

# 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](http://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 2001 public-use individual microdata

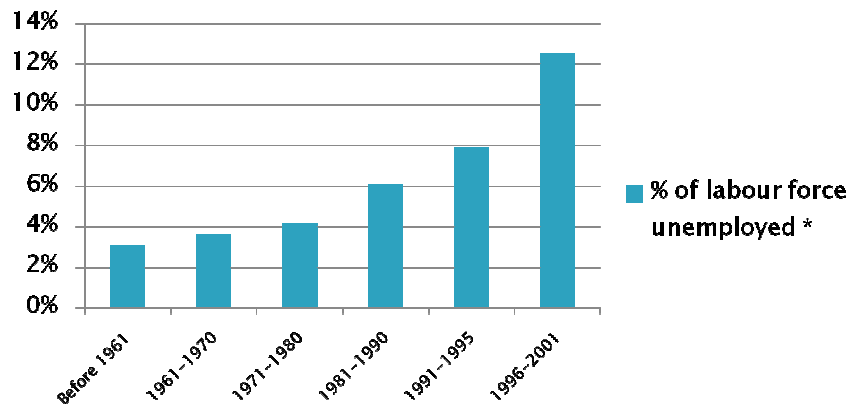
## Decent Work and Toronto Immigrants by Period of Immigration, 2001

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 2001 public-use individual microdata

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

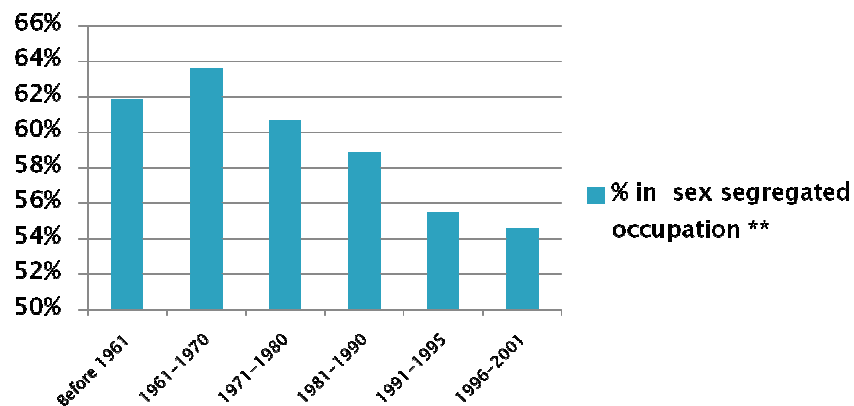
#### % of labour force unemployed \*



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

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

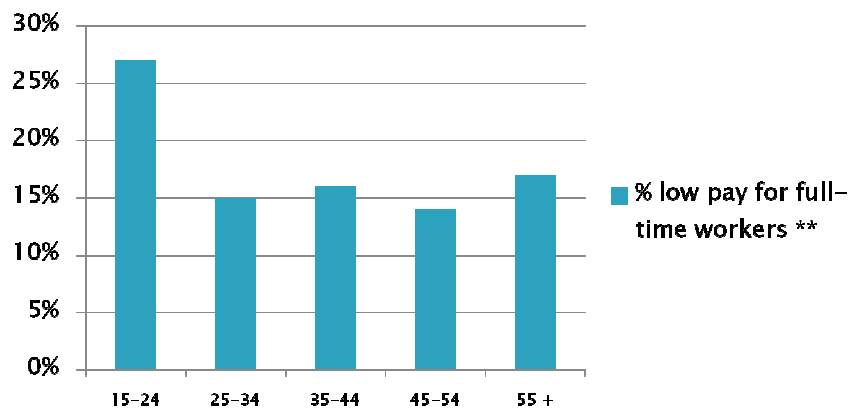
#### % in sex segregated occupation \*\*



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

## Decent Work Indicator, Toronto Immigrants by Age Group, 2001

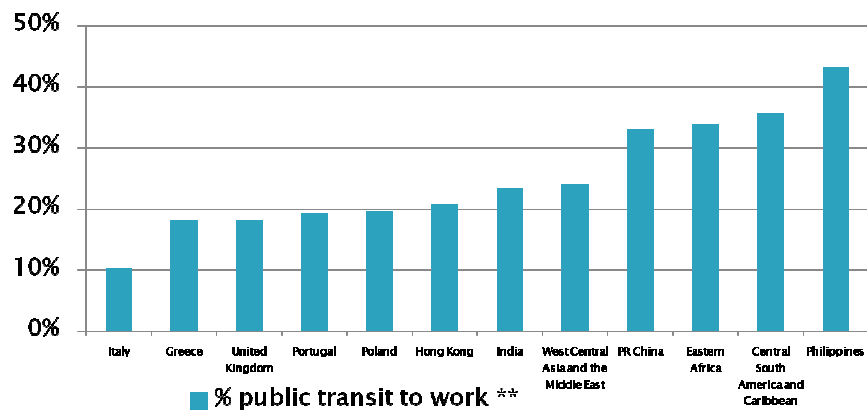
### % low pay for full-time workers \*\*



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

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

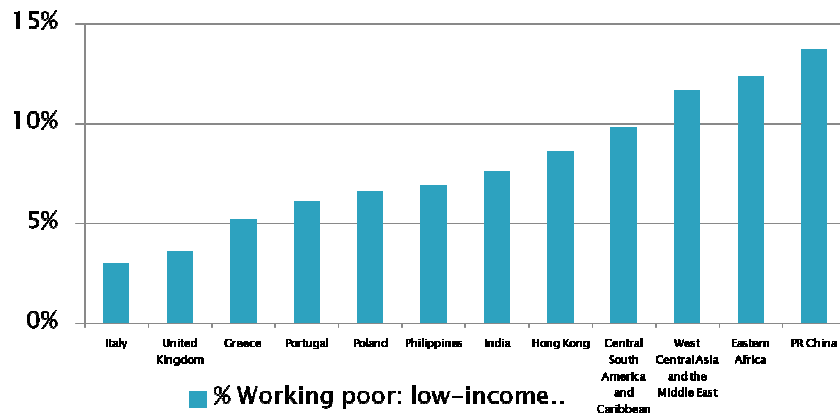
### % public transit to work \*\*



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