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DO IMMIGRANT CLASS AND GENDER AFFECT LABOUR MARKET OUTCOMES FOR IMMIGRANTS?

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KEY POINTS:

- Principal applicants in the skilled worker category, both men and women, had better labour outcomes than immigrants who entered under other immigration classes. They were more likely to be employed, and be working in their area of training/education, had taken less time to find their first job, had shorter jobless spells and earned more than other groups.
- Refugees, both men and women, faced more difficulties even four years after arrival. They were more likely to have high unemployment rates, more jobless spells, longer time taken to secure their first job in Canada, and lower earnings.
- Immigrant men had overall better labour outcomes than immigrant women, including higher labour force participation rates.
- Within their first four years in Canada, all immigrants had higher unemployment rates than the working population as a whole, regardless of immigration class.

INTRODUCTION TO TIEDI

The Toronto Immigrant Employment Data Initiative (TIEDI) seeks to assist organizations whose mandate includes the better integration of immigrants into Toronto's labour force. Such partner organizations include immigrant service agencies and advocacy groups, labour organizations, regulatory bodies, professional associations, training organizations, and credential assessment agencies.

The purpose of the project is to provide organizations with free access to statistical data and analysis on various aspects of immigrant labour market integration. The goal is to help organizations access the quantitative data they need in order to: identify priorities, develop programs and services, compose proposals and reports, and carrying out advocacy and public education endeavours.

TIEDI provides a unique service in which community organizations' data needs are met by a team of academic researchers and student analysts. Our partners define the data that they need - the project is thus driven by their agendas and not by academic research priorities.

TIEDI is based at York University, with a team of academic researchers drawn from York, the University of Toronto, and Ryerson University. Core members of the project team also include representatives of the Ontario Council of Agencies Serving Immigrants (OCASI), the Toronto Region Immigrant Employment Council (TRIEC) and World Education Services. The project is funded by the Social Sciences and Humanities Research Council of Canada under its Knowledge Impact in Society program, and by York University.

The datasets used by the project include a range of large-scale surveys such as the Census, the Longitudinal Survey of Immigrants to Canada, the Ethnic Diversity Survey, the Workplace and Employee Survey, the Survey of Labour and Income Dynamics, the Labour Force Survey and the Permanent Residents Data System.

TIEDI Analytical Reports provide tabulations of data, some brief analysis and contextualization, and some necessary caveats about the limitations of the data and analysis. Since the data presented have not been treated to detailed statistical analysis, any conclusions must be seen as preliminary and as starting points for further, more detailed, research.

For further information, contact the TIEDI Principal Investigator, Dr Philip Kelly (pfkelly@yorku.ca), or the TIEDI Project Coordinator, Maryse Lemoine (mlemoine@yorku.ca).

While the research and analysis are based on data from Statistics Canada, the opinions expressed do not represent the views of Statistics Canada.

RESEARCH QUESTION

What is the labour market performance in terms of income, participation rate, unemployment rate and poverty rate for immigrants arriving under various immigration categories, including skilled worker principal applicants, skilled worker spouses and dependents, and for family class immigrants?

BACKGROUND

Most research comparing Canadian-born and immigrants suggest that immigrants in Canada earn less and are more likely to become unemployed in their first few years after landing. Research by Li (2003), based on 15 years of data, suggests that skilled immigrants earn more than immigrants who arrived as refugees or under the family class because of their education and skills.

Over time, the incomes of immigrants converge with those of non-immigrants, regardless of immigrant class. A possible explanation for this income parity over time is that refugee and family class immigrants may use their networks (especially relatives) in Canada to help them to find better-paid jobs (Wanner, 2003). Such income convergence is not, however, universal. Grant (1999) shows that the income of some immigrants (across all classes) remains low.

Immigrant women are paid lower wages and have less job security than immigrant men in the Canadian labour market. Early research by Boyd (1984) found a gender gap between immigrant men and women in terms of labor market participation rates and employment. However, the difference narrowed over time. Work by Salaff and Greve (2003) on Chinese immigrants who arrived under the skilled worker class concluded that female immigrants also earn less and have fewer opportunities to regain their professional status than male immigrants. They also suggest that immigrant women often encounter a Canadian labour market in which gender matters in different ways than in their home countries.

THE DATA: LONGITUDINAL SURVEY OF IMMIGRANTS TO CANADA

This report uses data from the Longitudinal Survey of Immigrants to Canada (LSIC), which was a joint undertaking between Statistics Canada and Citizenship and Immigration Canada under the Policy Research Initiative.

The LSIC is a comprehensive survey designed to study the process by which new immigrants adapt to, or integrate into, Canadian society. As part of adapting to life in Canada, many immigrants face challenges such as finding suitable accommodation, learning or becoming more fluent in one or both of Canada's official languages, participating in the labour market or accessing education and training opportunities. The results of this survey provide indicators of how immigrants are meeting these challenges and what resources are most helpful to their settlement in Canada. The survey also examines how the socio-economic characteristics of immigrants influence the process by which they integrate into Canadian society.

The topics covered by the survey include language proficiency, housing, education, foreign credentials recognition, employment, health, values and attitudes, citizenship, the development and use of social networks, income, and impressions about life in Canada. The questions address respondents' situation before coming to Canada and since their arrival.

The survey involved a longitudinal design, with immigrants being interviewed at three different times: six months, two years, and four years after landing in Canada. The target population for the survey consisted of immigrants who arrived in Canada between October 1, 2000 and September 30, 2001, were age 15 years or older at the time of landing, and landed from abroad (i.e. they must have applied through a Canadian Mission Abroad). Individuals who applied and landed from within Canada are excluded from the survey (Statistics Canada, 2007).

The LSIC was conducted from 2001 to 2005. This time period was marked by economic growth, strong employment gains, and earnings growth in Canada (Lin, 2008: 5). Existing economic conditions (see table 1 for basic economic data) and government policies may affect the trajectories of respondents. The outcomes of the respondents presented in this report may not therefore be comparable to the experiences of immigrants who landed in different time periods. It is also important to note that this report examines solely the relationship between immigrant class and gender on the one hand, and labour market outcomes on the other. Clearly, a great many other variables are involved in shaping labour market integration and mobility for immigrants.

Table 1: Economic Performance Indicators, Canada, 2001-2005

	2001	2002	2003	2004	2005	Overall average
Growth in Real GNP	1.8 %	2.9 %	1.9 %	3.1 %	3.1 %	2.6 %
Unemployment Rate	7.2 %	7.6 %	7.6 %	7.2 %	6.8 %	7.3 %

Source: Maslove, 2008: 228

The LSIC sample design used a "funnel-shaped" approach. Thus, only immigrants that responded to the Wave 1 interview (at six months) were traced for the Wave 2 interview (at two years) and only those that responded to the Wave 2 interview were traced for the Wave 3 interview (at four years) (Statistics Canada, 2007).

Because of limited sample sizes, the data used in this report are for all of Canada. Table 2 shows the distribution of respondents to the LSIC. Male principal applicant immigrants constitute the largest single category in the survey at 27.1%, followed by female spouses of these immigrants at 16.9%. Together all principal applicants and their spouses in the skilled worker category constituted 55.9% of the sample. Family class immigrants represented 22.8% of the sample, while refugees were 15.8% and business class immigrants were 5.5%.

Table 2: Distribution of respondents by Immigration Class, Canada

	MEN					WOMEN					TOTAL
	SKILLED IMMIGRANTS		FAMILY CLASS	BUSINESS	REFUGEES	SKILLED IMMIGRANTS		FAMILY CLASS	BUSINESS	REFUGEES	
	PRINCIPAL	SPOUSE				PRINCIPAL	SPOUSE				
%	27.1	4.3	9.9	2.8	8.4	7.7	16.9	12.9	2.7	7.4	100%
N	1,720	270	630	180	530	490	1,070	820	170	470	6,350

Note: ‘Business’ class immigrants include entrepreneurs, investors and self-employed categories. ‘Refugees’ refer mostly to government-assisted refugees and privately sponsored refugees. LSIC excludes refugees claiming asylum from within Canada.

Note on statistically significant difference: When using samples to calculate statistics, there is a chance that the sample does not represent the entire population. Statistical significance relies on confidence intervals to indicate the range within which the real value (that is, if the entire population had been used to calculate it, instead of a sample) should fall. It is possible to compare confidence intervals to determine whether a set of numbers are significantly different. We used a 5% chance of error in this report. If the confidence intervals do not overlap, then we are confident that the difference between the two numbers is significant and not due to chance, 95% of the time. Statistics can be compared across time (for example, 6 months, 2 years or 4 years after arrival) or between different groups (for example, immigrants who arrived under different immigration classes).

RESULTS

a) Labour Force Participation

Table 3 shows the percentage rate of participation in the labour force (i.e. those working or looking for work) at three time intervals after landing among male and female immigrants who arrived under different immigration class.

Table 3: Labour Force Participation rate by Immigration Class, 6 months, 2 years and 4 years after landing in Canada, Canada

	MEN					WOMEN				
	SKILLED IMMIGRANTS		FAMILY CLASS	BUSINESS	REFUGEES	SKILLED IMMIGRANTS		FAMILY CLASS	BUSINESS	REFUGEES
	PRINCIPAL	SPOUSE				PRINCIPAL	SPOUSE			
6 mths	90.0 %	82.1 %	86.7 %	77.0 %	54.5 %	79.6 %	50.4 %	57.9 %	50.2 %	21.9 %
2 years	93.7 %	89.2 %	95.8 %	89.5 %	78.7 %	87.9 %	73.2 %	74.9 %	75.4 %	52.2 %
4 years	95.7 %	95.0 %	95.8 %	n/a	89.5 %	91.1 %	80.2 %	77.0 %	82.4 %	63.9 %

n/a: Data suppressed due to reliability and/or confidentiality issues

Labour force participation is a leading indicator of an individual’s engagement with the work force and economy. Overall, labour force participation rates for newcomers were generally very high in the

period covered here (2001-2005) and steadily increased between 6 months and 4 years after an immigrant's arrival in Canada. Newcomer labour force participation rates compared very favourably to overall Canadian participation rates.

Male immigrants as a group tended to have higher labour force participation rates than female newcomers. Four years after landing, males in all immigrant classes had close to, or in excess of, 90% labour force participation rates.

Female labour force participation rates varied more widely with immigration class. Skilled, spouses of skilled, and business class immigrants were participating at rates of 91.1%, 80.2% and 82.4% after 4 years in Canada. Female family class immigrants participated at a rate of 77% 4 years after landing while female refugees lagged behind at 63.9%.

As a group, refugees had the lowest labour force participation rates, especially in the early stages of settlement. However, their engagement with the Canadian labour market did grow rapidly with time spent in Canada.

b) Unemployment Rates

Table 4 shows unemployment rates (i.e. the percentage of those participating in the labour force who are unable to find work) for the same groups used in Table 3.

Table 4: Unemployment rate by Immigration Class, 6 months, 2 years and 4 years after landing in Canada, Canada

	MEN					WOMEN				
	SKILLED IMMIGRANTS		FAMILY CLASS	BUSINESS	REFUGEES	SKILLED IMMIGRANTS		FAMILY CLASS	BUSINESS	REFUGEES
	PRINCIPAL	SPOUSE				PRINCIPAL	SPOUSE			
6 mths	27.2 %	34.5 %	18.4 %	43.6 %	24.1 %	25.5 %	24.7 %	26.5 %	25.7 %	19.3 %
2 years	18.7 %	24.3 %	13.9 %	17.3 %	18.6 %	19.7 %	26.6 %	31.0 %	23.7 %	29.5 %
4 years	11.4 %	9.7 %	14.4 %	14.6 %	16.5 %	11.1 %	18.5 %	21.2 %	16.2 %	27.8 %

The unemployment levels of all immigrant classes are very high, generally in excess of 25% 6 months after their arrival. After 4 years, these rates declined significantly for most groups, with notable exceptions in the cases of females in the refugee, family and business classes.

Male immigrants tend to have lower unemployment rates than women. This is true both in general and within particular immigrant classes. In many cases, the difference between men and women is quite considerable, except in the case of principal applicants. Both men and women principal applicants under the skilled immigrants class have similar unemployment rates over their first 4 years in Canada.

Refugees tended to have the highest overall rates of unemployment with men at 16.5% and women at 27.8% after four years in Canada. Skilled immigrants stood at 11.4% and 11.1% for male and female

principal immigrants respectively at the 4 year point. Family and business class immigrants were in the middle range of unemployment levels at 14.4% and 14.6% respectively for males, and 21.2% and 16.2% for women in each case after 4 years in Canada.

With the average Canadian unemployment rate standing at 7.3% over the 2001-2005 period, we can see that immigrants in all classes and at each time period experienced disproportionate levels of unemployment.

The lower unemployment rates of immigrant women arriving as spouses, refugees or under the business class compared to immigrant men 6 months after arrival can be explained by their low participation rates. Even though many immigrant women were not working 6 months after arrival, a large proportion of them were not looking for work and were excluded from the unemployment rate.

c) Full-Time Employment

Table 5 explores the incidence of full-time employment among those who are employed.

Table 5: Full-time Employment by Immigration Class, 6 months, 2 years and 4 years after landing in Canada, Canada

	MEN					WOMEN				
	SKILLED IMMIGRANTS		FAMILY CLASS	BUSINESS	REFUGEES	SKILLED IMMIGRANTS		FAMILY CLASS	BUSINESS	REFUGEES
	PRINCIPAL	SPOUSE				PRINCIPAL	SPOUSE			
6 mths	89.5 %	87.7 %	85.1 %	82.3 %	80.8 %	78.8 %	69.1 %	68.6 %	67.9 %	57.8 %
2 years	91.7 %	85.0 %	87.1 %	87.3 %	79.4 %	81.8 %	73.7 %	76.1 %	55.2 %	55.1 %
4 years	94.6 %	87.2 %	91.1 %	84.6 %	83.6 %	81.8 %	76.0 %	74.8 %	62.9 %	63.0 %

The data show that most employed immigrants have full-time work. It should be noted that we do not know the complete nature of this full-time work with respect to other ways in which it might be precarious, for example whether it is permanent or temporary.

Full-time work is higher among male immigrants, with rates over 80% across all immigration categories. For female immigrants, rates tend to be much lower - exceeding 80% only in the case of skilled worker principal immigrants.

From 6 months of settlement to 4 years of settlement there is some improvement in rates of full-time employment, but in many cases (male spouses of skilled immigrants, male and female business class immigrants, and male and female refugees) there is no statistically significant improvement over time.

d) Jobless Spells

Table 6 indicates the average number of jobless days per month experienced by immigrants within their first 6 months in Canada, between their 6th month and second year in Canada, and between their second and fourth year in Canada.

*Table 6: Average Days of Jobless Spells per month by Immigration Class, 6 months, 2 years and 4 years after landing in Canada, Canada***

	MEN					WOMEN				
	SKILLED IMMIGRANTS		FAMILY CLASS	BUSINESS	REFUGEES	SKILLED IMMIGRANTS		FAMILY CLASS	BUSINESS	REFUGEES
	PRINCIPAL	SPOUSE				PRINCIPAL	SPOUSE			
6 mths	11.8	13.0	9.6	11.0	11.1	13.0	15.2	13.9	11.9	16.9
2 years	6.0	8.0	5.8	8.0	8.9	6.7	10.9	10.8	9.2	13.2
4 years	3.7	4.5	3.4	2.9	4.9	4.6	6.7	7.9	5.6	8.7

**The data do not represent actual days of unemployment in any given month, but is calculated from the total number of jobless days accumulated during each period of the survey, divided by the number of months in each period.

From the first 6 months to the fourth year after arrival, the average days of jobless spells per month declined for all immigrants classes. The largest decreases were for skilled immigrant spouses and principal applicants, refugee women and immigrant men who arrived under the business class.

Overall, women were far more negatively impacted by jobless spells than men. This was true when comparing each immigration class and each time period, but it is especially noticeable in the final period (i.e. between 2-4 years of settlement). In those third and fourth years of settlement, women's average number of days of joblessness was double men's for family, business and refugee categories. For skilled worker applicants and spouses, the gender difference was less, but still substantial.

Among men, business class immigrants, skilled worker principal applicants, and family class immigrants had the lowest average number of jobless days in the 3rd and 4th years of settlement. Among women, skilled worker principal applicants and business class immigrants had the lowest number of jobless days per month. For both men and women, refugee class immigrants experienced the highest average numbers of jobless days.

e) Time Taken to Find Work

Table 7 indicates the average number of months that were taken after arrival before an immigrant was employed in their first job.

Table 7: Average Months to 1st Job by Immigration Class, Canada

	MEN					WOMEN				
	SKILLED IMMIGRANTS		FAMILY CLASS	BUSINESS	REFUGEES	SKILLED IMMIGRANTS		FAMILY CLASS	BUSINESS	REFUGEES
	PRINCIPAL	SPOUSE				PRINCIPAL	SPOUSE			
4 years	3.5	5.7	2.4	6.0	8.8	4.2	9.0	6.5	8.3	17.1

Refugees were the group that had the longest time periods on average before securing their first jobs (8.8 months for male refugees and 17.1 months for female refugees). In general, male newcomers took significantly less time to secure their first job than did females.

The immigrant groupings that secured their first jobs the quickest were males in the family class (2.4 months), male skilled principal immigrants (3.5 months) and female skilled principal immigrants (4.2 months). The much shorter period taken to find work among male family class immigrants perhaps reflects the role of family networks already in Canada in helping newcomers find work - obviously family class immigrants are far more likely to have such networks than other groups.

f) Average Hourly Wages

Table 8 shows the average hourly wage of male and female immigrants at different periods after landing, in constant 2005 Canadian dollars.

Table 8: Average Hourly Wage (2005 dollars) by Immigration Class, 6 months, 2 years and 4 years after landing in Canada, Canada

	MEN					WOMEN				
	SKILLED IMMIGRANTS		FAMILY CLASS	BUSINESS	REFUGEES	SKILLED IMMIGRANTS		FAMILY CLASS	BUSINESS	REFUGEES
	PRINCIPAL	SPOUSE				PRINCIPAL	SPOUSE			
6 mths	\$ 18.96	\$ 14.86	\$ 12.72	\$ 14.91	\$ 11.00	\$ 16.81	\$ 12.79	\$ 10.82	\$ 12.87	\$ 9.81
2 years	\$ 18.81	\$ 14.94	\$ 11.86	\$ 13.80	\$ 10.43	\$ 16.02	\$ 12.50	\$ 10.54	\$ 11.62	\$ 8.88
4 years	\$ 21.43	\$ 18.50	\$ 13.51	\$ 17.08	\$ 12.03	\$ 18.70	\$ 14.36	\$ 11.68	\$ 12.69	\$ 9.63

When hourly average wages are examined at the 2 and 4 year points in time, we discover that wage levels increased for all categories except in the case of female business class immigrants.

Four years after their landing, skilled worker principal applicants received the highest wages (\$21.43 for males and \$18.70 for females). This was followed by male spouses of skilled principal (\$18.50) and male business class immigrants (\$17.08). The groups who received the lowest wages at the 4 year point were female refugees (\$9.63), female family class (\$11.68) and male refugees (\$12.03). These data indicate that there is a significant wage advantage in being a skilled worker principal applicant over all other categories.

g) Annual Family Income Per Household Member

Table 9 shows the average family income in 2005 dollars for the households of immigrants, divided by the number of household members. (This includes the earnings of all members of the economic family, and not just the respondent).

Table 9: Annual Family Income per household member (adjusted in 2005 dollars) by Immigration Class, 2 years and 4 years after landing in Canada, Canada

	MEN					WOMEN				
	SKILLED IMMIGRANTS		FAMILY CLASS	BUSINESS	REFUGEES	SKILLED IMMIGRANTS		FAMILY CLASS	BUSINESS	REFUGEES
	PRINCIPAL	SPOUSE				PRINCIPAL	SPOUSE			
2 years	\$ 13,500 \$	\$ 13,700 \$	\$ 13,380 \$	\$ 9,000 \$	\$ 6,300 \$	\$ 13,600 \$	\$ 12,000 \$	\$ 14,300 \$	\$ 8,900 \$	\$ 4,000 \$
4 years	\$ 17,200 \$	\$ 19,300 \$	\$ 14,300 \$	\$ 13,100 \$	\$ 8,900 \$	\$ 18,300 \$	\$ 15,700 \$	\$ 14,700 \$	\$ 12,400 \$	\$ 6,100 \$
4 yrs minus 2 yrs	\$ 3,700 \$	\$ 5,600 \$	\$ 1,080 \$	\$ 4,100 \$	\$ 2,000 \$	\$ 4,700 \$	\$ 3,700 \$	\$ 400 \$	\$ 3,500 \$	\$ 2,100 \$

Household income per capita n increased for all groups between the 2nd and 4th years of settlement, except for women in the family class where the differences between the two years were not statistically significant.

The highest income groups were male skilled worker spouses (\$19,300), female skilled worker principal applicants (\$18,300), male skilled worker principal applicants (\$17,200) and female skilled worker spouses (\$15,700). The biggest jumps in income over the two year period also tended to be concentrated in these immigrant categories (along with male business class immigrants).

Refugees had by far the lowest incomes at the 4 year period with female refugees having only an average of \$6,100 and males \$8,900 per household member. The next lowest grouping was female business class at \$12,400 and male business class at \$13,100.

h) Appropriateness of Employment

Table 10 indicates the percentage of individuals whose main job at the time of the surveys was related to their training or field of study.

Table 10: Percentage of main job related to Training or Field of Study by Immigration Class, 2 years and 4 years after landing in Canada, Canada

	MEN					WOMEN				
	SKILLED IMMIGRANTS		FAMILY CLASS	BUSINESS	REFUGEES	SKILLED IMMIGRANTS		FAMILY CLASS	BUSINESS	REFUGEES
	PRINCIPAL	SPOUSE				PRINCIPAL	SPOUSE			
2 years	59.3 %	44.6 %	22.6 %	41.6 %	15.2 %	62.5 %	37.5 %	21.0 %	26.7 %	11.6 %
4 years	66.8 %	56.6 %	29.2 %	42.8 %	18.3 %	71.2 %	51.3 %	28.5 %	31.1 %	21.1 %

Overall there are consistent, if generally only modest, improvements in the matching of newcomer skills training/education with their main job between the 2nd and 4th year of settlement. However, there are also important immigration class differences.

Refugees were the least well matched with only 18.3% of males matched by their 4th year, and only 21.1% of female refugees finding a match between their job and their field of training/education. Family class newcomers at the 4 year point also fared poorly with matches in just 29.2% (males) and 28.5% (females) of cases.

It is in the skilled immigrant classes where the best matches were to be found. At the 4th year after landing, 66.8% of male and 71.2% of female skilled immigrant principal applicants enjoyed favourable job to skill/education matches. The spouses of skilled immigrants did less well than their partners but better than other immigrant classes, with male spouses scoring 56.6% and female spouses 51.3%.

It is noteworthy that even among the skilled immigrant class the percentage of newcomers whose jobs matched their training/education background is rather modest. For other immigrant classes (family, business and refugee) after 4 years of landing, job and skill/education matches fall well below 50%.

In terms of gender and job matches no clear pattern emerges. It would appear that gender does not have a determining effect with respect to this variable.

CONCLUSIONS

Clearly only tentative conclusions can be reached from the data compiled in this report. In part this is because immigrant class and gender are only two of many factors that might contribute to labour market outcomes. It is also worth bearing in mind that the data presented here represent only a very specific cohort of immigrants – arriving in a narrow window of time and within a particular set of macro-economic circumstances.

In terms of the specific labour market outcomes that we examined, the following conclusions emerge:

- Skilled worker principal applicants, both men and women, had better labour market outcomes than immigrants who entered under other immigration classes. They were more likely to be employed, and to be working in their area of training/education; they had taken less time to find their first job, had shorter jobless spells, and earned more than other groups.
- Refugees, both men and women, faced more difficulties even four years after arrival. They were more likely to have high unemployment rates, longer jobless spells, longer time taken to secure their first job in Canada, and have lower earnings.
- Immigrant men had overall better labour outcomes than immigrant women, including higher labour force participation rates.
- Participation rates were generally high across immigrant classes. Refugees had the lowest participation rates, which remained low after 4 years.
- Within their first four years in Canada, all immigrants had higher unemployment rates than those found in the overall labour market, regardless of immigration class.
- Most immigrants, especially men, work full-time.
- Average jobless days decrease over time, although immigrant women (especially refugees, immigrants who arrived under the family class, spouses of skilled immigrants and business class immigrants) had relatively longer jobless spells.
- Four years after landing, skilled worker principal applicants had the highest average hourly wages and family income, while refugees had the lowest.
- There are consistent, if modest, improvements in the matching of newcomers' training and education with their main job after 4 years.

APPENDIX

RELEVANT QUESTIONS FROM LSIC SURVEY QUESTIONNAIRE :

1. Gender – from CIC immigration records
2. Immigrant class – from CIC immigration records
3. In what month and year did you arrive in Canada as a landed immigrant, a refugee or other type of immigrant? (wave 1)
4. Number of members in household (waves 1-3)
5. When did you start working for (the) employer? (waves 1-3)
6. Are you still working for (the) employer? (waves 1-3)
7. When did you stop working for (the) employer? (waves 1-3)
8. How many hours per week do you usually work? (waves 1-3)
9. Since you came to Canada, how much income in total, have “you and your family” received from all sources? (Both inside and outside Canada if applicable.) (wave 1)
10. Could you give me an estimate of the total income that “you/you and your family” received before taxes and deductions from all sources inside and outside Canada in the last 12 months? (waves 2-3)

Questionnaire (wave 1): http://www.statcan.gc.ca/imdb-bmdi/instrument/4422_Q1_V1-eng.pdf

Questionnaire (wave 2): http://www.statcan.gc.ca/imdb-bmdi/instrument/4422_Q1_V2-eng.pdf

Questionnaire (wave 3): http://www.statcan.gc.ca/imdb-bmdi/instrument/4422_Q1_V3-eng.pdf

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FURTHER READING

For data on immigrants' perspectives on their first four years in Canada by immigrant class, see <http://www.statcan.gc.ca/pub/11-008-x/2007000/9627-eng.htm>

For data on the early settlement experiences (6 months after arrival) of immigrants by immigrant class, see <http://www.statcan.gc.ca/pub/89-614-x/89-614-x2005001-eng.htm>