

Decent Work and Toronto Immigrants

Presentation to the TIEDI Exchange Forum
York University, Toronto, October 10, 2008

International Labour Organization and the Decent Work Agenda

"The primary goal of the ILO today is to promote opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity, security and human dignity."

From *Decent Work*, Report of Juan Somavia, ILO Director-General, 1999

The Agenda's four strategic objectives:

- ▶ Promoting productive employment and fair income
- ▶ Social protections
- ▶ Social dialogue and tripartism
- ▶ Fundamental equality principles, standards and rights at work

Source: www.ilo.org

Measurement of Decent Work

Range of indicators have been identified by the ILO which relate to substantive elements of the Decent Work Agenda :

- ▶ Employment opportunities
- ▶ Work to be abolished
- ▶ Adequate earnings and productive work
- ▶ Decent hours
- ▶ Stability and security of work
- ▶ Combining work and family life
- ▶ Equal opportunity and treatment in employment
- ▶ Safe work environment
- ▶ Social security
- ▶ Social dialogue and workers' representation
- ▶ Economic and social context of decent work

Source: *Measurement of decent work*. Discussion paper for the ILO Tripartite Meeting of Experts on the Measurement of Decent Work Geneva, September 8-10 2008, see table 1

Decent Work in Toronto, 2001

Decent Work Indicator	Canadian-born population	Immigrant population
% of labour force unemployed *	5%	7%
% youth unemployed (15-24) *	11%	14%
% own-account/unpaid family worker *	7%	7%
% part-time work in 2000 *	20%	15%
% working poor: low-income status**	4%	9%
% low pay for full-time workers **	12%	16%
% excessive hours (48-59hrs/wk) **	9%	7%
% excessive hours (>60hrs/wk) **	5%	5%
% public transit to work **	20%	27%
% renters **	27%	32%
% income spent on housing **	23%	32%
crowding: mean person/room **	0.48	0.66
% over age 65 with pensions **	60%	36%
% in sex segregated occupation **	59%	59%

Source: * Gender & Work Database; ** Census 2001 public-use individual microdata

Decent Work and Toronto Immigrants, 2001

Decent Work Indicator	Male Immigrants	Female Immigrants
% of labour force unemployed *	6%	8%
% youth unemployed (15-24) *	14%	15%
% own-account/unpaid family worker *	9%	5%
% part-time work in 2000 *	10%	21%
% working poor: low-income status**	9%	8%
% low pay for full-time workers **	17%	15%
% excessive hours (48-59hrs/wk) **	10%	4%
% excessive hours (>60hrs/wk) **	7%	2%
% public transit to work **	19%	36%
% renters **	32%	33%
% income spent on housing **	32%	33%
crowding: mean person/room **	0.67	0.65
% over age 65 with pensions **	43%	30%
% in sex segregated occupation **	64%	52%

Source: * Gender & Work Database; ** Census 2001public-use individual microdata

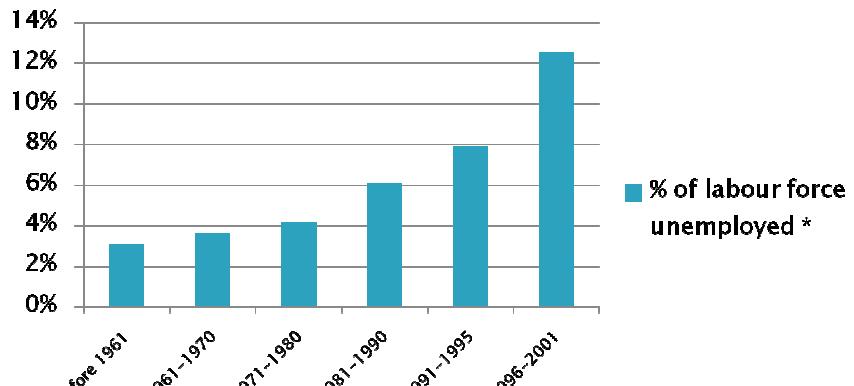
Decent Work and Toronto Immigrants by Period of Immigration, 2001

Decent Work Indicator	Immigrant Population	Immigrant Population 1996-2001
% of labour force unemployed *	7%	13%
% youth unemployed (15-24) *	14%	15%
% own-account/unpaid family worker *	7%	6%
% part-time work in 2000 *	15%	18%
% working poor: low-income status**	9%	15%
% low pay for full-time workers **	16%	25%
% excessive hours (48-59hrs/wk) **	7%	6%
% excessive hours (>60hrs/wk) **	5%	3%
% public transit to work **	27%	41%
% renters **	32%	59%
% income spent on housing **	32%	52%
crowding: mean person/room **	0.66	0.88
% over age 65 with pensions **	36%	12%
% in sex segregated occupation **	59%	55%

Source: * Gender & Work Database; ** Census 2001public-use individual microdata

Decent Work Indicator, Toronto Immigrants by Period of Immigration, 2001

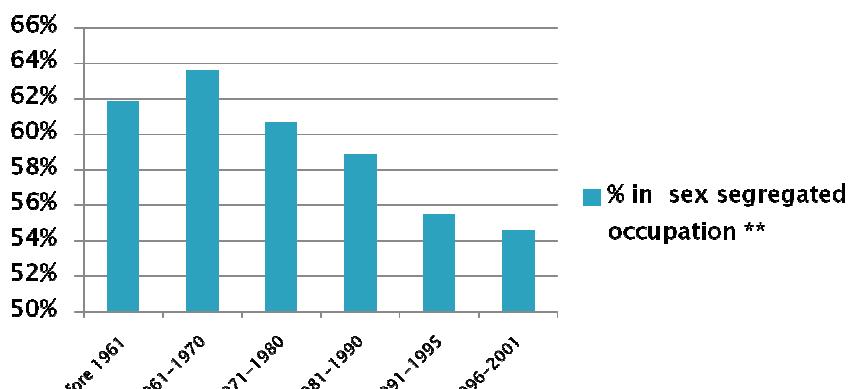
% of labour force unemployed *



Source: * Gender & Work Database; ** Census 2001 public-use individual microdata

Decent Work Indicator, Toronto Immigrants by Period of Immigration, 2001

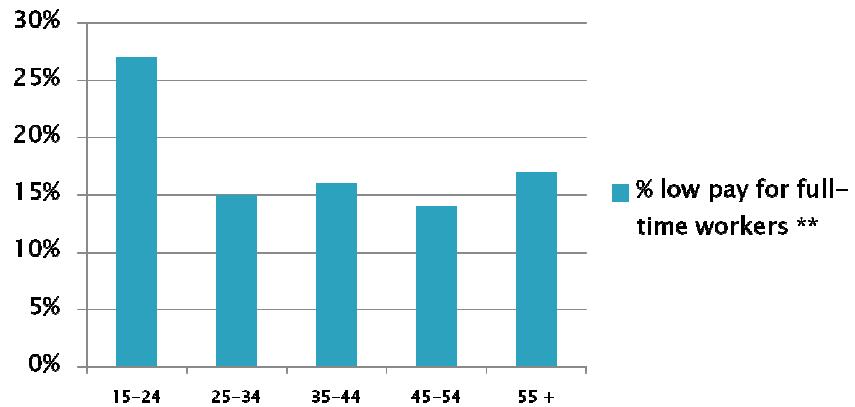
% in sex segregated occupation **



Source: * Gender & Work Database; ** Census 2001 public-use individual microdata

Decent Work Indicator, Toronto Immigrants by Age Group, 2001

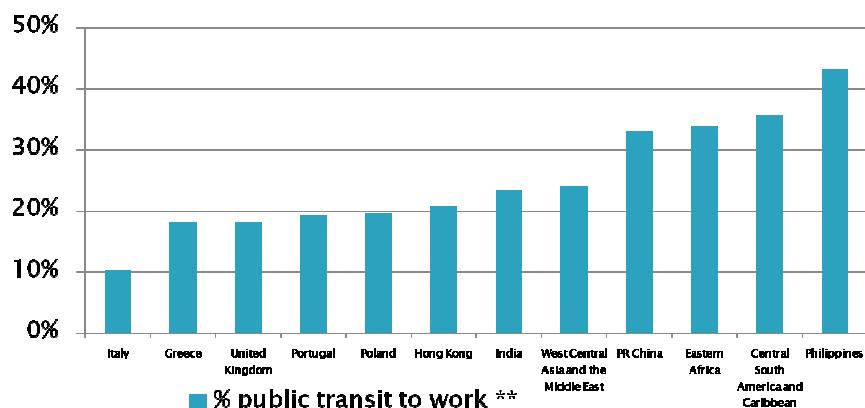
% low pay for full-time workers **



Source: * Gender & Work Database; ** Census 2001 public-use individual microdata

Decent Work Indicator, Toronto Immigrants by Select Place of Birth, 2001

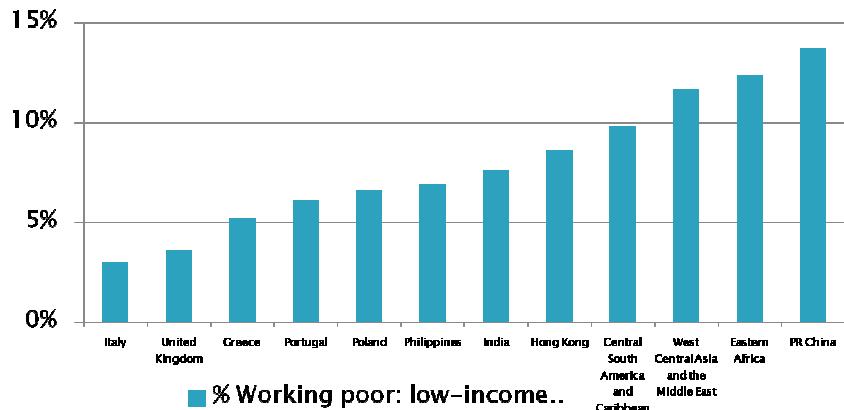
% public transit to work **



Source: * Gender & Work Database; ** Census 2001 public-use individual microdata

Decent Work Indicator, Toronto Immigrants by Select Place of Birth, 2001

% working poor: low-income status**



Source: * Gender & Work Database; ** Census 2001 public-use individual microdata

Further Study of *Decent Work*

- ▶ Add indicators not included in the census
- ▶ Expand demographic analysis
- ▶ Sector/occupation analysis of *Decent Work*
- ▶ Comparative analysis of CMAs
- ▶ Longitudinal comparison with 2006 census
- ▶ Production of a *Decent Work* index