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## *LANGUAGE USE IN THE WORKPLACE FOR IMMIGRANTS IN TORONTO*

By

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### **KEY POINTS:**

- Recent immigrants are more likely than the Canadian born or those who immigrated before 1991 to use mostly non-official languages at work.
- Within each immigrant group, women are slightly more likely than men to use a non-official language at work.
- In Toronto, the top non-official languages being used at work are Chinese languages, followed by Indo-Iranian, Portuguese, Russian/Polish and Spanish.
- In terms of visible minority groups, 28.1% of Chinese, 25.8% of the Japanese and 23.8% of Korean recent immigrants use mostly a non-official language at work.
- Among immigrants who arrived before 1991 and recent immigrants, the proportion of people who use a non-official language is highest for self-employed workers.
- Among those in the same occupational skill category and class of worker, those who speak English or French have a higher mean income than those who use a non-official language at work when immigrant status and gender are held constant.

## ***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 the TIEDI Project Coordinator, Stella Park ([pstella@yorku.ca](mailto:pstella@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***

Which groups are most likely to use a non-official language at work and how is this reflected in labour market outcomes? What are the effects of using a non-official language at work on income?

## ***BACKGROUND***

Immigrants are a growing proportion of the Canadian labour force, totalling over 3.8 million in 2005 (Thomas 2009a). They increasingly come from countries where English and French are not the main languages spoken and many use a non-official language at work. The number of people who do not use an official language at work has increased by 14% from 538,000 in 2001 to 611,400 in 2006 (Thomas 2009b). Three-quarters (75%) of these workers are employed in Toronto, Vancouver and Montreal (Thomas 2009a). According to Thomas (2009a), Chinese languages, used by over 208,000 immigrants, were the non-official language used most often at work. Unlike European languages, which are often used along with English or French, those who use Asian languages at work are more likely to use them without English or French (Thomas 2009a).

The use of a non-official language at work is expected to decrease over length of time in Canada as immigrants become less concentrated in industries that consist of the same non-official language workers (Thomas 2009b). Findings show that immigrants who have recently arrived are most likely to use a non-official language at work because they have limited English or French language skills (Thomas 2009a) or because they can only find jobs in ethnic economies whose labour force is dominated by workers of the same ethnicity (Light and Gold 2000). In this report, we include three immigrant categories: the Canadian born, immigrants who immigrated before 1991, and those who immigrated between 1992 and 2005, hereafter referred to as recent immigrants.

Predictably, the use of non-official language at work also decreases across generations. Studies show that by the third generation, ethnic groups are fully integrated into the host country linguistically (Alba et al., 2002). Theories of linguistic integration posit that only some individuals in the immigrant generation learn fluent English and most prefer to speak their native language at home. Their children, the second generation, then grow up as bilinguals, learning the host language in school while retaining parental language at home, but generally preferring to communicate in English. When the second generation establishes their own household, they generally speak English in the home and with their children so by the third generation, knowledge of the mother tongue is often lost (Alba et al. 2002, Portes and Schaufli 1994).

Immigrants with limited official language skills face restricted employment opportunities and mobility (Thomas 2009a). They are more likely to be unemployed, employed part-time or in less skilled occupations, or in self employment (Thomas 2009b). Analysis of the 2006 census shows that those who only use a non-official language at work are in occupations such as cooks, sewing machine operators, food counter/kitchen help, babysitters/nannies and light duty cleaners (Thomas 2009b). The use of non-official languages at work also results in earnings differentials.

In 2005, immigrants who use non-official languages in their jobs were twice as likely to be in low-income households compared to those who use official languages. Immigrants who use non-official languages earned, on average, \$11,000 less annually (Thomas 2009b).

Similar to language retention, ethnic concentration in labour markets has also shown to decrease with second and third generations (Reitz 1990). This is important as ethnic communities provide employment for recent immigrants through businesses serving a distinct ethnic group (Thomas 2009a). Between 1981 and 2001, the number of minority neighbourhoods in cities increased dramatically (Hou 2004, Thomas 2009a). This increase provides more opportunities for participating in ethnic economies and hence using non-official languages at work. Ethnic economies are comprised of mostly businesses that operate in ethnic neighbourhoods and rely on members of their own group for both employees and clientele (Hou and Picot 2008). Positive aspects of ethnic economies include higher productivity, denser job sharing network, and acknowledgement of foreign credentials among recent immigrants (Galster, Metzger and Waite 1999). They may also provide recent immigrants with a better adjustment period, knowledge of the local job market and reduction of cultural and linguistic trauma (Warman 2007). Hou and Picot (2008) find that working in ethnically segregated occupations affects income positively, but not significantly. The effect of living in an enclave, however, was found to be negative for high-skilled male immigrants who arrived as adults and received the majority of their education outside Canada (Warman 2007).

## ***DATA AND DATASET: 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). 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 (see Appendix).

The 2006 Census was conducted from May to July of that year. As shown in Table 1, the time period leading up to the Census was marked by economic growth, strong employment gains, and earnings growth in Canada (Lin, 2008: 5). Economic conditions (see table 1 for basic economic data) and government policies may affect immigrants’ economic trajectories so the outcomes for recent immigrants discussed in this report may not be comparable to immigrants who landed in other time periods. The general economic climate will also clearly affect employment outcomes in general.

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

	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>Overall average</b>
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 census collects information on the total number of people who once were, or are now, landed immigrants or permanent residents. The immigrant population includes those who were born outside of Canada and landed in Canada prior to census day May 16, 2006. The 2006 Census enumerated 6,186,950 immigrants, representing almost 20% of the total population. They are categorized in this study as “Canadian Born”, “Immigrant before 1991” or “Recent Immigrant.” Recent immigrants include those who arrived in Canada between the years 1992 and 2005 while “immigrant before 1991” includes all others who arrived earlier. A majority of the 1.1 million recent immigrants lived in Toronto, Montréal and Vancouver.

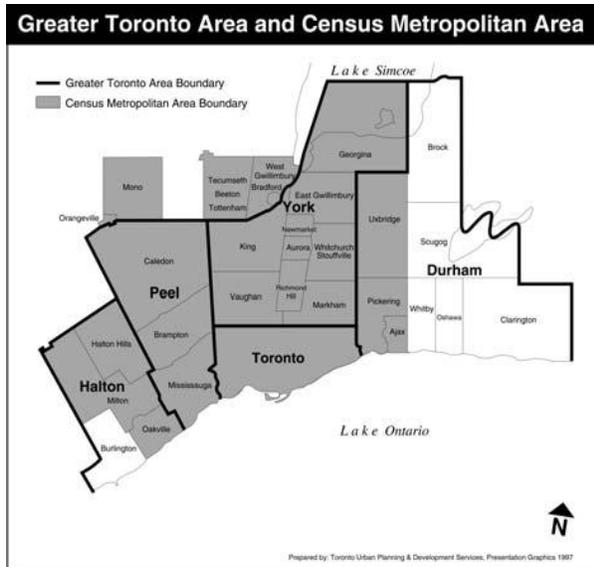
The long form of the census asked every person aged 15 and over who is working or has worked at some point between January 1, 2005 and May 16, 2006, the language that they used most often at work. The results in this report therefore include only those who were employed at some point between January 1, 2005 and May 16, 2006 (Thomas 2009a). Census results show that over 831,000 people, or 4.5% of the total active labour force, use a non-official language at work on a regular basis. Of the people who use a non-official language at work, 611,400 were immigrants.

The data used in this report relates specifically to the Toronto CMA as the place of residence of the respondent population. Respondents may not necessarily work in the Toronto CMA, but it is likely that the numbers living in the CMA and working outside it are relatively few.

## *Definitions*

**Toronto CMA:** CMA stands for Census Metropolitan Area of Toronto. 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=MetropolitanInfluencedZones&REFCODE=10&TYPE=L](http://geodepot.statcan.gc.ca/2006/180506051805140305/03150707/1908151820_181905_05-eng.jsp?FILENAME=MetropolitanInfluencedZones&REFCODE=10&TYPE=L)

Figure 1: The Toronto CMA



**Visible Minority Groups:** Visible minorities are defined as “persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour.” The 2006 Census questionnaire asked respondents to select whether they were White, Chinese, South Asian, Black, Filipino, Latin American, Southeast Asian, Arab, West Asian, Korean, Japanese, or other. (Statistics Canada [http://www12.statcan.ca/census-recensement/2006/ref/rp-guides/visible\\_minority-minorites\\_visibles-eng.cfm](http://www12.statcan.ca/census-recensement/2006/ref/rp-guides/visible_minority-minorites_visibles-eng.cfm)).

**Language Use:** “Official languages” refers to English and French. “Non-official language” refers to languages other than English and French.

## RESULTS

### Users of a non-official language at work

*Table 1: Language Used Most Often at Work in Toronto by Immigrant Status and Sex*

Language Used Most Often at Work	Canadian Born			Immigrated before 1991			Recent Immigrants			Total Population	
	Female	Male	Total	Female	Male	Total	Female	Male	Total	(%)	(N)
% English	98.5	99.2	98.9	94.2	94.3	94.3	87.6	89.5	88.6	95.0	2,297,140
% French	1.2	0.5	0.8	0.7	0.3	0.5	0.8	0.5	0.6	0.7	16,345
% Non-Official	0.3	0.3	0.3	5.1	5.3	5.2	11.7	10	10.8	4.3	105,195
Total	100.0	100.0	100.0	100.0	99.9	100.0	100.1	100.0	100.0	100.0	2,418,680

In Toronto, 95.0% of the population uses English most often at work followed by 4.3% who use a non-official language and 0.7% who use French most often at work.

The highest proportion of respondents who use a non-official language at work are recent immigrants: 10.8% of recent immigrants use a non-official language at work, compared with 5.2% of immigrants who arrived before 1991, and 0.3% of Canadian-born respondents.

In all immigrant status categories, women are slightly more likely than men to use a non-official language at work.

*Table 2: Language Used Most Often at Work in Toronto by Immigrant Status*

	Canadian Born	Immigrated before 1991	Recent Immigrants	Total	
	%	%	%	%	(N)
English	47.6	29.5	22.9	100.0	2,297,140
French	54.9	22.9	22.2	100.0	16,345
Chinese	0.9	33.1	66.0	100.0	46,990
Indo-Iranian	1.0	19.6	79.4	100.0	14,910
Portuguese	4.7	74.0	21.4	100.0	7,530
Spanish	6.0	35.4	58.6	100.0	5,575
Italian	22.2	66.1	11.7	100.0	4,355
Korean	0.8	26.1	73.1	100.0	3,730
Russian/Polish	1.0	32.0	67.0	100.0	6,460

Table 2 shows the proportion and total number of people who are Canadian born, immigrants arriving before 1991, and recent immigrants that speak each language. Of those who speak English at work, 47.6% are Canadian born, 29.5% are immigrants arriving before 1991, and 22.9% are recent immigrants. Similarly, 54.9% of those who speak French most often at work are Canadian born, while 22.9% are immigrants arriving before 1991 and 22.2% are recent immigrants.

The top non-official languages that are used most often at work in Toronto are: Chinese, Indo-Iranian, Portuguese, Spanish, Italian, Korean and Russian/Polish. In Toronto, Chinese languages are the most frequently used non-official language at work, consisting of 46,990 individuals.

Recent immigrants make up the majority of those who speak Chinese, Indo-Iranian, Spanish, Korean and Russian/Polish most often at work. In contrast, 74.0% of respondents who speak Portuguese at

work are immigrants arriving before 1991 while only 21.3% are recent immigrants and 4.7% are Canadian born. Similarly, the majority of those who use Italian at work (66.1%) are immigrants arriving before 1991 followed by 22.2% Canadian born and 11.7% recent immigrants.

*Table 3: Occupational Skill Level by Immigrant Status and Language Used Most Often at Work in Toronto*

	Canadian Born			Immigrated before 1991			Recent Immigrants			Total Population (N)	
	% English/ French	% Non- Official	Total %	% English/ French	% Non- Official	Total %	% English/ French	% Non- Official	Total %	(%)	(N)
Managers	99.7	0.3	56.4	95.3	9.5	27.8	87.8	12.2	15.8	14.3	309,900
Professionals	99.7	0.3	46.9	97.6	2.7	27.2	94.7	5.3	25.9	16.4	356,160
Semi-professionals and technicians	99.6	0.4	48.9	97.0	3.7	27.1	91.6	8.4	24.1	8.8	190,875
Supervisors	99.8	0.2	49.7	95.3	9.7	32.8	90.9	9.1	17.4	2.4	51,410
Administrative and Senior clerical	99.8	0.2	53.9	96.4	8.0	30.4	89.5	10.5	15.7	6.3	137,315
Skilled sales and service	99.7	0.4	43.6	88.8	19.2	32.5	79.3	20.8	24.0	6.8	146,850
Skilled crafts and trades	99.7	0.3	40.8	94.5	10.6	25.1	88.0	11.9	34.2	3.5	75,435
Clerical	99.4	0.6	38.9	91.5	14.5	(n/a)	88.2	11.8	36.0	1.7	35,870
Intermediate sales and service	99.8	0.3	46.7	97.6	3.3	29.8	93.6	6.4	23.6	12.6	274,735
Semi-Skilled Manual Workers	99.5	0.5	43.1	93.6	7.9	29.3	85.7	14.3	27.7	9.9	214,485
Other sales and service	99.8	0.2	27.9	93.5	7.1	35.2	87.3	12.7	36.9	11.1	241,455
Other manual workers	99.7	0.3	30.4	92.7	7.4	32.8	88.6	11.4	36.8	6.4	138,110
Total	99.7	0.3	44.7	95.0	6.9	30.3	89.5	0.1	25.0	100.0	2,172,600

Table 3 shows the proportion of people who use official and non-official languages at work in each occupational category. The occupational categories are derived from the National Occupational Classification for Statistics (NOCS) 2006 and are determined by the level of education, training and skill required to enter the job as well as the tasks, duties and responsibilities of each occupation.

Overall, higher skilled occupations are more likely to be held by the Canadian-born population. For example, while Canadian born individuals accounts for about half of the top five categories (from ‘manager’ to ‘administrative and senior clerical’), immigrants, especially recent immigrants, take up the largest percentage of jobs in the lowest ‘other sales and service’ and ‘other manual workers’ categories.

The proportion of Canadian born using a non-official language at work in each occupation group is small. The largest percentages are among clerical occupations (0.6%) and semi-skilled manual workers (0.5%). Compared to the Canadian born, the proportion of immigrants arriving before 1991 who use a non-official language at work increases in each occupational category, more so in the mid-skilled categories such as ‘skilled sales and service’ (19.2%) and ‘clerical’ (14.5%) than in the high-skilled areas such as ‘professionals’ (2.7%) and ‘semi-professional and

technicians’ (3.7%). Among the three population groups – Canadian born, established immigrants, and recent immigrants – recent immigrants are more likely to engage a non-official language at work across all occupational groups. Overall, around 10-15% of recent immigrants in most occupational groups use a non-official language at work. The only exceptions are ‘professionals’ (5.3%), ‘intermediate sales and service’ (6.4%), and semi-professionals and technicians (8.4%). At the opposite end of the scale, more than 20% of recent immigrants in ‘skilled sales and service’ occupations use a non-official language at work.

*Table 4: Type of Worker by Immigrant Status and Language Used Most Often at Work in Toronto*

Class of Worker	Canadian Born			Immigrated before 1991			Recent Immigrants			Total Population	
	% English/ French	% Non- Official	Total %	% English/ French	%Non- Official	Total %	% English/ French	% Non- Official	Total %	(%)	(N)
Paid Worker-Original	99.6	0.4	42.4	92.9	7.1	35.6	84.4	15.6	22.0	4.0	118,190
Wage Worker	99.7	0.3	45.9	95.3	4.7	29.2	90.2	9.8	24.9	7.2	210,276
Self-Employed	99.6	0.4	45.5	91.5	8.5	32.6	80.7	19.3	21.9	6.5	191,635
Total	99.7	0.3	45.7	94.8	5.2	29.7	89.3	10.7	24.5	82.3	2,412,590

Table 4 categorizes respondents who reported a job into three classes of workers: those who used to be self employed but are now paid workers; those who work mainly for wages, salaries, commissions or piece-rates; and those who are self employed. Table 4 calculates the proportion of workers that speak an official or non-official language at work for each class of worker and immigrant group.

The vast majority of Canadian born workers speak an official language at work regardless of their class of work. In comparison, higher proportions of immigrants, especially recent arrivals, speak non-official languages at work across all worker types than the Canadian born. For example, while 0.3% of the Canadian-born wage workers speak a non-official language at work, 4.7% of immigrants arriving before 1991 and 9.8% of immigrants arriving since 1991 in wage employment speak a non-official language.

Self-employed immigrants, recent or not, are more likely to use a non-official language at work when compared to other worker types. 8.5% of those arriving before 1991 and 19.3% of recent immigrants speak a non-official language at work. Correspondingly, across all immigrant groups, wage workers are the least likely to use a non-official language at work.

*Table 5: Visible Minority Group by Language Used Most Often at Work and Immigrant Status, Toronto*

Visible Minority status	Canadian Born			Immigrated before 1991			Recent Immigrants		
	% English/French	% Non-Official	Total %	% English/French	% Non-Official	Total %	% English/French	% Non-Official	Total %
Chinese	98.2	1.9	9.1	84.2	15.8	42.7	71.9	28.1	48.2
South Asian	99.4	0.6	6.3	97.0	3.0	35.4	93.2	6.8	58.4
Black	99.7	0.3	17.9	99.7	0.3	52.2	99.0	1.0	29.9
Filipino	99.2	(n/a)	6.1	98.7	1.3	38.9	97.5	2.5	55.0
Latin American	96.1	(n/a)	5.9	93.5	6.5	50.8	86.8	13.2	43.2
Southeast Asian	95.1	(n/a)	2.9	92.7	7.3	63.3	87.6	12.4	33.9
Arab	98.0	(n/a)	(n/a)	98.2	1.8	36.9	95.8	4.2	57.2
West Asian	93.2	(n/a)	1.2	95.9	4.1	31.2	92.3	7.7	67.6
Korean	98.3	(n/a)	10.4	88.6	11.1	(n/a)	76.2	23.8	(n/a)
Japanese	99.3	(n/a)	62.5	85.6	14.7	(n/a)	74.2	25.8	(n/a)
Visible Minority nie	99.3	(n/a)	(n/a)	99.4	0.3	(n/a)	97.1	2.6	(n/a)
Multiple Vismmin	98.7	(n/a)	15.1	96.5	3.5	56.3	90.2	8.9	(n/a)
Not a visible minority	99.7	0.3	70.1	95.8	4.2	21.3	92.2	7.8	8.6
Total	99.7	0.3	45.4	94.8	5.2	29.9	89.2	10.8	24.7

Table 5 shows the proportion of each visible minority group that speaks an official or non-official language at work within each immigrant category. Across all visible minority groups, the immigrant groups are more likely to use a non-official language. For example, among Chinese, 1.9% of the Canadian born use a non-official language at work whereas 15.7% of established immigrants and 28.1% of recent immigrants do so.

Among the various visible minority immigrant groups, East Asians (Chinese, Japanese and Koreans) are more likely to use a non-official language at work: 11-15% for those arriving before 1991 and 23-28% for those arriving afterwards. On the other hand, Filipinos and South Asians, and to a certain extent Arabs and West Asians, are the visible minority groups least likely to use a non-official language at work.

### **Income Outcomes According to Language Used Most At Work**

To determine whether there is a cost associated with using a non-official language at work and how that varies across different groups, this section examines income as an indicator of economic performance. Mean income, comprised of the total annual income of each individual within the group before tax, is reported. Since there are substantial gender differences in income, mean incomes are categorized by gender whenever possible. Blank cells indicate that the number has been suppressed due to the low number of cases.

Table 6: Mean Income by Language Used most often at Work, Immigrant Status and Gender, in Toronto

	Canadian Born		Immigrated before 1991		Recent Immigrants	
	female	male	female	male	female	male
English	\$49,469	\$75,180	\$42,629	\$60,186	\$29,171	\$39,224
French	\$48,372	\$62,249	\$50,033	\$64,659	\$32,775	\$36,773
Non-Official	\$39,056	\$56,597	\$27,476	\$37,911	\$18,675	\$23,490

Table 6 provides the mean income for the Canadian born, immigrants arriving before 1991 and recent immigrants by language most often used at work.

Within each immigrant category, respondents who use mostly English or French at work have a higher mean income than their counterparts who use a non-official language at work. Canadian born men who speak English at work have a mean income of \$75,180 compared to \$56,597 for those who use a non-official language. Similarly, Canadian born women who use mostly English at work have a mean income of \$49,469 compared to \$39,056 for the women who use a non-official language. The pattern persists for both immigrants who arrived before 1991 and recent immigrants. Recent male immigrants who predominantly speak English at work have a mean income of \$39,224 compared to \$23,490 for their counterparts who use a non-official language at work. Recent female immigrants who speak English at work also have a higher mean income than the women who use a non-official language at \$29,171 and \$18,675, respectively.

Comparing across immigrant categories for those who use a non-official language at work, Canadian born respondents have a higher mean income than established immigrants. Recent immigrants have the lowest mean incomes of the three immigrant groups. For women who speak mostly English at work, the Canadian born have a mean income of \$49,469 compared to \$42,629 for immigrants arriving before 1991 and \$29,171 for recent immigrants. For women who mostly use a non-official language at work, the Canadian born have a mean income of \$39,056 – substantially more than the \$27,476 for immigrants arriving before 1991, and \$18,675 for recent immigrants. For men who speak mostly English at work, the Canadian born have a mean income of \$75,180, which is more than both immigrants arriving before 1991 and recent immigrants who earn \$60,186 and \$39,224, respectively. For men who mostly use a non-official language at work, the Canadian born have a mean income of \$56,597 compared to \$37,911 for immigrants arriving before 1991, and \$23,490 for recent immigrants.

*Table 7: Mean Income by Detailed Language Used Most Often at Work, by Immigrant Status and Gender, Toronto*

	Canadian Born		Immigrated before 1991		Recent Immigrants	
	Female	Male	Female	Male	Female	Male
<b>English</b>	\$49,469	\$75,180	\$42,629	\$60,186	\$29,171	\$39,224
<b>French</b>	\$48,372	\$62,249	\$50,033	\$64,659	\$32,775	\$36,773
<b>Chinese</b>	\$26,362	\$40,130	\$27,700	\$33,195	\$18,190	\$20,133
<b>Indo-Iranian</b>	\$33,273	\$36,912	\$27,112	\$33,451	\$17,533	\$22,927
<b>Portuguese</b>	\$21,518	\$48,329	\$26,220	\$44,699	\$20,585	\$40,338
<b>Spanish</b>	(n/a)	(n/a)	\$33,328	\$37,278	\$19,022	\$30,726
<b>Italian</b>	\$31,370	\$58,044	\$26,764	\$55,432	\$24,619	\$28,849
<b>Korean</b>	(n/a)	(n/a)	\$24,594	\$40,509	\$16,820	\$24,492
<b>Russian/Polish</b>	\$13,196	\$42,787	\$29,079	\$41,404	\$19,444	\$26,857

Table 7 provides the mean income for those who use each language most often at work, segregated by immigrant status and gender. In all immigrant and language groups, males have a higher mean income than their female counterparts.

Taking gender into account, Canadian born workers generally have the highest mean income followed by immigrants who arrived before 1991, then recent immigrants. Exceptions include immigrants who arrived before 1991 that speak mostly French in the workplace as both male and female workers have a higher mean income than their Canadian born counterparts. Female immigrants arriving before 1991 who speak mostly Chinese and Portuguese in the workplace are also exceptions as they have higher mean incomes than Canadian born females. Regardless of the language they use most often at work, recent immigrants have the lowest mean income in comparison to their Canadian born and earlier immigrant counterparts.

Within each language-at-work group, those who use mostly English or French at work have a higher mean income than their corresponding respondents who do not speak an official language. For example, Canadian born men who mostly use English at the workplace have a mean income of \$75,180 compared to \$40,130 for Canadian born men who speak Chinese at work and \$36,912 for their Indo-Iranian speaking counterparts. Canadian born women who use mostly English in the workplace have a mean income of \$49,469, approximately \$23,000 more than Chinese Canadian born women and \$36,000 more than those who speak Russian or Polish at work.

Similar patterns persist for immigrants arriving before 1991 and recent immigrants. For immigrants arriving before 1991, men who speak mostly French at work have the highest mean income of \$64,659, almost double men who speak mostly Chinese at work who have a mean

income of \$33,195. For women, those who speak mostly French at work also have the highest mean income at \$50,033, more than twice the mean income for female workers who speak mostly Korean.

For recent immigrants, French speaking females have the highest mean income of \$32,775, a figure almost twice as large as the women who speak Korean, whose mean income was \$16,820. Recent male immigrants who speak mostly English at work have a mean income of \$39,224, which again, is almost twice as much as the men who speak mostly Chinese at work. An exception includes recent immigrant men who speak mostly Portuguese at work who have a higher mean income than their counterparts who speak an official language at work.

*Table 8: Mean income by Type of Worker, Immigrant Status and Language Used Most Often at Work*

	Canadian Born			Immigrated Before 1991			Recent Immigrants		
	English	French	Non-Official	English	French	Non-Official	English	French	Non-Official
<b>Paid Worker-Originally</b>									
<b>Self employed</b>	\$81,891	\$59,494	\$74,193	\$64,419	\$56,595	\$38,408	\$31,500	\$35,207	\$22,083
<b>Wage Worker</b>	\$61,719	\$52,395	\$45,248	\$51,753	\$56,253	\$32,590	\$35,359	\$34,224	\$21,776
<b>Self-Employed</b>	\$62,792	\$48,308	\$57,068	\$43,034	\$32,407	\$33,142	\$24,399	\$35,266	\$16,262

Table 8 shows the mean income among those with different employment types, differentiated by immigrant status and language use at work. Paid workers who were originally self-employed have a higher mean income than both their wage worker and self-employed counterparts. For example, the mean income of the Canadian born paid worker who uses English at work is \$81,891, approximately \$20,000 more than both the wage workers and self-employed respondents in that same category. Canadian born paid workers who mostly use non-official languages at work have a mean income of \$74,193, almost \$30,000 more than wage workers and \$17,000 more than the self-employed individuals in that category. The same patterns persist across immigrants who arrive before 1991 and recent immigrants, though the disparity in mean incomes between the classes of workers narrows. For immigrants who arrive before 1991 and mostly use a non-official language at work, paid workers have a mean income of \$38,408, approximately \$5,000 more than their wage workers and self-employed counterparts. For recent immigrants who use a non-official language at work, paid workers wage workers have a mean income of about \$22,000 annually, \$6,000 more than the self-employed.

Within each immigrant category, those who use English at work have a higher mean income compared to their respective counterparts who use a non-official language at work. When comparing Canadian born respondents, paid workers who speak mostly English have a higher mean income than those who speak a non-official language. Similarly, wage workers and self-employed respondents who use English the most have higher mean incomes than their counterparts who use a non-official language at work. Similar patterns persist for immigrants arriving before 1991 and recent immigrants. For recent immigrants, wage workers who use mostly a non-official language at work have a mean income of \$21,776, which is considerably

less than the mean income of \$35,359 for those in the same category that speak mostly English at work.

*Table 9: Mean Income by Occupational Skill Level, Immigrant Status and Language Used Most Often at Work*

	Canadian Born			Immigrated Before 1991			Recent Immigrants		
	English	French	Non-Official	English	French	Non-Official	English	French	Non-Official
<b>Managers</b>	\$107,580	\$93,200	\$82,791	\$85,555	\$115,941	\$45,607	\$50,914	\$62,085	\$27,487
<b>Professionals</b>	\$81,759	\$55,735	\$97,627	\$76,206	\$55,664	\$67,201	\$53,538	\$49,634	\$29,107
<b>Semi-professionals and technicians</b>	\$44,252	\$41,946	\$33,066	\$44,192	\$39,707	\$24,591	\$34,268	\$27,121	\$18,265
<b>Supervisors</b>	\$59,498	\$52,142	\$67,232	\$55,958	\$51,701	\$39,068	\$40,499	\$29,029	\$26,562
<b>Administrative and Senior clerical</b>	\$50,261	\$48,848	\$28,707	\$49,041	\$40,823	\$33,117	\$34,264	\$38,030	\$22,878
<b>Skilled sales and service</b>	\$59,838	\$42,257	\$28,256	\$42,626	\$40,022	\$26,852	\$27,846	\$22,758	\$18,807
<b>Skilled crafts and trades</b>	\$53,674	\$34,182	\$29,451	\$48,112	(n/a)	\$30,243	\$37,395	(n/a)	\$22,537
<b>Clerical</b>	\$46,071	\$27,685	\$41,242	\$46,588	\$40,737	\$38,420	\$34,489	(n/a)	\$25,275
<b>Intermediate sales and service</b>	\$38,660	\$37,038	\$26,868	\$38,672	\$39,965	\$27,804	\$28,564	\$28,263	\$22,016
<b>Semi-Skilled Manual Workers</b>	\$40,072	\$38,763	\$29,525	\$33,550	\$39,874	\$22,003	\$22,770	\$27,735	\$15,655
<b>Other sales and service</b>	\$40,380	\$28,766	\$34,870	\$36,728	\$34,543	\$27,440	\$27,502	\$16,582	\$21,182
<b>Other manual workers</b>	\$27,390	\$46,167	\$23,343	\$26,849	\$31,989	\$21,007	\$19,414	\$22,155	\$15,297

Table 9 shows the mean annual income for each occupation/skill group in each immigrant and language-at-work category. Across all immigrant and language groups, managers, professionals and supervisors have the highest mean income compared to other occupations. Recent immigrants within each occupation/skill and language category have the lowest mean income compared to their Canadian born and earlier immigrant counterparts.

Within each immigrant group, those who use a non-official language at work generally earn less than their counterparts who speak either English or French at the workplace. For example, Canadian born English speaking managers have a mean income of \$107,580 while those who use a non-official language at work have a mean income of \$82,791. There are, however, exceptions – for example Canadian-born professionals and supervisors who speak mainly non-official languages at work make more, on average, than their English-speaking counterparts.

## *CONCLUSIONS*

In general, the findings can be summarized as follows:

- Recent immigrants are more likely than the Canadian born or those who immigrated before 1991 to use mostly non-official languages at work.
- Within each immigrant category, women are slightly more likely than men to use a non-official language at work.
- In Toronto, the top non-official languages being used at work are Chinese languages, followed by Indo-Iranian, Portuguese, Russian/Polish and Spanish.
- Across all occupational skill levels and classes of worker, recent immigrants are most likely to use a non-official language at work.
- Among immigrants who arrived before 1991 and recent immigrants, the proportion of people who use a non-official language is highest for self-employed workers.
- In terms of visible minority group, 28.1% of Chinese, 25.8% of the Japanese and 23.8% of Korean recent immigrant use mostly a non-official language at work.
- Taking gender into account, Canadian born workers generally have the highest mean income followed by immigrants who arrived before 1991, then recent immigrants.

- Taking gender and immigrant category into account, respondents who use mostly English or French at work have a higher mean income than their counterparts who use a non-official language at work.
- Among those in the same occupational skill and class of worker category, those who speak English or French have a higher mean income than those who use a non-official language at work when immigrant status and gender is considered.

Clearly, only tentative conclusions can be reached from the data compiled in this report. In part this is because language use at work, occupation, and period of arrival 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 at these occupations or the average age of employees in the various sectors. To understand how other factors, such as [part time work](#) and [credentials earned outside of Canada](#), influence labour market outcome of immigrants, visit our website to have free access to other TIEDI publications <http://www.yorku.ca/tiedi/pubreports.html>.

## **APPENDIX**

### RELEVANT QUESTIONS FROM 2006 CENSUS SURVEY QUESTIONNAIRE:

- 1) 48 (a) In this job, what language did you use most often?
  - English
  - French
  - Other – Specify
  
- 2) 48(b) Did this person use any other languages on a regular basis in this job?
  - No
  - Yes, English
  - Yes, French
  - Yes, Other – Specify
  
- 3) 2– Sex
  
- 4) 9 – Where was this person born?
  
- 5) 11 – Is this person now, or has this person ever been, a landed immigrant?
  
- 6) 12 – In what year did this person first become a landed immigrant?
  
- 7) 19 – Is this person:  
(select) White; Chinese; South Asian; Black; Filipino; Latin American; Southeast Asian; Arab; West Asian; Korean; Japanese; Other
  
- 8) 41 – What kind of business, industry or service was this (work)?
  
- 9) 42 – What was this person’s work or occupation?
  
- 10) 44 – In this job or business, was this person mainly:
  - Working for wages, salary, tips or commission?
  - Working without pay for his/her spouse or another relative in a family farm or business?
  - Self-employed without paid help (alone or in partnership)?
  - Self-employed with paid help (alone or in partnership)?
  
- 11) 52 – During the year ending December 31, 2005, did this person receive any income from the sources listed below? If “Yes”, also enter the amount; in case of a loss, also mark “Loss”.
  - Paid Employment
  - Self-Employment
  - Income from Government
  - Other Income

**Questionnaire: Census 2006** <http://www12.statcan.ca/census-recensement/index-eng.cfm>  
<http://www12.statcan.ca/census-recensement/index-eng.cfm>

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### ***FURTHER READING***

Thomas, Derrick. 2009a. "Immigrants in Canada who work in a language other than English or French." *Canadian Social Trends* 89. Statistics Canada Catalogue 11-008-X.

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