

## ***HOW DO AVERAGE EARNINGS AND FULL/PART TIME EMPLOYMENT STATUS VARY ACROSS OCCUPATIONS IN TORONTO ?***

By

Steven Tufts, Ann Marie Murnaghan, Philip Kelly, Maryse Lemoine

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### **KEY POINTS:**

- Canadian-born and immigrant women in the Toronto labour market earn less than men when working full-time. They are also more likely to work part-time.
- Immigrant women and men earn less on average than Canadian-born women and men earn in full-time jobs.
- Immigrants are more likely to hold full-time employment than those born in Canada.
- Recent immigrants are less likely to work full-time than established immigrants.
- The Toronto labour market is segmented by occupational classifications. Immigrants who work in low paying occupations are characterized by precarious work, but often would full-time in these occupations.
- Those who were educated abroad and work full-time earn less than those who were educated in Canada, regardless of gender.

## ***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](mailto:pfkelly@yorku.ca)), or Stella Park, the TIEDI Project Coordinator ([tiedi@yorku.ca](mailto:tiedi@yorku.ca)). Our website address is at <http://www.yorku.ca/tiedi/>.

*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***

How do average earnings and full/part time employment status vary across occupations in the Toronto CMA, and by gender, immigrant status and place of study?

## ***BACKGROUND***

Across Canada, labour markets are becoming increasingly casualized with temporary, part-time work becoming the new “non-standard” to replace the standard employment relationship (Fuller and Vosko, 2008). Labour markets are, moreover, segmented based on the assumed differences among workers, derived from place of birth, gender, ethnicity, and race - a phenomenon known as exclusionary discrimination (Teelucksingh and Galabuzi, 2007). Looking at the earnings and the rate of full-time employment to compare the labour market outcomes of immigrant and Canadian-born workers, as well as gender differences, are useful ways to explore the effects of these processes. Examining the specific occupational classifications in which low economic achievement is most prevalent and pronounced can help us understand which sectors may provide better remuneration for workers.

Wage gaps between skilled immigrants and the Canadian-born are growing, regardless of education, credentials, and experience (Somerville and Walsworth, 2010). Research has shown that immigrants in Canada and elsewhere often face “blocked mobility” when seeking better wages for their work or full integration into the labour market (Li, 1997: 104; Gilmore, 2008). One traditional tactic to respond to this type of discrimination was entrepreneurship in ethnic enclaves, where immigrants would seek new avenues for economic mobility (Wilson and Portes, 1980), and often find greater economic returns, especially for visible minority immigrants (Li, 1997). When immigrants do not have the means to create these self-employment niches, they are faced with the decision to take jobs that are often not suited to their skill levels (Somerville and Walsworth, 2010).

The wage gap between women and men has been well documented, where women’s pay for the same job has been consistently lower than men’s (Vosko, 2000). For immigrant women, this gap is even greater and has persisted in most fields (Boyd, 1992). Due to the traditional gendered division of labour, women are often more likely to choose to work part-time in order to deal with their responsibilities in the home. They are also more likely to work temporary and casual positions for their seeming flexibility (Fuller and Vosko, 2008).

Fuller and Vosko’s report using the Survey of Labour and Income Dynamics found that 53.7% of all casual employment types were found in the sales and service occupations, followed by business, finance and administrative occupations at 20.2% (2008: 38). The industry with the greatest proportion of casual workforce was trade (including wholesale and retail trade) with 27%, followed by accommodation and food services with 16.3%. Overwhelmingly, casual workers are part-time (69.6%), more often female (60.1%), and offered the lowest hourly wages. Fuller and Vosko note that their sample does not take into account students (whereas it should be noted that the current study does not make this differentiation).

Gilmore (2008) has reported that immigrants work more hours per week than Canadian-born, and more immigrants are working more than one job than the Canadian-born. Gilmore’s report also highlights that while some part-time workers may be doing so voluntarily, in many cases part-time work is taken because full-time work is unavailable, which is disproportionately the case for immigrants.

## ***THE DATA: 2006 CENSUS***

The census is one of the primary sources of information on the demographic, social and economic characteristics of Canada and Canadians (Statistics Canada, 2007). The census collects information on the total persons who once were, or are now, landed immigrants or permanent residents. This population is also referred to as “persons born outside Canada”, or “foreign-born population”. The 2006 Census enumerated 6,186,950 individuals who were born outside Canada. They represented one in five (19.8%) of the total population. This is the highest proportion of foreign-born population in 75 years. A majority of the 1.1 million immigrants who landed between 2001 and 2006 lived in Toronto, Montréal and Vancouver. In the 2006 Census, 80% of households received a short questionnaire containing eight questions, while 20% were given a 61-question long form. The majority of the questions used to gather the data presented in this report were asked in the long census questionnaire.

The 2006 Census was conducted from May-July of that year. The time period leading up to the Census was marked by economic expansion, strong employment gains, and earnings growth in Canada (Lin, 2008: 5). This is important to note, as the census must be seen as a snapshot of circumstances at a particular point in time. Also, prevailing economic conditions and government policies at the time of arrival are thought to have lasting effects on immigrants’ employment outcomes (see table 1 for basic economic data)

*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

## **Definitions:**

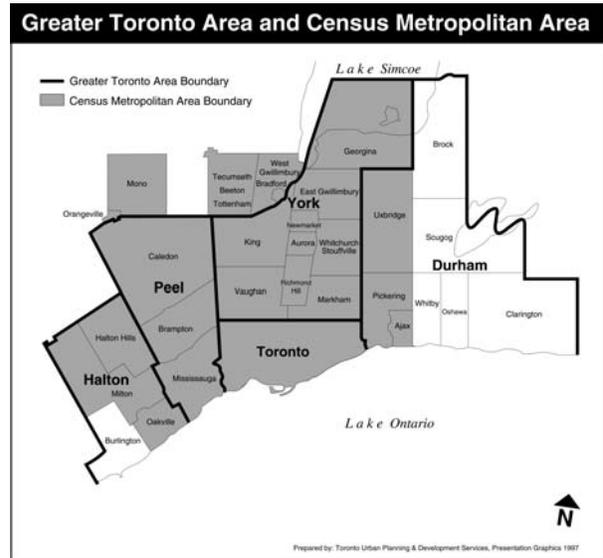
**Immigrants:** Refers to people who are, or have been, landed immigrants in Canada. A landed immigrant is a person who has been granted the right to live in Canada permanently by immigration authorities. Some immigrants have resided in Canada for a number of years, while others have arrived recently. Non-permanent residents (i.e. visa holders, refugee claimants and their family) were excluded from this category.

**n.e.c.:** Not elsewhere classified

**Toronto CMA:** CMA stands for Census Metropolitan Area. The Toronto CMA is the grey-shaded area in Figure 1. It includes the City of Toronto, York Region, Peel Region and parts of Halton and Durham Regions. Other municipalities, such as New Tecumseth in southern Simcoe County and Mono Township in Dufferin County are also included in the Toronto CMA.

CMAs are geographical areas mainly used by Statistics Canada. For more information, see: [http://geodepot.statcan.gc.ca/2006/180506051805140305/03150707/1908151820\\_181905\\_05-eng.jsp?FILENAME=MetropolitanInfluence&REFCODE=10&TYPE=L](http://geodepot.statcan.gc.ca/2006/180506051805140305/03150707/1908151820_181905_05-eng.jsp?FILENAME=MetropolitanInfluence&REFCODE=10&TYPE=L)

Figure 1: The Toronto CMA



## RESULTS

In general, there is a higher proportion of men in full-time positions than women: 82.1% of the Canadian-born men compared to 70.4% of Canadian-born women, and 87.5% of the immigrant men population versus 75.7% of immigrant women. Table 2 presents the number of women and men who are working full-time by place of birth and period of immigration in 2006.

Table 2: Number and Percent Working Full-time, by Immigrant Class, Gender, and Period of Immigration, Toronto CMA, 2006

	WOMEN		MEN	
	N	%	N	%
Canadian-born	486,910	70.4	596,525	82.1
Immigrants	523,275	75.7	663,350	87.5
Before 1991	191,605	79.1	244,080	89.7
1991 to 1995	58,000	74.3	69,935	85.8
1996 to 2000	78,520	72.8	68,310	85.6
2001 to 2006	34,785	70.0	52,010	84.5

Part-time work is defined as working less than 30 hours per week. According to the Labour Force Survey (2008), Canadian-born part-time workers worked on average 11.7 hours per week, while immigrants worked 11.5 hours per week. Also, more immigrants hold full-time positions than Canadian-born. Recent immigrants arriving after 2001 have similar rates of full-time employment to the Canadian-born. Established immigrants, those who arrived before 1991, have the highest proportions of full-time workers (79.1% of women and 87.5% of men).

Table 3 shows average incomes by gender, immigrant status, period of arrival, and full/part-time employment status. This data is useful to compare against the incomes of the individual occupational classes examined in the later part of this report.

*Table 3: Average Annual Earnings from Wages for Canadian-born and Immigrants by Period of Arrival, Gender and Employment Status, Toronto CMA (2005 dollars)*

	WOMEN		MEN	
	Full-time	Part-time	Full-time	Part-time
Canadian-born	\$ 44, 889	\$ 11, 724	\$ 63, 070	\$ 10, 794
Immigrants	\$ 33, 566	\$ 11, 155	\$ 44, 345	\$ 9, 238
Before 1991	\$ 39, 882	\$ 14, 649	\$ 54, 134	\$ 11, 896
1991to 1995	\$ 30, 281	\$ 9, 958	\$ 37, 463	\$ 7, 894
1996 to 2000	\$ 28, 445	\$ 8, 635	\$ 37, 093	\$ 7, 282
2001 to 2006	\$ 20, 671	\$ 7, 036	\$ 27, 234	\$ 6, 963

The gender gap between women and men is most obvious for full-time workers. Canadian-born women earn \$0.71 for every dollar that Canadian-born men earn (\$44,889 vs. \$63,070, respectively), and immigrant women earn \$0.75 for every dollar that immigrant men earn (\$33,566 vs. \$44,345). The gap between immigrant and Canadian-born men echoes the gap between Canadian-born women and men. In fact, average incomes are almost identical for Canadian-born women and immigrant men (\$44,889 vs. \$44,345, respectively). Immigrant women earn the least for full-time work with an average of \$33,566, the equivalent of 74% of Canadian-born women’s earnings, and only 53% of Canadian-born men’s earnings.

The gap in income by gender and immigrant status is smaller for part-time workers. Men actually earn less on average than women working part-time. Canadian-born women working part-time earn about a thousand dollars more per year than Canadian-born men working part-time, although it is unclear whether the number of hours worked has an impact on average income or hourly salary.

When looking at period of arrival, immigrant full-time workers who arrived before 1991 have average incomes that are closer to those of the Canadian-born, but their incomes are still lower. Both men and women who arrived before 1991 and who work in part-time positions earn average incomes above those of the Canadian-born population, and this difference is most marked in women (\$14,649 for immigrant women vs. \$11,724 for Canadian-born women). This figure may be misleading however as this does not take into account the differences in hours that each of these groups work in a “part-time” position, which is by definition under 30 hours per week. The length of time that each of these groups have been in the labour market is also unknown.

The gender gap in wages between full-time and part-time work is present across all periods of arrival, with women consistently earning less than their male counterparts. This gap tends to decrease the longer one lives in Canada. The gap reverses itself for part-time work, as women consistently earn more for part-time work than men. Again, the number of hours that women work is not taken into account in this report.

Recent immigrants, those who have arrived since 2001, tend to have the lowest incomes both in full-time and part-time positions. Immigrant women in full-time positions who arrived after 2001 earn \$20,671, or only 46% of the average income that Canadian-born women report, while recent immigrant men earn \$27,234, only 43% of Canadian-born men’s wages. Among those holding part-time positions, the gap is not as great. Recent immigrant women earn \$7,036, the equivalent 60% of Canadian-born women’s part-time wages, similar earnings to immigrant men, who earn \$6,963 or 63% of Canadian-born men’s part-time annual wages.

Table 4 illustrates the number of persons in the labour force by gender, according to the location of education.

*Table 4: Number of Workers by Location of Post-secondary Education and Gender, Toronto CMA*

	<b>WOMEN</b>	<b>MEN</b>
Educated in Canada	623, 890	620, 215
Educated abroad	241, 485	295, 470

Source: Statistics Canada, Table no. 97-560-XCB2006025

Table 5 illustrates the difference in wages for women and men according to the location of education.

*Table 5: Average Annual Earnings from Wages by Location of Education, Gender, and Employment Status, Toronto CMA*

	<b>WOMEN</b>		<b>MEN</b>	
	Full-time	Part-time	Full-time	Part-time
Educated in Canada	\$ 46, 834	\$ 15, 213	\$ 67, 368	\$ 14, 355
Educated abroad	\$ 33, 990	\$ 12, 098	\$ 48, 568	\$ 14, 097

Both men and women who were educated in Canada have higher incomes when working full-time and part-time. Women who work full-time and were educated abroad earned the equivalent of 72.6% of the income of women who were educated in Canada (\$33,990 vs. \$46,834, respectively). Perhaps unsurprisingly, this ratio is very similar to differences in income for immigrants and Canadian-born. Part-time workers educated in Canada also earned more than those educated abroad, although this gap was smaller than that of the full-time workers and the least important for men who worked part-time.

## a) Full-time employment by occupation, gender, and immigrant status

Table 6 shows the proportion of full-time employment for each occupation. This illustrates which parts of the labour market provide jobs with more hours, and also which offer disproportionate rates of part-time employment.

*Table 6: Full-time Employment (%) by Occupation, Gender and Immigrant Status, Toronto CMA*

	NOC CODE	WOMEN		MEN	
		Canadian-born	Immigrants	Canadian-born	Immigrants
Senior management occupations	A0	88.1	86.5	95.6	93.5
Specialist managers	A1	94.1	90.0	97.4	96.0
Managers in retail trade, food and accommodation services	A2	88.3	86.0	94.5	93.4
Other managers, n.e.c.	A3	92.2	90.9	95.1	94.1
Professional occupations in business and finance	B0	88.7	90.5	92.5	91.5
Finance and insurance administration occupations	B1	72.9	78.8	88.3	87.5
Secretaries	B2	69.8	70.4	66.7	60.7
Administrative and regulatory occupations	B3	84.9	84.3	89.5	86.1
Clerical supervisors	B4	94.7	93.3	96.8	96.6
Clerical occupations	B5	73.8	80.1	77.8	83.6
Professional occupations in natural and applied sciences	C0	89.8	93.0	93.3	94.7
Technical occupations related to natural and applied sciences	C1	86.8	88.9	89.9	92.3
Professional occupations in health	D0	76.7	79.9	91.6	92.7
Nurse supervisors and registered nurses	D1	71.2	78.1	86.4	84.5
Technical and related occupations in health	D2	70.6	76.3	88.5	88.8
Assisting occupations in support of health services	D3	65.7	69.2	58.9	74.4
Judges, lawyers, psychologists, social workers, ministers of religion, and policy and program officers	E0	83.4	81.2	90.3	86.4
Teachers and professors	E1	<b>79.1</b>	<b>71.5</b>	81.3	78.1
Paralegals, social services workers and occupations in education and religion, n.e.c.	E2	71.1	69.5	68.8	69.4
Professional occupations in art and culture	F0	<b>67.1</b>	<b>57.5</b>	73.1	69.2
Technical occupations in art, culture, recreation and sport	F1	<b>53.9</b>	<b>62.5</b>	<b>67.3</b>	<b>74.3</b>
Sales and service supervisors	G0	<b>70.6</b>	<b>76.8</b>	<b>74.9</b>	<b>83.8</b>
Wholesale, technical, insurance, real estate sales specialists, and retail, wholesale and grain buyers	G1	83.9	80.2	92.3	87.4
Retail salespersons and sales clerks	G2	37.7	50.3	57.3	69.1
Cashiers	G3	18.6	42.5	20.2	41.8
Chefs and cooks	G4	<b>59.7</b>	<b>75.1</b>	<b>56.5</b>	<b>83.0</b>
Occupations in food and beverage service	G5	36.5	51.4	47.4	65.0
Occupations in protective services	G6	75.3	71.7	85.5	79.7
Occupations in travel and accommodation, including attendants in recreation and sport	G7	69.2	74.4	59.0	76.4
Child care and home support workers	G8	53.4	60.7	53.3	52.5
Sales and service occupations, n.e.c.	G9	42.5	63.1	46.3	70.7

Contractors and supervisors in trades and transportation	H0	91.6	90.8	96.5	94.8
Construction trades	H1	65.8	73.5	88.3	90.3
Stationary engineers, power station operators and electrical trades and telecommunications occupations	H2	86.6	88.5	95.3	93.7
Machinists, metal forming, shaping and erecting occupations	H3	n/a	n/a	94.8	96.5
Mechanics	H4	84.0	88.2	93.4	93.6
Other trades, n.e.c.	H5	70.4	75.8	85.6	88.9
Heavy equipment and crane operators, including drillers	H6	n/a	n/a	95.5	96.7
Transportation equipment operators and related workers, excluding labourers	H7	51.2	57.8	88.2	89.7
Trades helpers, construction and transportation labourers and related occupations	H8	75.3	78.9	78.6	86.3
Occupations unique to agriculture, excluding labourers	I0	63.9	71.4	80.4	83.3
Primary production labourers	I2	61.4	78.2	67.3	75.9
Supervisors in manufacturing	J0	n/a	n/a	97.7	98.1
Machine operators in manufacturing	J1	80.5	91.0	91.6	95.9
Assemblers in manufacturing	J2	81.6	93.0	88.3	94.7
Labourers in processing, manufacturing and utilities	J3	73.6	85.0	74.1	88.2

\* **bold numbers** highlight the sectors with the most significant gaps\*

The highest proportion of full-time employment for women, both Canadian-born and immigrants, was found among clerical supervisors (B4) (94.7% and 93.3% of the positions are full-time, respectively). The highest percentage of full-time employment for men was found among supervisors in manufacturing (J0) for both Canadian-born and immigrants (97.7% for Canadian-born men and 98.1% for immigrant men).

The second highest proportions of full-time employment for Canadian-born men and women are as specialist managers (A1), with 97.4% and 94.1% respectively. Immigrant women working in professional occupations in natural and applied sciences have the second highest full-time rate, while immigrant men in heavy equipment and crane operators, including drillers (H6) have the second highest full-time rates (95.5% for Canadian-born and 96.7% for immigrants).

Across all categories, cashiers (G3) have the lowest proportion of full-time employment, ranging from 18.6% for Canadian-born women to 42.5% for immigrant women (this was also the occupational category with the greatest disparity between immigrants and Canadian-born). For women and immigrant men, occupations in food and beverage service (G5) have the second and third lowest proportions of full-time employment ranging from 36.5% for Canadian-born women to 65% for immigrant men. Retail salespersons and sales clerks (G2) had low proportions of full-time employment among Canadian-born and immigrant women (37.7% and 50.3%, respectively). Sales and service occupations (G0) had the second highest proportions of part-time work for Canadian-born men, while childcare and home support workers (G8) also had high proportions of part-time work among immigrant men. The table did not control for age, but many of these part-time occupations are held by students and younger workers which may reflect the high participation of Canadian-born persons, and as such do not reflect long-term career choices but temporary, flexible occupations.

## b) Full-time employment by occupation and period of immigration

Table 7 illustrates the proportion of full-time employment by occupational category and period of arrival. Some of the cells have been aggregated due to small numbers in the individual fields.

*Table 7: Full-time Employment (%) by Occupation and Period of Immigration, Toronto CMA*

	NOC CODE	CANADIAN-BORN	IMMIGRANTS				
			Total	Before 1991	1991-1995	1996-2000	2001-2006
Senior management occupations	A0	93.7	91.9	91.6	92.8		
Specialist managers	A1	96.0	93.8	94.2	93.7	93.9	92.0
Managers in retail trade, food and accommodation services	A2	91.8	90.4	91.6	88.8	90.3	88.2
Other managers, n.e.c.	A3	94.0	93.0	93.6	92.6	92.1	90.1
Professional occupations in business and finance	B0	90.8	91.0	90.1	93.2	93.0	89.7
Finance and insurance administration occupations	B1	77.2	81.1	80.4	84.2	82.8	79.2
Secretaries	B2	69.7	70.0	72.9	65.0	64.1	66.3
Administrative and regulatory occupations	B3	86.0	84.7	84.9	83.8	86.0	83.4
Clerical supervisors	B4	95.6	94.9	95.2	94.7		
Clerical occupations	B5	75.0	81.2	84.1	79.0	77.2	78.7
Professional occupations in natural and applied sciences	C0	92.5	94.3	93.7	94.5	95.6	93.7
Technical occupations related to natural and applied sciences	C1	89.2	91.6	92.3	90.1	91.8	91.1
Professional occupations in health	D0	83.6	86.3	85.3	89.3	88.2	86.9
Nurse supervisors and registered nurses	D1	71.7	78.6	79.9	80.2	74.3	75.9
Technical and related occupations in health	D2	74.9	80.2	81.5	83.4	79.9	72.5
Assisting occupations in support of health services	D3	64.6	69.9	75.8	69.1	64.6	58.4
Judges, lawyers, psychologists, social workers, ministers of religion, and policy and program officers	E0	86.4	83.6	84.3	82.7	82.5	82.3
Teachers and professors	E1	79.8	73.8	76.8	71.6	68.6	68.3
Paralegals, social services workers and occupations in education and religion, n.e.c.	E2	70.8	69.5	75.5	66.6	62.9	60.6
Professional occupations in art and culture	F0	69.8	62.6	64.7	57.6	58.8	61.6
Technical occupations in art, culture, recreation and sport	F1	60.6	68.4	71.8	65.6	62.5	65.0
Sales and service supervisors	G0	72.7	80.0	86.5	74.9	76.4	73.9
Wholesale, technical, insurance, real estate sales specialists, and retail, wholesale and grain buyers	G1	88.8	84.5	86.0	82.3	82.9	81.5
Retail salespersons and sales clerks	G2	46.3	57.9	65.9	51.2	50.2	53.6
Cashiers	G3	<b>18.9</b>	<b>42.3</b>	<b>50.2</b>	<b>37.2</b>	<b>37.7</b>	<b>43.0</b>
Chefs and cooks	G4	<b>57.4</b>	<b>80.6</b>	<b>83.8</b>	<b>80.1</b>	<b>80.9</b>	<b>73.8</b>
Occupations in food and beverage service	G5	39.6	56.7	65.8	52.5	48.6	49.2
Occupations in protective services	G6	83.4	78.1	82.3	75.1	72.9	76.7
Occupations in travel and accommodation, including attendants in recreation and sport	G7	<b>64.8</b>	<b>75.2</b>	<b>76.9</b>	<b>74.3</b>	<b>72.9</b>	<b>72.9</b>
Child care and home support workers	G8	53.3	60.1	61.9	60.0	56.1	60.0
Sales and service occupations, n.e.c.	G9	44.6	66.4	73.0	65.1	59.1	59.2
Contractors and supervisors in trades and transportation	H0	96.0	94.5	95.0	93.1		
Construction trades	H1	87.4	89.9	90.6	89.2	89.5	88.3

Stationary engineers, power station operators and electrical trades and telecommunications occupations	H2	95.0	93.5	93.4	93.7		
Machinists, metal forming, shaping and erecting occupations	H3	94.8	96.4	96.6	96.0		
Mechanics	H4	93.2	93.4	94.4	92.8	91.0	92.2
Other trades, n.e.c.	H5	84.2	85.2	84.0	88.7	86.5	84.7
Heavy equipment and crane operators, including drillers	H6	94.5	96.2				
Transportation equipment operators and related workers, excluding labourers	H7	83.2	87.7	86.6	88.8	88.7	88.6
Trades helpers, construction and transportation labourers and related occupations	H8	78.3	85.3	89.2	82.7	83.2	80.9
Occupations unique to agriculture, excluding labourers	I0	75.4	79.4	80.3	78.2		
Primary production labourers	I2	66.3	76.3	77.8	72.8	78.5	71.8
Supervisors in manufacturing	J0	97.3	97.5	96.9	98.2		
Machine operators in manufacturing	J1	88.7	93.7	94.3	93.8	93.5	92.3
Assemblers in manufacturing	J2	86.4	94.0	95.3	93.5	93.6	92.2
Labourers in processing, manufacturing and utilities	J3	73.9	86.2	90.6	86.3	83.3	82.6

When aggregated by gender, there is a clear division between sectors that have high proportions of full-time employment and those with low proportions of full-time employment among Canadian-born, indicating that certain jobs are more likely to be taken as part-time positions while others are more oriented to those seeking careers.

Table 7 highlights the high proportion of full-time employment in professional occupations in the field of natural and applied sciences (C0). Supervisors in manufacturing (J0) had the greatest levels of full-time employment among immigrants who arrived before 1991, between 1991 and 1995 and the Canadian-born population (97.5%, 96.9% and 97.3%, respectively).

Across immigrant status and immigration periods, cashiers (G3) have the lowest rates of full-time employment, with 37.2% to 50.2% of them working full-time. The lowest proportion is found among the Canadian-born category, with only 18.9% holding full-time positions.

The occupations with the second highest proportion of part-time work for Canadian-born, immigrants as a whole, and those who arrived after 1996 were those in the food and beverage service industry (G5) ranging from 39.6% to 56.7%. Immigrants who arrived before 1991 were most likely to have higher rates of full-time employment in this field (65.8%) and are more likely to be doing these jobs as a career rather than a temporary position (Li, 1997). For immigrants who arrived before 1991, the second lowest rates of full-time employment were in the child care and home support worker field (G8) with 61.9% of the jobs being full-time positions.

## c) Full-time employment by occupation, gender, and location of education

Table 8 shows the proportion of full-time employment for women and men by occupational classification and location of education.

*Table 8: Full-time Employment (%) by Occupation, Gender and Location of Education, Toronto CMA*

	NOC CODE	WOMEN		MEN	
		Educated in Canada	Educated Abroad	Educated in Canada	Educated Abroad
Senior management occupations	A0	89.8	88.2	96.1	93.1
Specialist managers	A1	94.5	89.5	97.8	96.1
Managers in retail trade, food and accommodation services	A2	87.2	85.5	94.8	93.8
Other managers, n.e.c.	A3	93.3	89.6	95.9	94.4
Professional occupations in business and finance	B0	90.3	89.6	93.4	91.0
Finance and insurance administration occupations	B1	78.5	79.0	90.3	91.3
Secretaries	B2	72.5	69.6	69.4	69.2
Administrative and regulatory occupations	B3	84.9	83.4	90.3	87.4
Clerical supervisors	B4	94.0	92.6	97.3	98.1
Clerical occupations	B5	78.7	83.0	83.9	89.2
Professional occupations in natural and applied sciences	C0	92.0	93.2	94.6	95.5
Technical occupations related to natural and applied sciences	C1	88.8	92.6	93.4	94.1
Professional occupations in health	D0	77.9	80.0	91.9	93.5
Nurse supervisors and registered nurses	D1	74.8	75.4	84.1	85.7
Technical and related occupations in health	D2	72.8	77.5	90.4	87.9
Assisting occupations in support of health services	D3	70.3	70.0	69.3	72.4
Judges, lawyers, psychologists, social workers, ministers of religion, and policy and program officers	E0	84.1	80.8	91.0	85.9
Teachers and professors	E1	78.0	74.4	81.0	82.2
Paralegals, social services workers and occupations in education and religion, n.e.c.	E2	76.8	66.1	76.7	71.7
Professional occupations in art and culture	F0	69.7	56.5	77.3	71.3
Technical occupations in art, culture, recreation and sport	F1	66.1	68.2	80.1	81.5
Sales and service supervisors	G0	77.1	88.3	81.5	93.9
Wholesale, technical, insurance, real estate sales specialists, and retail, wholesale and grain buyers	G1	84.5	80.4	92.8	87.8
Retail salespersons and sales clerks	G2	52.4	57.4	72.6	83.8
Cashiers	G3	31.4	60.2	32.8	78.6
Chefs and cooks	G4	69.0	76.3	82.1	92.3
Occupations in food and beverage service	G5	43.0	56.4	53.2	76.8
Occupations in protective services	G6	81.9	77.3	87.7	88.0
Occupations in travel and accommodation, including attendants in recreation and sport	G7	77.6	78.9	72.0	82.2
Child care and home support workers	G8	63.0	74.1	72.3	65.1
Sales and service occupations, n.e.c.	G9	60.0	65.8	70.1	82.0

Contractors and supervisors in trades and transportation	H0	92.0	90.5	96.6	93.0
Construction trades	H1	70.4	77.5	91.3	90.1
Stationary engineers, power station operators and electrical trades and telecommunications occupations	H2	n/a	n/a	n/a	n/a
Machinists, metal forming, shaping and erecting occupations	H3	n/a	n/a	n/a	n/a
Mechanics	H4	n/a	n/a	n/a	n/a
Other trades, n.e.c.	H5	76.5	67.0	89.9	90.9
Heavy equipment and crane operators, including drillers	H6	n/a	n/a	n/a	n/a
Transportation equipment operators and related workers, excluding labourers	H7	49.9	52.2	86.8	90.4
Trades helpers, construction and transportation labourers and related occupations	H8	76.3	78.2	83.3	89.7
Occupations unique to agriculture, excluding labourers	I0	76.7	85.0	84.4	79.6
Occupations unique to forestry operations, mining, oil and gas extraction and fishing, excluding labourers	I1	n/a	n/a	n/a	n/a
Primary production labourers	I2	72.0	85.7	74.9	83.2
Supervisors in manufacturing	J0	94.6	98.4	98.0	98.9
Machine operators in manufacturing	J1	82.0	92.2	93.3	96.6
Assemblers in manufacturing	J2	85.3	94.7	91.4	95.7
Labourers in processing, manufacturing and utilities	J3	75.7	83.0	85.8	91.6

Overall, the highest level of full-time employment is found among supervisors in manufacturing (J0), regardless of gender and location of studies, with a range of 94.6% to 98.9% of jobs being full-time. Women and men educated in Canada had their second highest full-time employment rates as specialist managers (A1), with values of 94.5% and 97.8%, respectively.

For men educated abroad, the second highest full-time employment was in the clerical supervisor category, with 98.1%. For women educated abroad, their second highest full-time employment was as assemblers in manufacturing at 94.7%.

As seen above, the lowest proportion of full-time employment for women and men educated in Canada is found among cashiers (G3), with 43% and 53.2%, respectively. For men educated abroad, the lowest proportion of full-time employment was in child care and home support workers (G8) with 65.1% of jobs being full-time. For women educated abroad, transportation equipment operators and related workers, excluding labourers (H7) has the lowest proportion of full-time employment, which was a departure from any of the occupational categories examined in the above tables. In this field the gap between men and women was also the greatest for those educated in Canada and abroad. The second highest gap for those educated in Canada was between men and women in the construction trades where men's full-time employment was 20% higher than women.

Women educated in Canada experienced higher proportions of full-time employment in specific occupations, namely occupations in travel and accommodation, including attendants in recreation and sport, secretaries, assisting occupations in support of health services, and paralegals, social service workers and occupations in education and religion, n.e.c. These differences were very small in comparison to the gap between men and women in general. A larger gap was visible in women educated abroad in the field of child care and home support worker.

## d) Average earnings from wages by occupation, gender, immigrant and employment status

Table 9 shows average wage earnings by occupation, gender, and immigrant status. Some of the cells have been aggregated due to small numbers.

*Table 9: Average Earnings from Wages (2005 dollars) by Occupation, Gender, Immigration Status, and Employment Status, Toronto CMA*

	NOC CODE	WOMEN				MEN			
		CANADIAN-BORN		IMMIGRANT		CANADIAN-BORN		IMMIGRANT	
		Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
Senior management occupations	A0	133,708	44,591	94,555	71,599	220,956	90,359	172,525	21,822
Specialist managers	A1	75,400	26,193	61,831	26,273	101,891	15,448	78,579	19,475
Managers in retail trade, food and accommodation services	A2	41,119	14,999	24,548	11,197	61,153	18,017	37,462	18,204
Other managers, n.e.c.	A3	74,239	40,409	55,649	16,973	121,125	91,938	69,411	18,264
Professional occupations in business and finance	B0	63,255	21,709	48,260	15,498	105,328	21,037	64,331	19,060
Finance and insurance administration occupations	B1	43,012	17,390	37,044	13,756	61,894	9,593	48,748	7,703
Secretaries	B2	35,324	16,157	32,487	13,601	59,609	12,706	24,756	11,180
Administrative and regulatory occupations	B3	43,611	21,423	42,349	18,289	68,329	16,125	59,870	12,367
Clerical supervisors	B4	51,533	21,639	43,873	16,001	54,619	11,439	45,177	
Clerical occupations	B5	33,389	12,582	31,006	11,893	37,413	8,664	34,733	9,161
Professional occupations in natural and applied sciences	C0	57,980	19,606	52,430	14,109	67,552	19,083	60,321	10,676
Technical occupations related to natural and applied sciences	C1	44,933	10,497	37,507	12,262	51,751	9,687	44,778	9,445
Professional occupations in health	D0	45,405	21,878	43,855	19,315	54,709	17,043	48,909	9,137
Nurse supervisors and registered nurses	D1	59,598	31,963	57,501	31,737	61,828	14,155	59,216	36,610
Technical and related occupations in health	D2	40,086	19,574	37,464	19,076	52,692		39,731	11,994
Assisting occupations in support of health services	D3	29,979	14,055	30,090	16,059	33,231	12,059	34,918	14,376
Judges, lawyers, psychologists, social workers, ministers of religion, and policy and program officers	E0	57,074	17,153	47,483	13,806	63,039	35,289	51,325	11,345
Teachers and professors	E1	55,013	17,831	49,333	14,095	59,860	14,557	57,329	15,018
Paralegals, social services workers and occupations in education and religion, n.e.c.	E2	30,203	9,300	26,526	8,492	36,107	8,238	24,093	7,929
Professional occupations in art and culture	F0	39,391	9,355	33,338	6,599	40,606	7,915	30,292	5,153
Technical occupations in art, culture, recreation and sport	F1	25,336	6,893	24,480	9,254	31,917	6,161	29,405	6,514
Sales and service supervisors	G0	29,125	8,999	25,754	9,757	41,992	8,936	32,393	10,067
Wholesale, technical, insurance, real estate sales specialists, and retail, wholesale and grain buyers	G1	48,540	13,155	32,620	10,163	66,589	10,104	39,741	7,755
Retail salespersons and sales clerks	G2	28,488	7,435	21,573	7,814	42,157	8,056	30,981	7,317
Cashiers	G3	15,748	6,306	14,644	6,649	22,899	6,006	17,376	4,901
Chefs and cooks	G4	20,043	7,165	18,063	8,941	23,567	6,345	21,890	7,411
Occupations in food and beverage service	G5	12,894	6,587	16,076	7,396	17,129	7,659	20,463	8,012
Occupations in protective services	G6	47,791	9,239	30,709	9,804	56,735	12,815	35,708	8,603

Occupations in travel and accommodation, including attendants in recreation and sport	G7	31,876	12,009	28,130	12,714	30,446	7,151	29,131	10,873
Child care and home support workers	G8	23,826	6,493	19,549	7,410	25,271	5,453	22,422	6,531
Sales and service occupations, n.e.c.	G9	18,477	6,391	17,374	7,897	27,624	5,634	24,702	6,463
Contractors and supervisors in trades and transportation	H0	44,084	6,999	37,722	8,425	58,185	11,377	54,106	8,730
Construction trades	H1	17,336		16,299		30,090	7,700	25,638	8,951
Stationary engineers, power station operators and electrical trades and telecommunications occupations	H2	47,723	11,552	37,034	13,412	50,637	11,063	48,700	10,147
Machinists, metal forming, shaping and erecting occupations	H3	30,826		24,148	9,539	45,758	10,235	44,313	12,557
Mechanics	H4	39,137		34,274	9,598	46,358	9,587	41,933	10,158
Other trades, n.e.c.	H5	25,020	6,241	18,165	6,430	35,729	7,056	27,096	6,055
Heavy equipment and crane operators, including drillers	H6	34,585		39,110		48,319	10,057	44,925	12,369
Transportation equipment operators and related workers, excluding labourers	H7	30,216	11,147	22,152	10,212	37,015	11,580	20,902	8,326
Trades helpers, construction and transportation labourers and related occupations	H8	27,226	10,202	21,818	7,742	31,090	7,035	31,518	7,497
Occupations unique to agriculture, excluding labourers	I0	20,386	6,670	19,471	9,185	24,017	7,477	32,120	3,546
Occupations unique to forestry operations, mining, oil and gas extraction and fishing, excluding labourers	I1					38,464		35,227	
Primary production labourers	I2	13,315	5,221	16,979	3,838	17,453	5,813	22,010	5,437
Supervisors in manufacturing	J0	44,921	17,870	33,174	14,632	67,244	15,013	54,355	12,715
Machine operators in manufacturing	J1	29,574	9,518	22,645		40,713		35,584	
Assemblers in manufacturing	J2	35,086	13,574	26,960	10,150	42,480	12,452	34,996	10,622
Labourers in processing, manufacturing and utilities	J3	22,689	7,400	20,344	8,009	32,123	10,936	29,205	6,961

Average wage earnings by occupation show that, by far, the highest incomes for Canadian-born and immigrant women working full-time and part-time are found among senior management positions (A0), with Canadian-born women earning \$133,708 in full-time jobs and \$44,591 in part-time jobs, immigrant women earned \$94,555 for full-time and \$71,599 for part-time. Among Canadian-born and immigrant men working full-time, those with senior management occupations (A0) earn the most \$220,956 and \$172,525, while for part-time Canadian-born and immigrant workers this occupation was the second highest earning, \$90,359 and \$21,822. For Canadian-born part-time male workers, Other managers, n.e.c. (A3) was the highest earning occupation, with \$91,938. Other managers, n.e.c. was the second most highly paid position for Canadian-born women working part-time (\$40,409) and Canadian-born men working full-time, \$121,125. Specialist managers (A1) was the second highest earning profession for Canadian-born and immigrant women working full-time, \$75,400 and \$61,831.

Among immigrant men working part-time, nurse supervisors and registered nurses (D1) earned the highest incomes, \$36,610. This position was the second highest earning occupation for immigrant women who worked part-time, \$31,737.

Along with having the highest proportion of part-time work, the lowest average incomes across gender, immigrant and employment status are found among cashiers (G3). Cashiers earned the lowest incomes for immigrant men and women who worked full-time, \$17,376 and \$6,649 respectively. Cashiers had the second lowest incomes for immigrant men who worked part-time: \$4,901. Occupations in food and beverage service were the lowest paid for Canadian-born men and women who worked full-time, \$17,129 and \$12,894, and second lowest for immigrant men and women who worked full-time, \$20,463 and \$16,076.

Primary production labourers (I2) were the lowest paid among Canadian-born and immigrant women working part-time, \$3,838. It had the second lowest average incomes for Canadian-born women and men who worked full-time \$5,221 and \$5,813 respectively.

The lowest paid occupation for Canadian-born men who worked part-time was child care and home support worker (G8), \$5,453. Their second lowest paid occupation was sales and service occupations, n.e.c (G9), \$5,634. Other trades, n.e.c. (H5) was the second lowest for immigrant women who worked part-time, \$18,165.

## *CONCLUSIONS*

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

- Canadian-born and immigrant women in the Toronto labour market earn less than men when working full-time work. They are also more likely to work part-time.
- Immigrant women and men earn less on average than Canadian-born women and men earn in full-time jobs.
- Immigrants work full-time jobs more often than those born in Canada.
- Recent immigrants are less likely to work full-time than established immigrants.
- The Toronto labour market is segmented by occupational classification. Immigrants do work in low paying occupations characterised by precarious work, but often work full-time in these occupations.
- Those who were educated abroad and work full-time earn less than those who were educated in Canada, regardless of gender.
- The largest employment classification in the Toronto labour market was in clerical occupations, along with sales and service, and retail salespersons and clerks.

Clearly, only tentative conclusions can be reached from the data compiled in this report. In part this is because occupation, period of arrival, gender and location of education are only some of the many factors that might contribute to labour market outcomes. For example, this report does not address the number of hours worked by these occupations or the average ages of employees in these sectors. Immigrants in low-wage part-time occupations may be working more hours than their Canadian-born counterparts, while young people who are still attending school may be over-concentrated in some part-time occupations, thus reducing average earnings. To understand how other factors, such as [language skills](#) and [credentials earned outside of Canada](#), influence labour market outcome of immigrants, visit our website to have free access to our TIEDI publications <http://www.yorku.ca/tiedi/pubreports.html>.

## *APPENDIX*

### **RELEVANT QUESTIONS FROM THE CENSUS QUESTIONNAIRE:**

1. 2 – Sex
2. 9 – Where was this person born?
3. 12 – In what year did this person first become a landed immigrant?
4. 31 – In what province, territory or country did this person complete his / her highest degree, certificate or diploma?
5. 42 – What was this person’s work or occupation?
6. 50 – During most of those [in 2005] weeks, did this person work full time or part time?
7. 52 (a) – During the year ending December 31, 2005, did this person receive any income from the sources listed below... Total wages and salaries, including commissions, bonuses, tips, taxable benefits, research grants royalties, etc., before any deductions

Census 2006 Questionnaire: <http://www12.statcan.ca/census-recensement/2006/ref/question-guide-eng.cfm>

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