

TIEDI Newsletter No. 4

February 3, 2012

A PDF version of this newsletter is available at <http://www.yorku.ca/tiedi/doc/Newsletter4.pdf>

Here are new publications from TIEDI,

- 1) **January 2012 Labour Force Update:** Based on data from January 2012 Labour Force Survey, this report covers employment by industry, participation rate, proportion of full-time employment, and unemployment rate of Canadian-born and immigrants in the Toronto CMA and Canada. You can download this free report from our website, <http://www.yorku.ca/tiedi/labourforce.html>
- 2) **Analytical Report 27: "Promotion in the Workplace: How is promotion in the workplace affected by nativity, period of immigration, ethnicity, gender, education, occupation and employment tenure?"** by Tony Fang, Philip Kelly, Fang Yang, Stella Park and Maryse Lemoine.

Key Findings

- This report examines the likelihood of an employee having received a promotion. Among those who have been promoted, it also examines how many promotions they have received.
- As a whole, Canadian-born have a higher probability of promotion compared to both established immigrants and recent immigrants, though the difference is small. However, among those that had been promoted, recent immigrants received fewer promotions than Canadian-born or established immigrants.
- Past performance evaluations and experience gained at previous jobs are the two most important factors in getting a promotion – this applies to both immigrants and Canadian-born.
- When examined by ethno-racial grouping, White employees in the Canadian-born and recent immigrant categories recorded a much higher likelihood of promotion than those from other groups. However, the pattern for the number of promotions received is less straightforward.
- Gender appears to play an insignificant role in determining the likelihood of promotion, but there is a gender disparity in terms of how many times, on average, a person has been promoted.
- Level of education is closely related to the likelihood of receiving a promotion, but the number of promotions a person receives is less clearly related to education.

This report can be downloaded from our website and we welcome your comments,
<http://www.yorku.ca/tiedi/pubreports27.html>

3) **Analytical Report 28: "Computer Use among Immigrants in the Workplace: How does it vary by gender, educational level, ethnicity, occupation and tenure?"** by Tony Fang, Fang Yang, Philip Kelly, Stella Park and Maryse Lemoine.

Key Findings

- In general, immigrants use computers at their current workplace less than the Canadian-born, though the difference between Canadian-born and established immigrants is small.
- Word processors, communications applications and spreadsheets are the most popular computer applications. Immigrants and the Canadian-born have similar probability of using these applications at their current workplace.
- For male employees, a larger proportion of immigrants use a computer in comparison to the Canadian-born. For female employees, a larger proportion of Canadian-born use computers in their current workplace in comparison to immigrants.
- More highly educated individuals have a higher probability of computer use at work.
- In general, the Canadian-born use a computer at work more than immigrants across all employment tenure categories.
- Managers and professionals have higher probability of computer use than non-managers and non-professionals. For non-managers and non-professionals, the Canadian-born have higher probability of computer use than immigrants. For managers and professionals, the findings are mixed.

This report can be downloaded from our website and we welcome your comments,

<http://www.yorku.ca/tiedi/pubreports28.html>

4) In addition to publishing these new reports, TIEDI has been busy organizing several public outreach activities. The purpose of the **Toronto Immigrant Employment Data Initiative- Public Outreach Grant Initiative (POGI)** is to complete the research and dissemination cycle initiated by TIEDI in 2008. Through this project, partners and stakeholders of TIEDI will be engaged to identify practise and policy implications and develop recommendations that emerge from the research. This project will also disseminate the TIEDI model of *community-driven, data-based and policy-relevant research* to other significant immigrant communities across Canada through various conference presentations and social media.

By mobilizing knowledge of what we have learned from TIEDI to other urban centres, this project will create opportunities for employers, immigrant service organizations, labour organizations, policy-makers and regulators to reflect on the implications of recent analyses about the labour market integration of immigrants and ultimately enhance their decision-making processes and further their goals of creating lasting change in programs and practices in relation to immigrant recruitment, retraining and retention in the labour market.



TIEDI Public Outreach Events 2012

We welcome your participation and feedback. For more information, visit our website, <http://www.yorku.ca/tiedi/events.html>

- **Friday, January 27, 2012, 9:30am-12:30pm, [TIEDI Roundtable Session 1](#):** Pathways to Permanent Residence: The Impact of Changes to Immigration Policies and Categories on Immigrant Service Providers, York Lanes 280N, York University, Toronto, Ontario
- **Friday, February 3, 2012, 9:30am-12:30pm, [TIEDI Roundtable Session 2](#):** Filling the Data Gap: A Conversation on Coordinating and Using Program Data, York Lanes 280N, York University, Toronto, Ontario
- **February 8-10, 2012,** Citizenship and Immigration Canada: Local Immigration Partnership Conference, Toronto, Sutton Place Hotel
- **Tuesday, February 14-Wednesday, February 15, 2012,** HRSDC Workshop to Improve Foreign Qualifications Recognition (FQR) Data and Information. [Forum of Labour Market Ministers \(FLMM\)](#), Edmonton, Alberta
- **March 1- March 3, 2012 [TIEDI at the 14th National Metropolis Conference](#)** Westin Harbour Castle Hotel, Toronto, Ontario.
 - Workshop Title: Mobilizing Data on Immigrants in the Labour Market: Applying the Toronto Immigrant Employment Data Initiative (TIEDI) Model (Thursday, March 1, 2012, 11am-12:30pm, (Workshop number A5, Block A), 4 presentations will be given on various topics
 - TIEDI Exhibition booth (Thursday, March 1 -Saturday, March 3, 1:15-1:45pm)
- **Friday, March 9, 2012, 9:30am-12:30pm, [TIEDI Roundtable Session 3](#):** The Gender Gap in Labour Market Outcomes for Immigrants, York Research Tower 519, York University, Toronto, Ontario
- **Friday, March 9, 2012, 1:30pm-4:30pm, [TIEDI Roundtable Session 4](#):** Immigrant Transitions from Underemployment to Skills-commensurate Employment, York Research Tower 519, York University, Toronto, Ontario

We welcome your participation and feedback. For more information about these Public outreach activities, visit our website, <http://www.yorku.ca/tiedi/events.html> Thank you again for your continuous support and we look forward to connecting with you in the future.

Toronto Immigrant Employment Data Initiative (TIEDI) team

E-mail: tiedi@yorku.ca

Website: www.yorku.ca/tiedi