visualize better living conditions for migrant agricultural workers in Canada, and I hope it inspires more designers to consider migrant farmworkers built environments. SAWP workers have lived in poor conditions for too long, requiring more equity in their environments. This design practicum showed many ways housing could improve, but much more work still needs to be done.

Images + Figures

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Maps + Graphs

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- p. 73 *Number of horticultural farms by agricultural region* [Map]. Generated November 22, 2022, using Adobe Photoshop 2023. Data layers:
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- p. 75 *Regional bedrock geology* [Map]. Generated February 21, 2022, using ArcGIS® Pro version 2.9.3, Esri. Data layers:
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p. 80 *Regional natural areas* [Map]. Generated February 26, 2022, using ArcGIS® Pro version 2.9.3, Esri. Data layers:

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