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HOW DOES FULL/PART-TIME EMPLOYMENT STATUS AFFECT LABOUR MARKET OUTCOMES OF IMMIGRANTS OVER TIME?

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KEY POINTS:

- Immigrants with continuous full-time employment in the first four years of settlement in Canada had higher average hourly wages than immigrants who were employed part-time at any time in the first four years.
- Average hourly wages increased over time for those employed full-time continuously and for those employed part-time continuously in the first four years in Canada.
- Immigrants who were employed full-time were more likely to have jobs that matched their fields of study and training, and higher levels of job satisfaction compared to those who were employed part-time in the first four years in Canada.
- Compared to immigrants working full-time, part-time workers were more likely to enroll in post-migration education during the first four years of settlement in Canada.

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, Stella Park (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 QUESTIONS

Among immigrants who are *continuously employed* during their first four years in Canada, how does taking full-time versus part-time employment affect their hourly wages, levels of job satisfaction, education mis-match and post-migration education/training over time?

BACKGROUND

Since the mid-1970s, full-time permanent employment has declined and non-standard employment has increased in Canada (Fuller and Vosko 2008). Non-standard employment is characterized by part-time, part-year and temporary employment that lacks the standard level of hourly wages as well as legal and social benefits (i.e. health insurance, pensions, maternity leaves, and other benefits) (Kalleberg 2000). Unlike non-standard employment, full-time permanent employment provides high wages, job security and social benefits to employees (Vosko 2006).

To assess the impact of non-standard employment, researchers have studied the growth of part-time employment in Canada (Tufts et al. 2011; Feldman and Doeringhaus 1992). In Canada, part-time work is usually defined as working less than 30 work hours per week (Kalleberg 2000). An increase in part-time employment relative to full-time employment has been observed in all employment sectors in Canada. For example, Labour Force Survey (LFS) data show that between 1975 and 1990, part-time employment increased by 50% in Canada, compared with a 30% increase for full-time employment (Krahn 1991). LFS data show that between 1976 and 1994, the proportion of workers employed part-time climbed significantly from 11% to 17% (Krahn 1995). In addition to lacking benefits and offering low wages, part-time work is more likely to be temporary than full-time work (Fuller and Vosko 2008). Between 1975 and 1990, only 13% of part-time jobs were permanent jobs while 40% of part-time jobs were temporary jobs. Part-time employment is the most common form of non-standard employment in Canada (Krahn 1991).

While the impacts of part-time employment on the Canadian workforce have been discussed, less is known about its impact on recent immigrants. Research on immigrants' employment suggests that they are more disadvantaged in the labour market than the Canadian born population (Galabuzi 2005; Reitz 2007). However, this labour market disadvantage improves over time as immigrants obtain better jobs. Immigrants who arrived in Canada after 2001 are less likely to work full-time than immigrants who arrived in Canada before 1991 (Gilmore 2008). The proportion of workers who worked part-time involuntarily was higher for immigrants than the Canadian-born in 2008 (Gilmore 2008). Because part-time employment is generally associated with low wages, job instability and social insecurity, those who are employed part-time, particularly those working part-time involuntarily, are often less satisfied with their jobs than those who are employed full-time (Feldman and Doeringhaus 1992). However, wage levels as well as satisfaction with full-time and part-time employment depend on the relevance of the job to employees' prior education and work experience (Feldman and Doeringhaus 1992).

Several studies have shown that immigrants have lower hourly wages than their Canadian born counterparts (Gilmore 2008). In 2008, the average hourly wage of an immigrant employee was \$21.44 while the average hourly wage of a Canadian-born employee was \$23.72; a gap of \$2.28 per hour (ibid). The gap is much narrower for immigrants who came to Canada 10 years earlier, before 1998, than for those who came more recently (ibid). Labour Force Survey (LFS) data also show that in 2008 the proportions of core working-age immigrants and Canadian born employed in part-time jobs (11.5% vs. 11.7% respectively) were similar (ibid). The average income of immigrants who arrived before 1991 and were employed in full-time jobs was lower than the average income of Canadian born counterparts (Gilmore 2008). However, established immigrants who arrived before 1991 and were employed in part-time jobs had higher average income than Canadian born part-time employees (ibid).

Scholars have emphasized that full-time and part-time employment experiences of immigrants vary over time and by cohort of arrival (Statistics Canada 2003). For example, since men and women with Canadian education have higher incomes than internationally trained workers (Tufts et al. 2011), some immigrants take part-time employment voluntarily to pursue education in Canada. By using longitudinal data to study descriptively the effects of full-time or part-time employment status on immigrants' labour market integration over time, this study makes a unique contribution to knowledge of immigrant's employment. One of the objectives is to compare different employment outcomes (i.e. hourly wage, relevancy of employment to prior education and work experiences, and job satisfaction) for immigrants based on their full-time and part-time employment status. Another objective is to describe how transitions between full-time and part-time employment status influence the labour market outcomes for immigrants in the first four years after arrival in Canada.

THE DATA: LONGITUDINAL SURVEY OF IMMIGRANTS TO CANADA (LSIC)

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 settle in 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' situations before coming to Canada and since their arrival.

The survey involved a longitudinal design, with immigrants being interviewed at three different time periods: six months (wave 1), two years (wave 2), and four years (wave 3) after landing in Canada. The target population for the first survey, wave 1, consisted of immigrants aged 15 years or older at the time of landing in Canada between October 1, 2000 and September 30, 2001, and landed from abroad. Individuals who applied from within Canada are excluded from the survey (Statistics Canada, 2007).

The LSIC was conducted from 2001 to 2005, a time period marked by economic growth, strong employment gains, and earnings growth in Canada (Lin, 2008). Economic conditions at the time of arrival (see Table 1 for basic economic data) and government policies may affect the trajectories of respondents. The employment outcomes 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 many variables (e.g. age, visible minority status, training in Canada and proficiency in official languages) shape labour market integration and mobility for immigrants. So our analysis is necessarily partial. Finally, it should be noted that the data presented in this report include only immigrants who had been in Canada for 4 years, and does not therefore capture longer term outcomes.

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 sample design for LSIC 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). This report shows the labour market outcomes of only those immigrants who were employed in full-time or in part-time jobs at the time of all three surveys (at 6 months, 2 years and 4 years). This report illustrates the labour market outcomes (i.e.; hourly wage and job satisfaction) for immigrants employed in full-time and part-time employment. The paper also shows how the pathways from full-time to part-time employment affect labour market outcomes over the first four years. Because of small sample sizes, the data used in this report are for all of Canada and not for the Toronto CMA.

RESULTS

Table 2: Distribution of Respondents by Employment History, Canada

	Never employed in the first 4 years	Employed 1 wave	Employed in 2 waves	Employed continuously in all 3 waves
%	8.2	19.1	31.1	41.6
N (weighted)	10, 200	23, 840	38, 820	51, 810

Table 2 shows the distribution of respondents by employment success in Canada across the three waves of the survey. Immigrants who were employed throughout the first 4 years after their arrival in Canada constitute the largest percentage (41.6%) followed by immigrants who were employed in two waves (31.1%) and one wave (19.1%) respectively. Immigrants who were unemployed throughout the first 4 years of settlement in Canada constitute the lowest percentage (8.2%) of all immigrants in the survey. During their first four years in Canada, only 41.6% of the immigrants in the survey were employed continuously.

Table 3: Distribution of Continuously Employed Immigrants by Full-time and Part-time Employment Status at 6 Months, 2 Years and 4 Years after Arrival in Canada

Wave 1: 6 Months in Canada	Wave 2: 2 Years in Canada	Wave 3: 4 Years in Canada
Employed Full-Time 83.1% N(weighted) = 42, 520	Full-Time 78.4% N(weighted) = 40, 090	Full-Time 75.3% N(weighted) = 38, 500
		Part-Time 3.1% N(weighted) = 1, 590
	Part-Time 4.7% N(weighted) = 2, 430	Full-Time 3.5% N(weighted) = 1, 800
		Part-Time 1.2% N(weighted) = 640
Employed Part-Time 16.9% N(weighted) = 8, 620	Full-Time 10.3% N(weighted) = 5, 280	Full-Time 9.0% N(weighted) = 4, 640
		Part-Time 1.3% N(weighted) = 640
	Part-Time 6.5% N(weighted) = 3, 340	Full-Time 2.9% N(weighted) = 1, 510
		Part-Time 3.6% N(weighted) = 1, 840

N(weighted)= The sum of each column may not add up to the total shown due to rounding.

Table 3 shows the transition between part-time and full-time employment status for the 41.6% of immigrants who were employed in all three waves of the survey. The first column shows full-time and part-time employment status of immigrants at 6 months after arrival in Canada. The second column shows the employment status of those who (1) worked full-time at 6 months but then transitioned to full-time or part-time work by 2 years of residence and (2) those who worked part-time at 6 months and transitioned to full-time or part-time work at 2 years of residence. The third column shows the paths to full-time and part-time employment at 4 years of residence.

The percentage of immigrants with full-time employment is much higher than the percentage of immigrants with part-time jobs in each wave. Approximately three-quarters, 75.3 percent, of immigrants had continuous full-time employment and 3.6 percent had continuous part-time employment. The rest, 21.1 percent, made transitions from full-time to part-time work or vice versa during the first four years of settlement in Canada. By wave three, the percentage of immigrants in part-time work has declined from 16.9% to 9.2% of all continuously employed immigrants and the percentage of immigrants in full-time work has increased from 83.1% to 90.7% of all continuously employed immigrants. Subsequent analysis describes the employment outcomes for each of three employment trajectories; continuous full-time employment, continuous part-time employment, and variable hours of employment.

a) Employment Success of Immigrants in Canada: Hourly Wages

Table 4: Hourly Wages of Continuously Employed Immigrants Working Full-time and Part-time

Wave 1: 6 Months in Canada		Wave 2: 2 Years in Canada		Wave 3: 4 Years in Canada	
	Hourly Wage (2005 \$)		Hourly Wage (2005 \$)		Hourly Wage (2005 \$)
Full-Time	\$17.34	Full-Time	\$17.87	Full-Time	\$20.13
				Part-Time	\$17.18
		Part-Time	\$13.55	Full-Time	\$16.93
				Part-Time	\$17.92
Part-Time	\$13.02	Full-Time	\$14.16	Full-Time	\$16.59
				Part-Time	\$14.95
		Part-Time	\$13.17	Full-Time	\$17.40
				Part-Time	\$15.13

Table 4 shows the average hourly wage of the respondents by full-time and part-time employment status during the first four years of settlement in Canada. In each wave, immigrants

who were employed continuously in full-time work had higher average hourly wages than those who were employed in part-time work. For example, the average hourly wage of full time workers (\$17.34) was much higher than the average hourly wage for part-time workers (\$13.02) in wave 1. This trend is evident across all three surveys.

Continuity in full-time and part-time employment is also associated with rising wages. Average hourly wages increased for those with a continuous full-time job and for those with a continuous part-time job during the first four years of settlement in Canada. Average hourly wages did not increase for immigrants who moved between full-time and part-time work and vice versa during the first four years in Canada.

Immigrants who started in full-time work paid a penalty for working part-time later as their average hourly wages fell from \$17.34 to \$13.55 with part-time work in wave 2. Even if those who worked full-time in the 1st wave and part-time in the 2nd wave became full-time workers by the 3rd wave, their average hourly wage was only \$16.93, lower than the average hourly wage of those (\$20.13) who had worked full-time continuously during the first four years of residence in Canada. The same trend is found for immigrants who shift from part-time to full-time employment. Change in hours of work is associated with a wage penalty.

b) Employment Success of Immigrants in Canada: Job's Relevance to Training and Field of Study

Table 5: Job's Relevance to Training and Field of Study for Immigrants with Full-time and Part-time Employment in Canada by Survey Wave

Wave 1: 6 Months in Canada		Wave 2: 2 Years in Canada		Wave 3: 4 Years in Canada	
Job relevance to training/field of study (%)		Job relevance to training/field of study (%)		Job relevance to training/field of study (%)	
Full-Time	nr	Full-Time	53.5	Full-Time	57.6
				Part-Time	41.9
		Part-Time	31.4	Full-Time	64.0
				Part-Time	61.0
Part-Time	nr	Full-Time	45.0	Full-Time	50.9
				Part-Time	39.8
		Part-Time	39.4	Full-Time	55.9
				Part-Time	41.1

nr = non-response

Table 5 shows how full-time and part-time employment status in each wave is related to the match between each immigrant’s job and his or her field of training/study. Immigrants who were employed in full-time jobs were more likely to have jobs that matched their fields of training/study than those who were employed in part-time jobs in wave 2 and wave 3. By wave 3, the percentage of workers whose jobs match their training or field of study has increased for all but one group of workers, those who shift from full-time to part-time employment between waves two and three.

c) Employment Success of Immigrants in Canada: Job Satisfaction

Table 6: Job Satisfaction of Continuously Employed Immigrants Working Full-time and Part-time

Wave 1: 6 Months in Canada		Wave 2: 2 Years in Canada		Wave 3: 4 Years in Canada	
	Job Satisfaction (scale 1-4)		Job Satisfaction (scale 1-4)		Job Satisfaction (scale 1-4)
Full-Time	3.01	Full-Time	3.12	Full-Time	3.16
				Part-Time	2.84
		Part-Time	2.94	Full-Time	3.09
				Part-Time	3.19
Part-Time	2.80	Full-Time	3.09	Full-Time	3.03
				Part-Time	2.93
		Part-Time	3.03	Full-Time	3.17
				Part-Time	3.13

Scale 1= very dissatisfied, 2= dissatisfied, 3= satisfied, 4= very satisfied

Table 6 shows how full-time and part-time employment affects the job satisfaction of immigrants at the time of each survey. Overall, immigrants with continuous full-time employment were more satisfied with their jobs than immigrants with continuous part-time employment. However, the differences in job satisfaction between full-time and part-time workers are small. Job

satisfaction generally improves for every group of workers, except those who go from full-time to part-time jobs in wave two and wave three.

d) Post-migration Education by Full-Time and Part-Time Employment

Table 7: Post-migration Education of Immigrants Working Full-time and Part-time Employment in Canada

Wave 1: 6 Months in Canada		Wave 2: 2 Years in Canada		Wave 3: 4 Years in Canada	
	Undertaken post-migration education (%)		Undertaken post-migration education (%)		Undertaken post-migration education (%)
Full-Time	9.3	Full-Time	30.2	Full-Time	41.2
				Part-Time	55.8
		Part-Time	55.0	Full-Time	58.9
				Part-Time	nr
Part-Time	23.5	Full-Time	45.7	Full-Time	54.7
				Part-Time	nr
		Part-Time	47.7	Full-Time	68.8
				Part-Time	48.6

nr = non-response

Table 7 shows how full-time and part-time employment status in Canada is related to post-migration education¹. Compared to immigrants working full-time, part-time workers were more likely to be enrolled in post-migration education in waves 1 or 2. Working part-time allows immigrants to pursue education and part-time workers may reduce their hours of work to accommodate education. By wave 3, many immigrants who worked part-time in waves 1 and 2 to facilitate their studies, have returned to the workforce full-time. For example, of those who studied while working part-time in waves 1 and 2, 68.8 percent are working full-time in wave 3.

¹ Enrolment of immigrants in post-secondary education after arrival in Canada.

CONCLUSIONS

Clearly, only tentative conclusions can be reached from the data compiled in this report. In part this is because immigrants' full-time and part-time employment status is only one 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. Our analysis only includes immigrants who were employed continuously during the first four years of settlement in Canada. Different patterns of full-time and part-time work might emerge for those who had been unemployed at any time during this period. In terms of the specific labour market outcomes that we examined, the following conclusions emerge:

- Although immigrants with full-time jobs had higher average hourly wages than those with part-time jobs at 6 months, 2 years and 4 years after arrival, the average hourly wages of immigrants who worked continuously full-time and part-time increased during the first four years in Canada.
- Average hourly wages did not increase for those who transitioned from full-time work to part-time work or vice versa during the first four years in Canada.
- Immigrants who worked full-time were more likely to have jobs that matched their fields of study/training compared to those who worked part-time at any time during the first four years.
- In each survey, job satisfaction level is higher for immigrants with full-time employment than immigrants with part-time employment. However, job satisfaction increased over time for immigrants with continuous full-time employment and for those with continuous part-time employment.
- Part-time workers were more likely than full-time workers to enrol in post-migration education in the first four years of settlement in Canada.
- Additional research about employment trajectories is needed to learn whether immigrants are changing their work hours to pursue education or whether limited employment options force immigrants to upgrade their educational qualifications.

APPENDIX

RELEVANT QUESTIONS FROM LSIC SURVEY QUESTIONNAIRE :

1. In what month and year did you arrive in Canada as a landed immigrant, a refugee or other type of immigrant? (wave 1)
2. When did you start working for (the) employer? (waves 1-3)
3. Are you still working for (the) employer? (waves 1-3)
4. When did you stop working for (the) employer? (waves 1-3)
5. How many hours per week do/did you usually work (in this job/business?); Was that full-time (30 hours or more per week), or part-time (less than 30 hours per week)? (waves 1-3)
6. In this job, what is/was your wage or salary before taxes or other deductions?
7. What kind of education or training was/is this course? (wave 1)
8. Since your last interview, have you taken “any/any other” education or training, excluding language instruction? (wave 2-3)
9. Did/does this education/training lead to the completion of a certificate, diploma or degree? (waves 1-3)
10. “Is/Was” this job related to any education or training you have taken or are currently taking? (wave 2-3)
11. How satisfied are you with your current job at (the) employer? Would you say that you are... (Scale: 1=very dissatisfied, 2=dissatisfied, 3=satisfied, 4=very satisfied)

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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