



Immigrant Women in the Labour Force:

Findings from the Toronto Immigrant Employment Data Initiative (TIEDI)

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Presentation to South Asian Women's Rights Organization
(SAWRO) and CASIP, Oct 17, 2012

What is TIEDI? (www.yorku.ca/tiedi)

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Gmail TIEDI eReports York TIEDI mail York Atlas - Phone an... York Lotus mail Toronto Neighbourho... Toronto Employment ...

TIEDI
Toronto Immigrant Employment
DATA INITIATIVE

YORK UNIVERSITY
UNIVERSITY
redefine THE POSSIBLE

TORONTO IMMIGRANT EMPLOYMENT DATA INITIATIVE

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What is TIEDI?
An innovative project assisting organizations in obtaining data
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Labour Force Update
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LATEST NEWS

October 9, 2012

- 1) [September 2012 Labour Force Update](#)
- 2) TIEDI Roundtable Discussion [Paper #4- Immigrant Transitions from Underemployment to Skills-commensurate Employment](#)
- 3) Fact Sheets- [immigrants intending to work as social workers, electricians, dietitians, nurses](#)
- 4) [Immigrant Poverty- journal article](#)
- 5) [TIEDI's Public Outreach Events\(2011-2012\)](#)

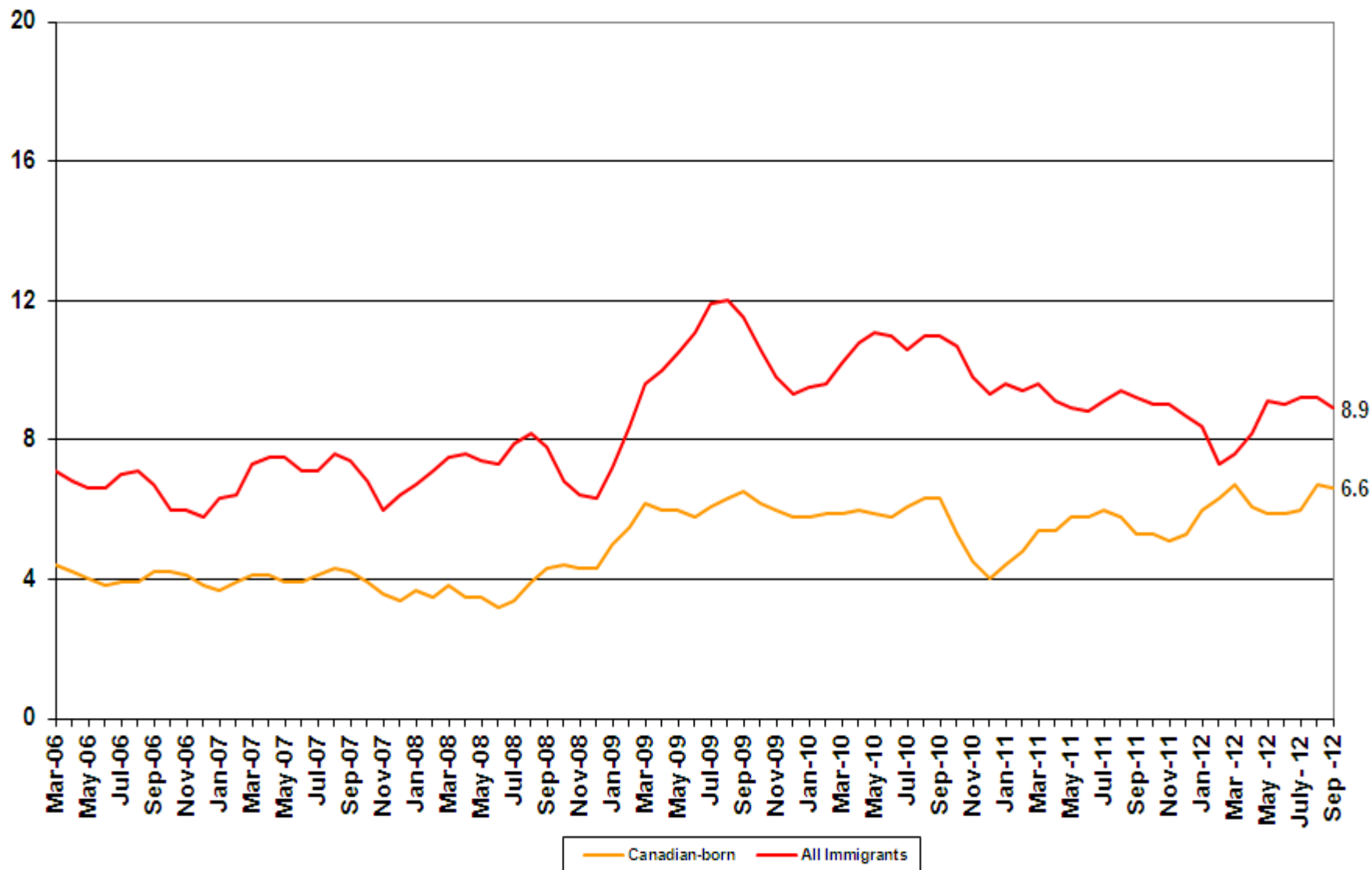
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Presentation Outline

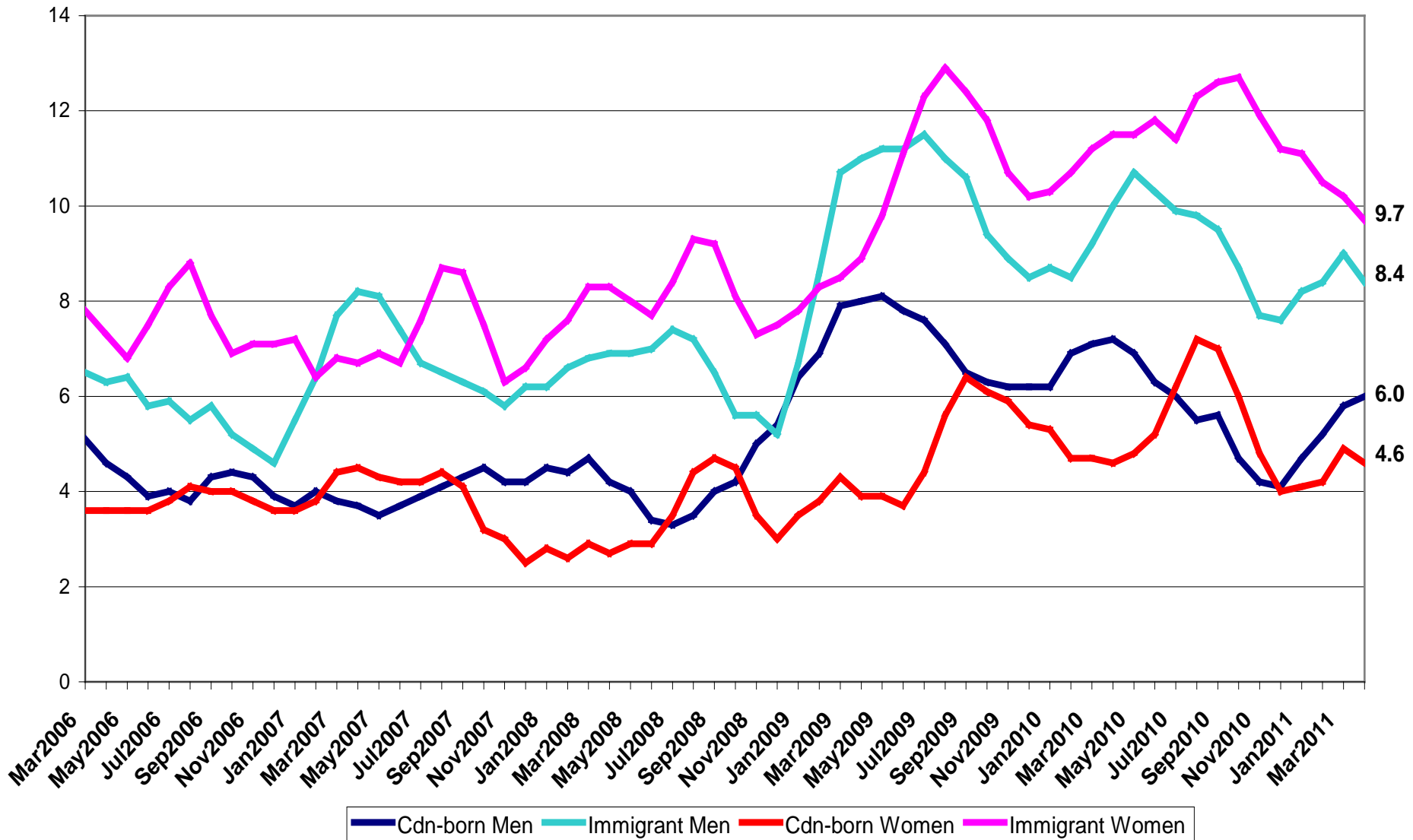
1. How do *immigrant women's* employment outcomes compare to that of immigrant men and Canadian-born women in Canada?
2. How can *service providers/policy makers* reduce the economic disadvantaged experienced by immigrant women?

Unemployment rate of 25-54 years old by immigrant status, Toronto CMA, 2006-2012, 3MMA



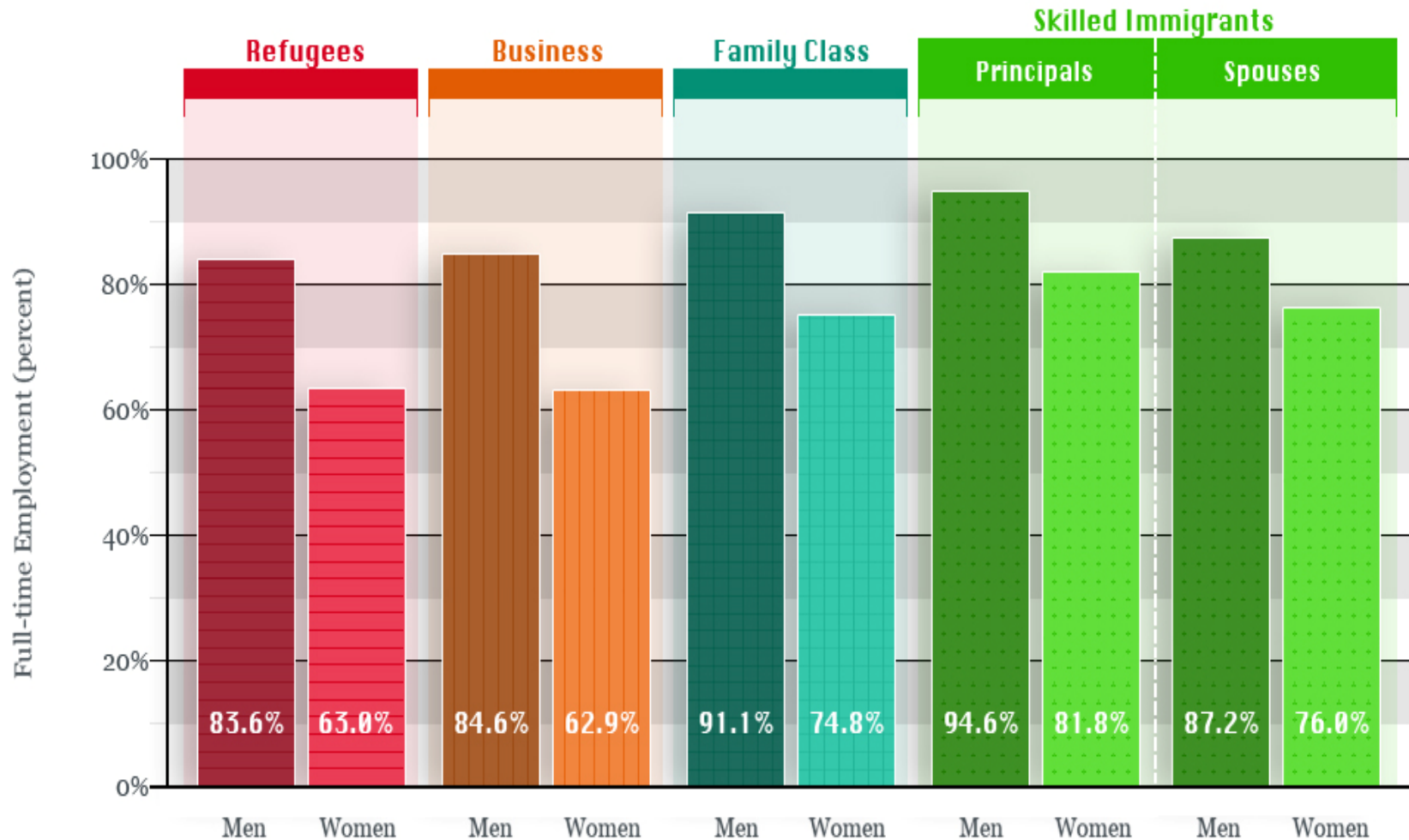
Source: Statistics Canada. 2012. Special tabulation, based on Labour Force Survey, 3MMA.

**: Unemployment rates of Men and Women, by Immigrant status,
Age 25-54, Toronto, 2006-2011, 3MMA**



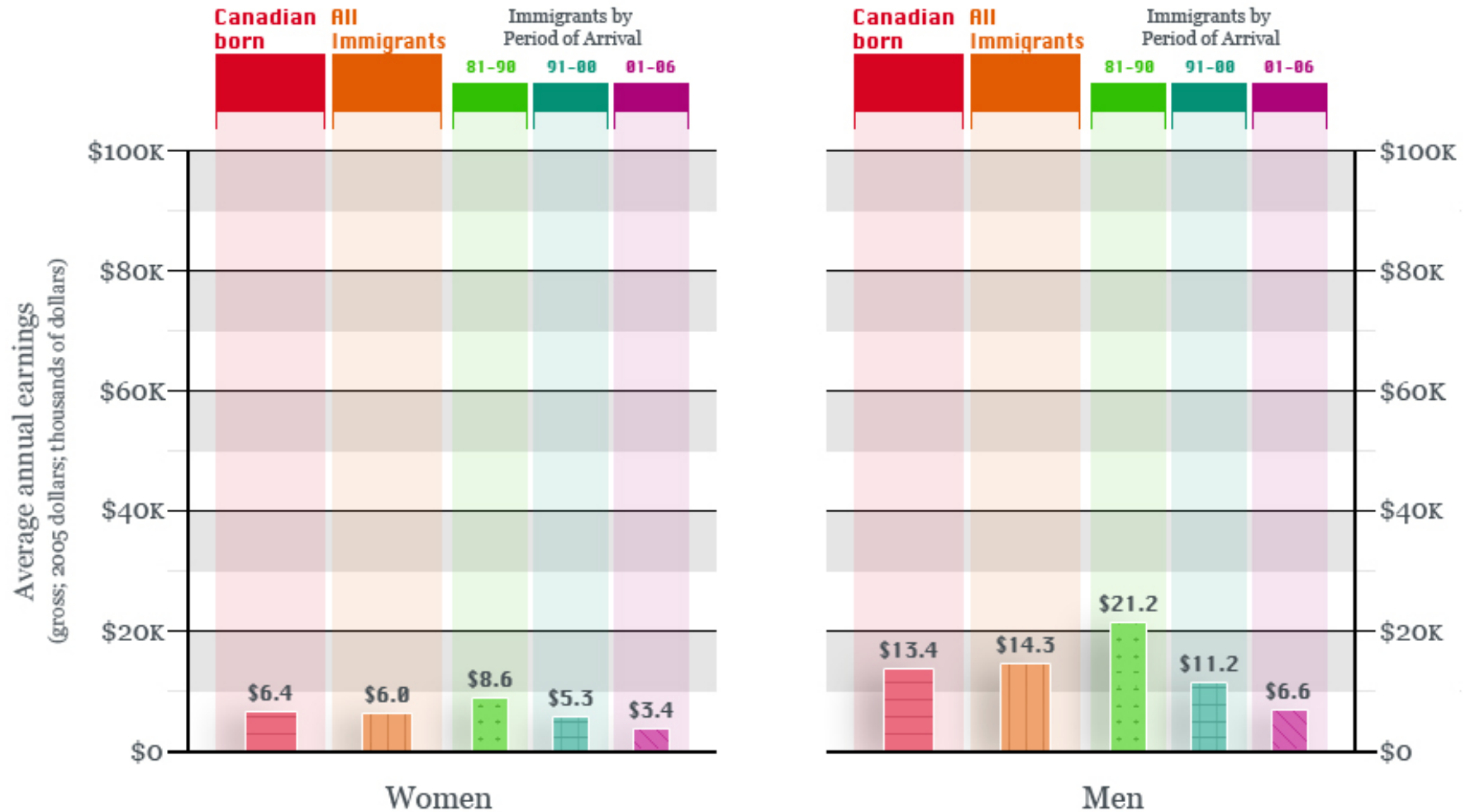
Source: Statistics Canada. 2012. Special tabulation, based on Labour Force Survey. Labour force estimates by detailed age groups, sex, immigrant status, Canada, provinces, 3MMA.

Full-time Employment by Immigration Class,
4 years after landing, Canada



Adapted from TIEDI Analytical Report #2, Table 5 using data from the Longitudinal Survey of Immigrants to Canada (LSIC). 2000-2001 arrivals only.

: Average annual earnings (gross; 2005 dollars) for Canadian-born & Immigrants by Educational Attainment, Period of Immigration and Gender, Toronto CMA



Adapted from TIEDI Analytical Report #16, Table 5 using data from the 2006 Census.

Education:
'Less than high school'



: Average annual earnings (gross; 2005 dollars) for Canadian-born & Immigrants by Educational Attainment, Period of Immigration and Gender, Toronto CMA

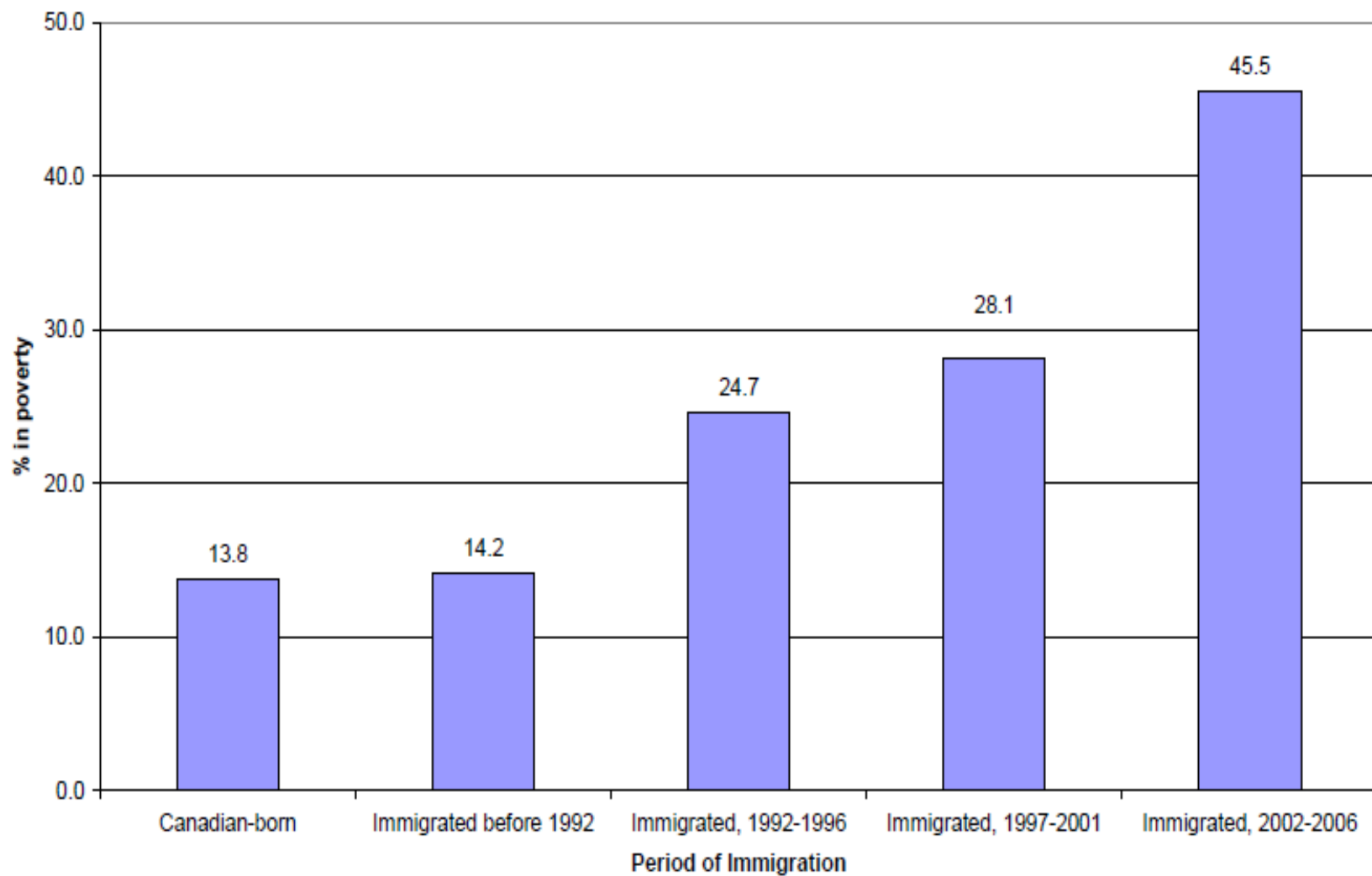


Adapted from TIEDI Analytical Report #16, Table 5 using data from the 2006 Census.

Education: 'University'

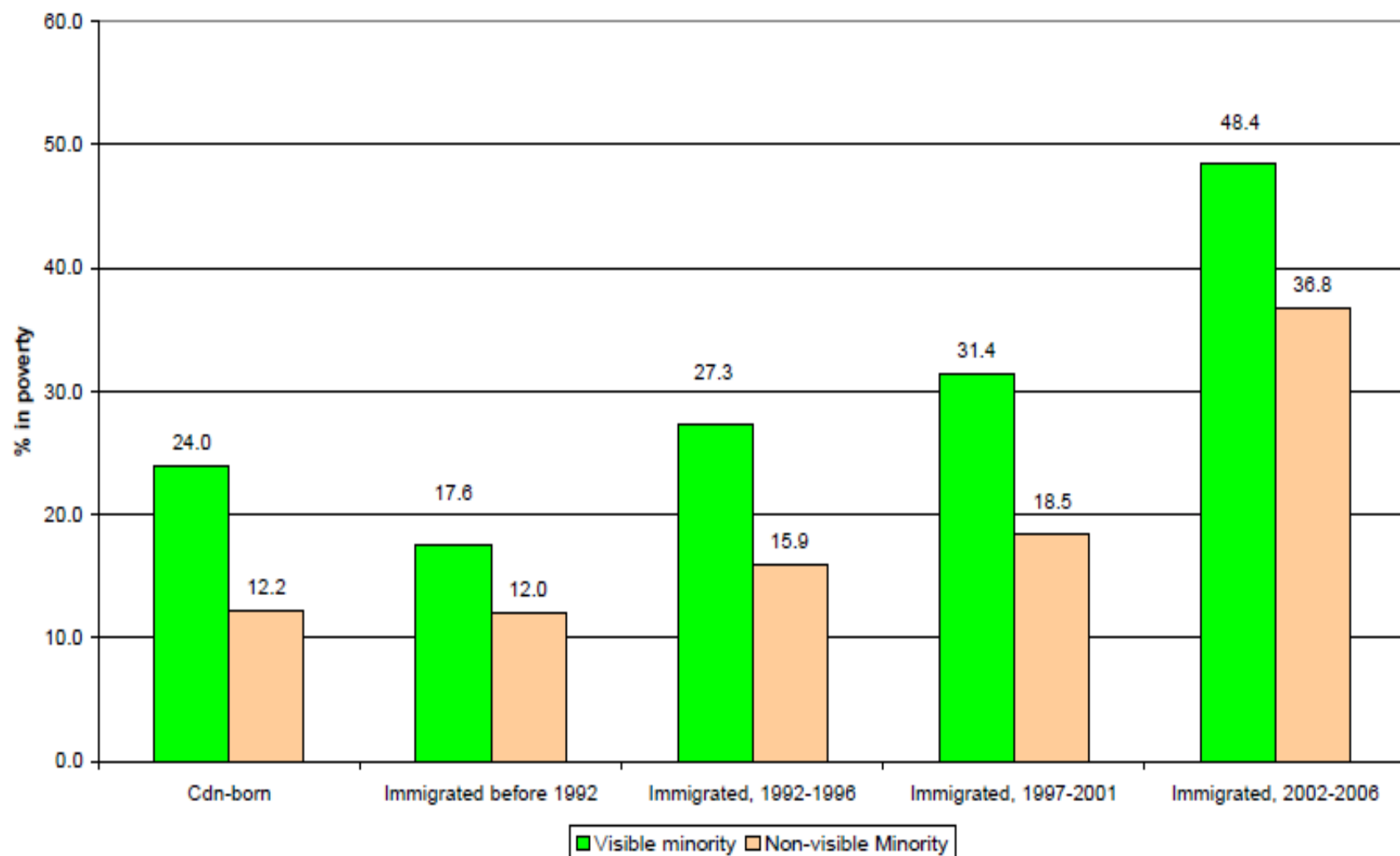


Percentage of those in Low Income cut-offs (LICO) by Period of Immigration,
All Ages, Canada 2006



Source: Statistics Canada, 2006 Census, Public Use Microdata Files (PUMF) Individuals File

Percentages that are in poverty (before tax)
by Visible minority status and Period of Immigration, Canada 2006



Source: Statistics Canada, 2006 Census, Public Use Microdata Files (PUMF) Individuals File

Why do immigrant women have lower income?

Compared to CB men/women and FB men, immigrant women have...

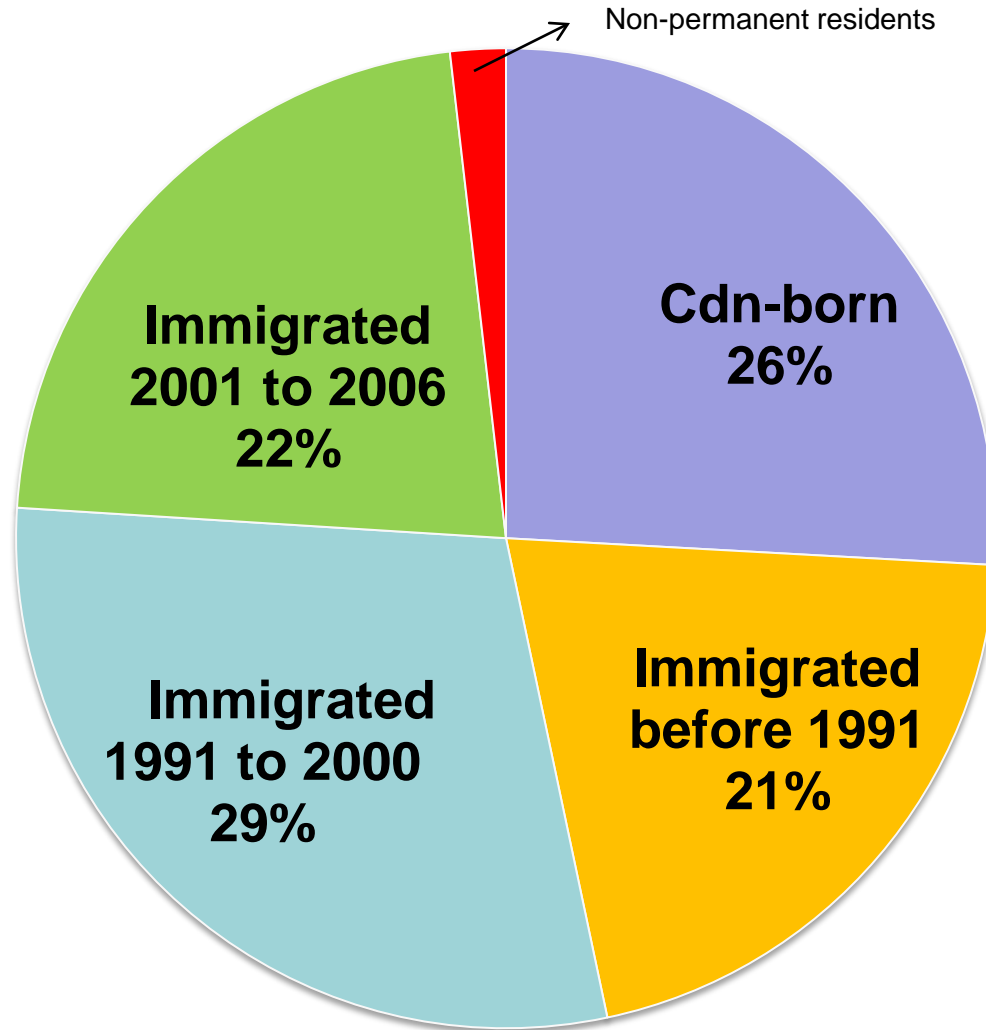
HIGHER

- Unemployment rate
- Part-time employment rate (less full-time among those employed)
- Rate of using non-official languages at work
- Rate of arriving as a dependent of principal applicant

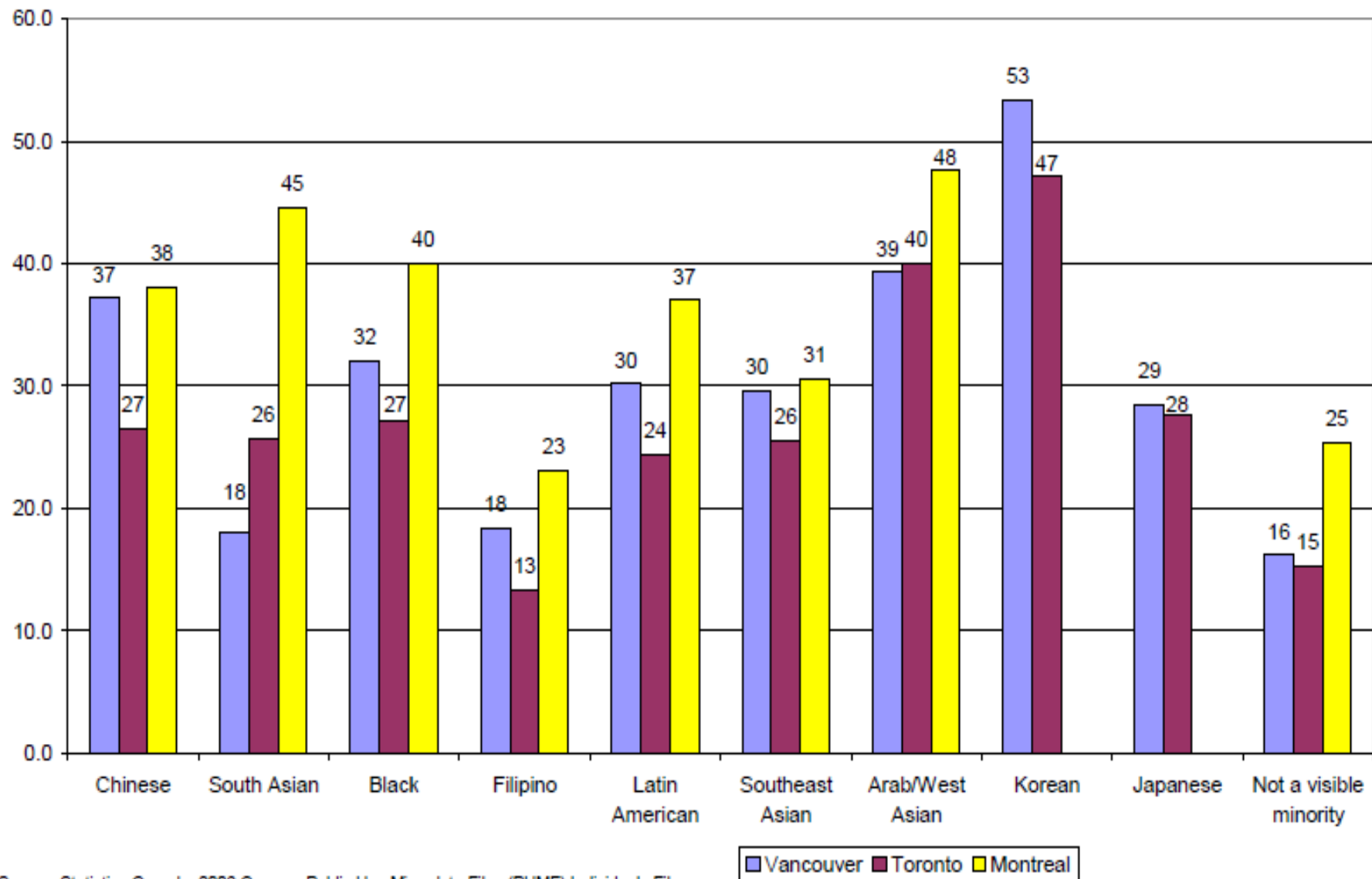
LOWER

- Chances to get their credentials recognized
- Employment rate, especially with higher level of education (e.g. university)
- Thus, all the above factors + Gender roles + childcare → immigrant women have lower income/earnings

Period of Arrival for South Asians in Toronto, 2006 Census
(n=684,070)

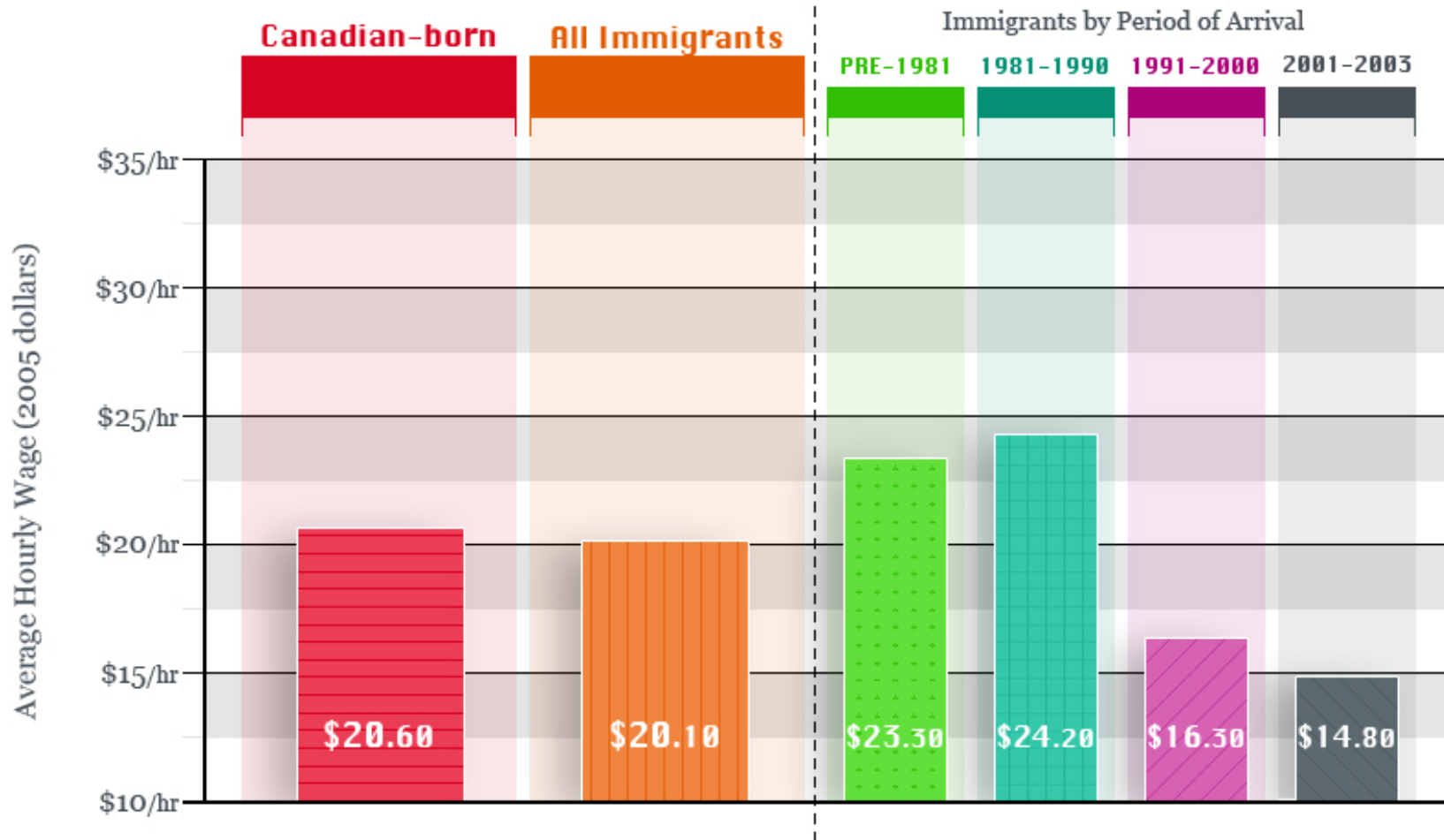


3: Percentages that are in poverty (before tax) by CMA residence for Immigrants only, Canada 2006



Source: Statistics Canada, 2006 Census, Public Use Microdata Files (PUMF) Individuals File

Average Hourly Wage (2005 dollars) for Canadian-born and Immigrants by Period of immigration and 'Family or friend' as source of information for finding current job, Canada

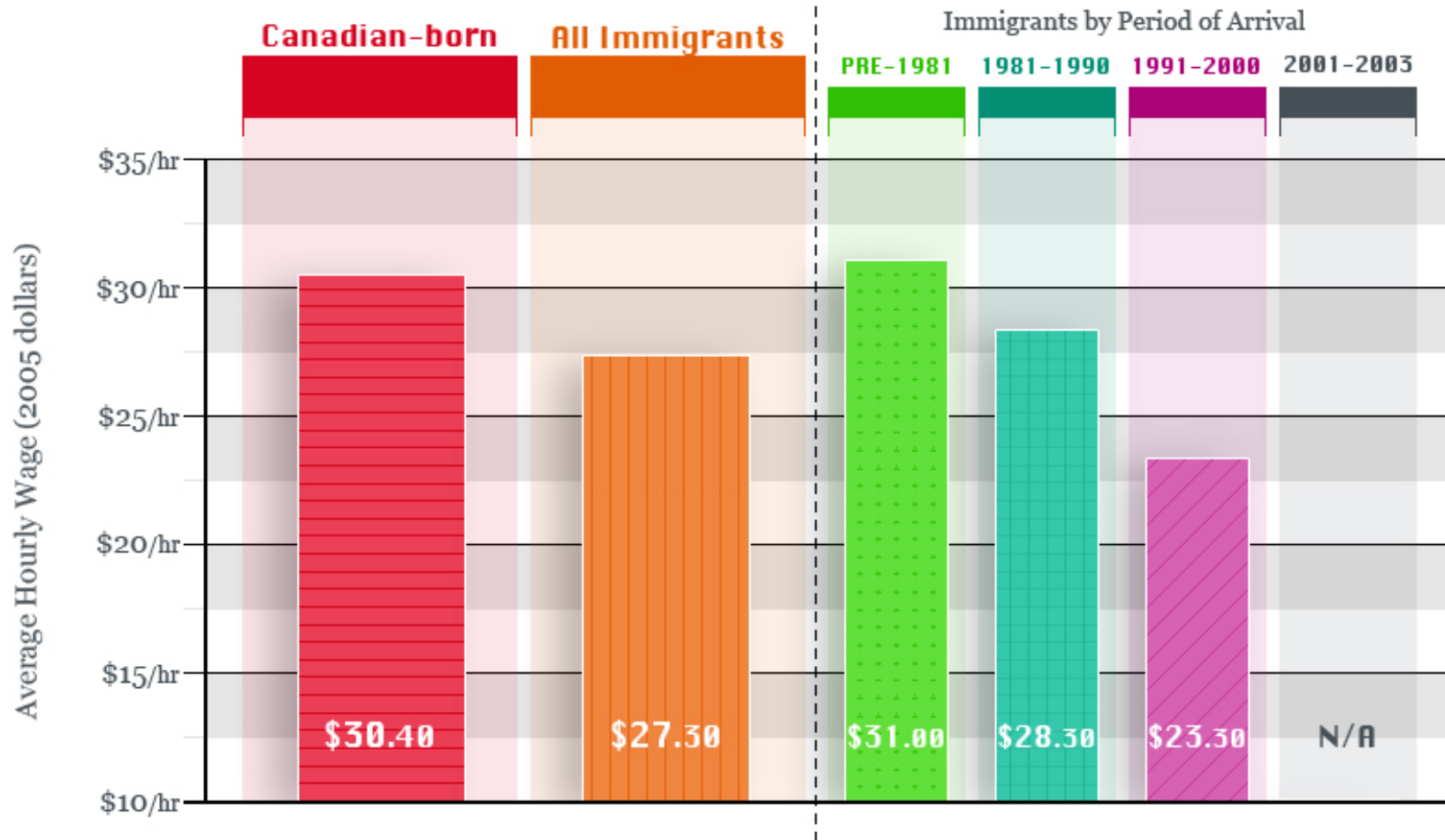


Current job found through
'Family or friend'

Adapted from TIEDI Analytical Report #7, Table 3 using data from the Workplace and Employee Survey (WES) collected in 2005.



Average Hourly Wage (2005 dollars) for Canadian-born and Immigrants by Period of immigration and 'Recruitment agency (headhunter)' as source of information for finding current job, Canada



Adapted from TIEDI Analytical Report #7, Table 3 using data from the Workplace and Employee Survey (WES) collected in 2005.

Current job found through
'Recruitment agency (headhunter)'



Recommendations

- 1) More info about gender roles, women's rights at home and workforce be provided **PRIOR** to arrival in Canada
- 2) Childcare = shared and essential responsibility
- 3) Training allowances
- 4) Encourage informal networks to reduce social isolation of many immigrant women (e.g. SAWRO), mentorship programs (e.g. TRIEC)

Any Questions?

- More information,
<http://www.yorku.ca/tiedi/doc/Roundtable3d.pdf>
- TIEDI Website:
<http://www.yorku.ca/tiedi/index.html>
- Email: Stella Park, pstella@yorku.ca

Thank you