



A TIEDI Analytical Report

*LIP (Local Immigrant Partnership)
Conference*

Toronto, February 09, 2012

Presented by John Shields

Toronto Immigrant Employment Data
Initiative (TIEDI)



Entering the Labour Market:

The Association of Immigrant Class, Gender and Country of Birth with Employment Outcomes



- **The Toronto Immigrant Employment Data Initiative (TIEDI) seeks to assist community 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 public education endeavours.**



- Our community partners define the data that they need - the project is thus driven by their agendas and not by academic research priorities. The datasets used by the project include a wide range of large-scale surveys such as the Longitudinal Survey of Immigrants to Canada and the Census (accessed through the RDCs).
- <http://www.yorku.ca/tiedi>



- 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.
- TIEDI is funded by the Knowledge Impact in Society program of Canada's Social Sciences and Humanities Research Council, and by York University.



- **Dr. Philip Kelly** (York University) is the Principal Investigator for TIEDI.
- Stella Park (TIEDI Coordinator)
- Phase 2 on policy & programming (evidence-based) implications and promoting the TIEDI model

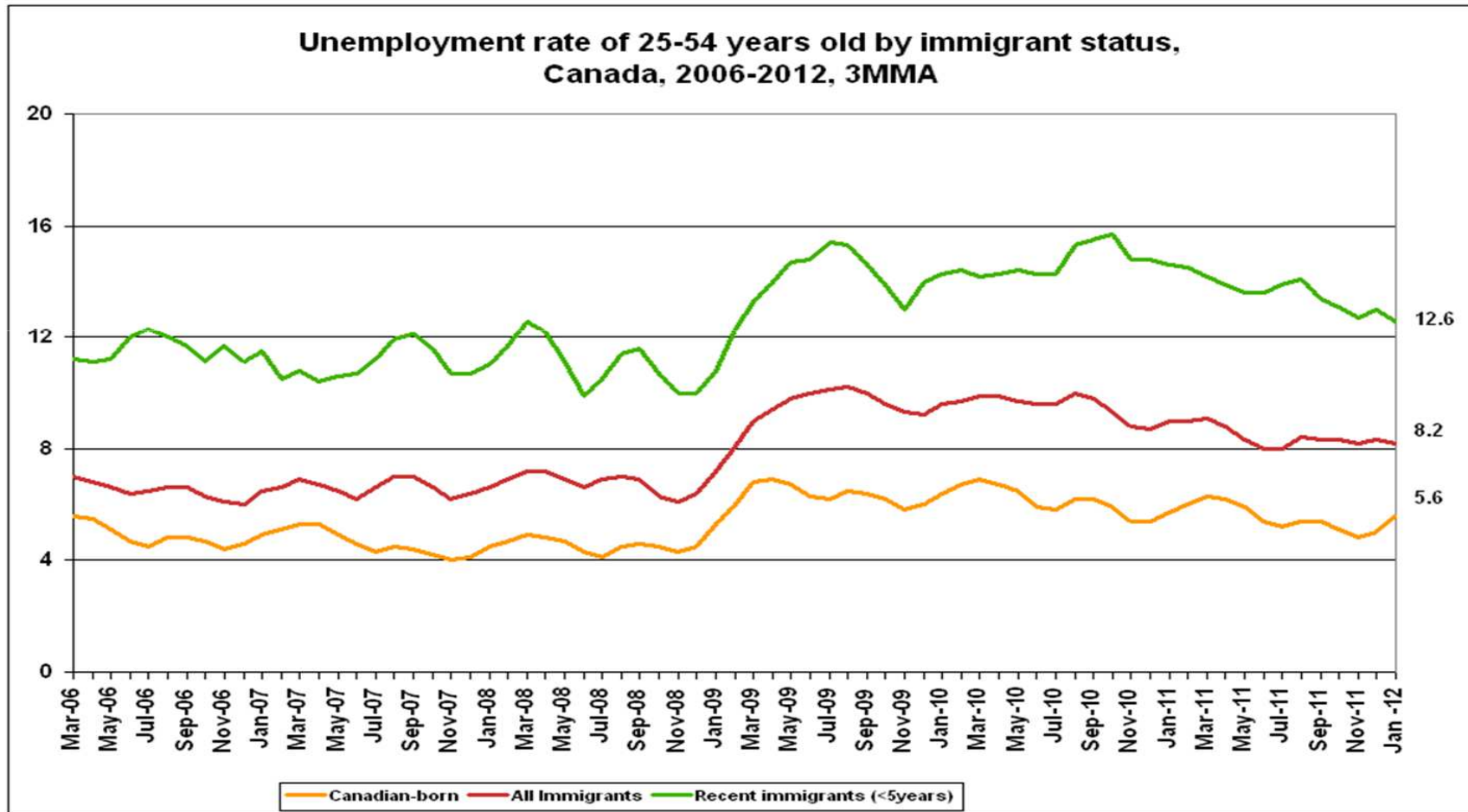


- Time period of economic analysis covered (2001-2005/06) was featured by:
 - 1) economic growth;
 - 2) strong employment gains;
 - 3) but unemployment levels that remained relatively high; and
 - 4) earning growth.
- Period where immigrants enjoyed overall favourable labour market conditions for job search (see table 1).

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%

Broad Labour Market and Economic Context



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

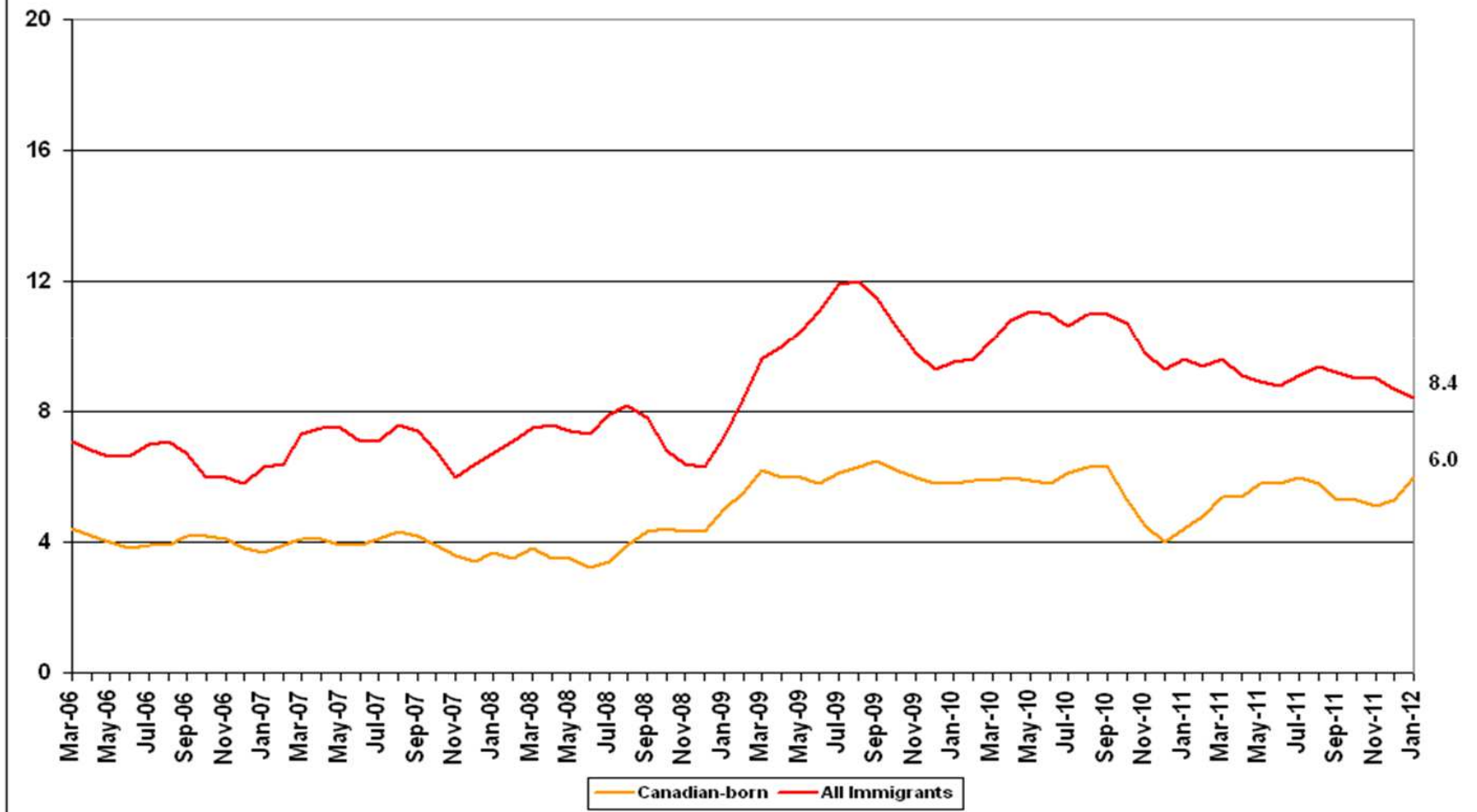
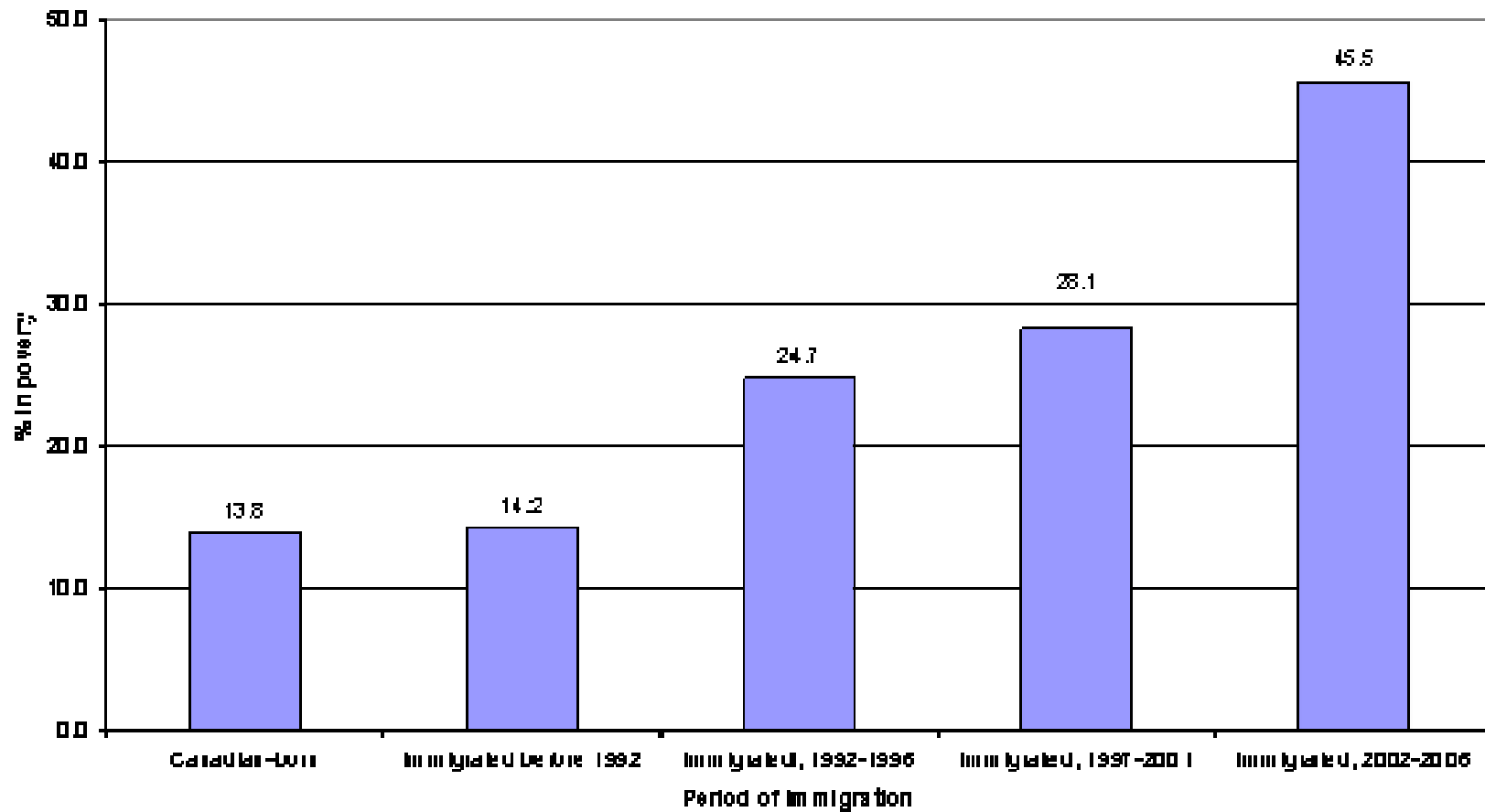
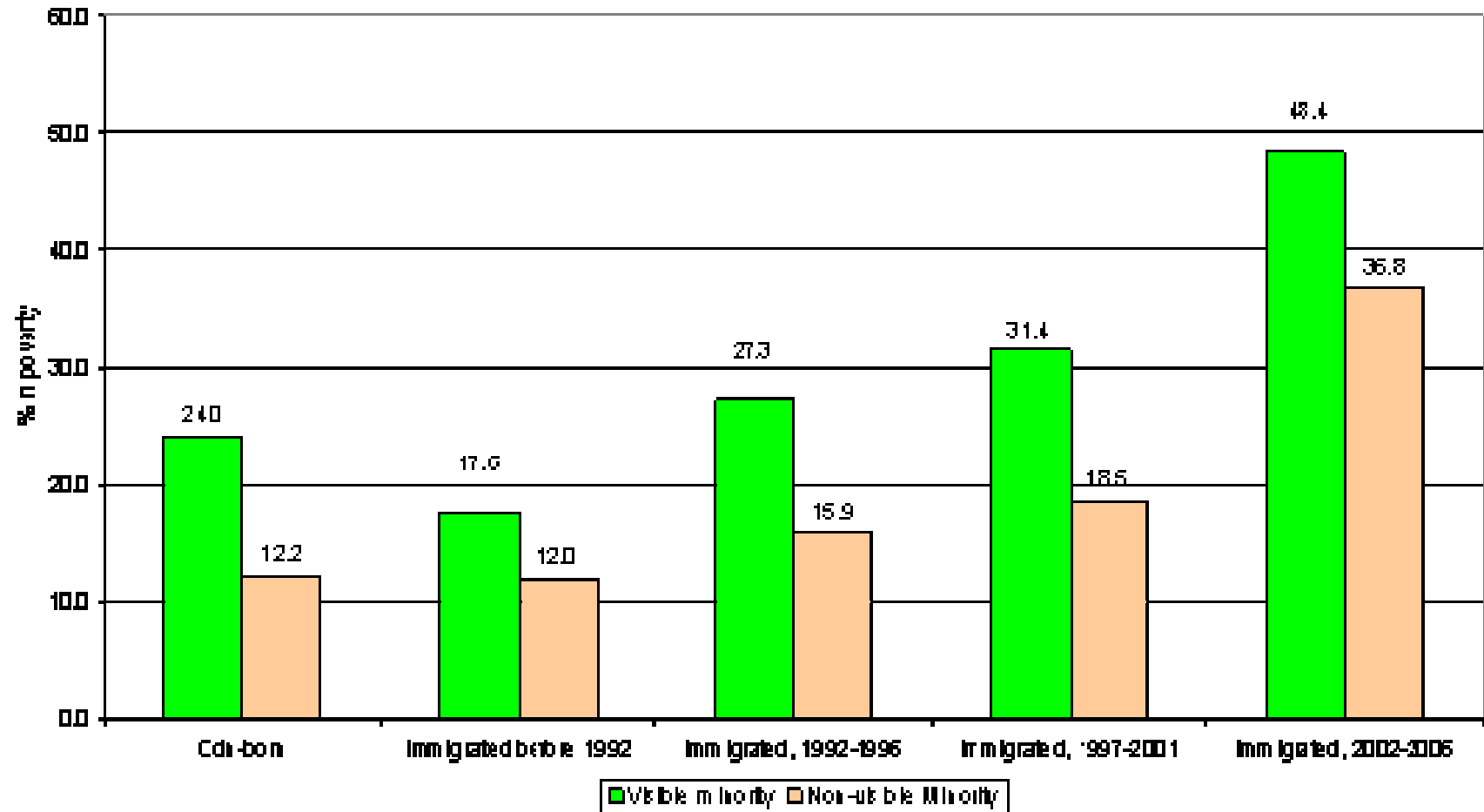


Chart 1: Percentage of those in Low Income cut-offs (LICO) by Period of Immigration, All Ages, Canada 2006



Source: 2006 Census Public Use Microdata Files (PUMFs), Individual File

Chart 4: Percentages that are in poverty (before tax)
by Visible minority status and Period of Immigration, Canada 2006



Source: 2006 Census Public Use Microdata Files (PUMFs), Individual File



- “DO IMMIGRANT CLASS AND GENDER AFFECT LABOUR MARKET OUTCOMES FOR IMMIGRANTS?” TIEDI ANALYTICAL REPORT #2

[HTTP://WWW.YORKU.CA/TIEDI/PUBREPORTS2.HTML](http://www.yorku.ca/tiedi/pubreports2.html)

- data from the Longitudinal Survey of Immigrants to Canada (LSIC), Collected by Statistics Canada and Citizenship and Immigration Canada (due to sample size data reported for Canada)

Table 2:
Unemployment rate by Immigration Class,
6 months, 2 years and 4 years after landing in Canada, 2001-2005

	MEN					WOMEN				
	SKILLED IMMIGRANTS		FAMILY CLASS	BUSINESS	REFUGEES	SKILLED IMMIGRANTS		FAMILY CLASS	BUSINESS	REFUGEES
	PRINCIPAL	SPOUSE				PRINCIPAL	SPOUSE			
6 mths	27.2 %	34.5 %	18.4 %	43.6 %	24.1 %	25.5 %	24.7 %	26.5 %	25.7 %	19.3 %
2 years	18.7 %	24.3 %	13.9 %	17.3 %	18.6 %	18.6 %	19.7 %	31.0 %	23.7 %	29.5 %
4 years	11.4 %	9.7 %	14.4 %	14.6 %	16.5 %	16.5 %	11.1 %	21.2 %	21.2 %	27.8 %

**Table 3:
Average Months to 1st Job by Immigration Class,
Canada**

	MEN					WOMEN				
	SKILLED IMMIGRANTS		FAMILY CLASS	BUSINESS	REFUGEES	SKILLED IMMIGRANTS		FAMILY CLASS	BUSINESS	REFUGEES
	PRINCIPAL	SPOUSE				PRINCIPAL	SPOUSE			
4 years	3.5	5.7	2.4	6.0	8.8	4.2	9.0	6.5	8.3	17.1

Table 4:
Average Hourly Wage (2005 dollars) by Immigration Class,
6 months, 2 years and 4 years after landing in Canada, Canada

	MEN					WOMEN				
	SKILLED IMMIGRANTS		FAMILY CLASS	BUSINESS	REFUGEES	SKILLED IMMIGRANTS		FAMILY CLASS	BUSINESS	REFUGEES
	PRINCIPAL	SPOUSE				PRINCIPAL	SPOUSE			
6 mths	\$18.96	\$14.86	\$12.72	\$14.91	\$11.00	\$16.81	\$12.79	\$10.82	\$12.87	\$9.81
2 years	\$18.81	\$14.94	\$11.86	\$13.80	\$10.43	\$16.02	\$12.50	\$10.54	\$11.62	\$8.88
4 years	\$21.43	\$18.50	\$13.51	\$17.08	\$12.03	\$18.70	\$14.36	\$11.68	\$12.69	\$9.63

Table 5:
Percentage of main job related to Training or Field of Study by Immigration
Class, 2 years and 4 years after landing in Canada, Canada

	MEN					WOMEN				
	SKILLED IMMIGRANTS		FAMILY CLASS	BUSINESS	REFUGEES	SKILLED IMMIGRANTS		FAMILY CLASS	BUSINESS	REFUGEES
	PRINCIPAL	SPOUSE				PRINCIPAL	SPOUSE			
2 years	59.3%	44.6%	22.6%	41.6%	15.2%	62.5%	37.5%	21.0%	26.7%	11.6%
4 years	66.8%	56.6%	29.2%	42.8%	18.3%	71.2%	51.3%	28.5%	31.1%	21.1%



- “HOW DO GENDER AND COUNTRY OF BIRTH AFFECT LABOUR MARKET OUTCOMES FOR IMMIGRANTS?”, TIEDI ANALYTICAL PAPER #4:
[HTTP://WWW.YORKU.CA/TIEDI/PUBREPORTS4.HTML](http://www.yorku.ca/tiedi/pubreports4.html)
- 2006 Census, Toronto CMA

Figure 1: The Toronto CMA

Map from the Centre for Urban and Community Studies,
University of Toronto, www.urbancentre.utoronto.ca



Table 6:
Distribution of respondents by country of birth and period of arrival, Toronto CMA, 2006

	ALL IMMIGRANTS	1981- 1990	1991- 2000	2001- 2006
1. INDIA	205, 345	30, 645	76, 335	64, 980
2. PR CHINA	177, 810	35, 825	72, 435	54, 750
3. PHILIPPINES	121, 570	24, 925	50, 015	26, 365
4. HONG KONG	100, 325	32, 555	45, 905	2, 640
5. JAMAICA	91, 515	21, 220	22, 435	6, 235
6. SRI LANKA	79, 925	16, 340	46, 425	15, 130
7. PAKISTAN	70, 830	4, 780	32, 475	27, 535
8. GUYANA	67, 135	21, 440	18, 425	5, 265
9. POLAND	66, 140	27, 595	19, 680	2, 980
10. IRAN	42, 805	9, 300	19, 560	12, 450

Table 7:
Average annual earnings (2005 dollars) for Canadian-born &
immigrants
by period of immigration and gender, Toronto CMA

	CANADIAN- BORN	IMMIGRANT			
		ALL IMMIGRANTS* *	1981-1990	1991-2000	2001-2006
Women	\$ 18,408.20	\$ 16,540.20	\$ 22,043.70	\$ 15,441.50	\$ 8,348.30
Men	\$ 29,851.80	\$ 28,037.30	\$ 33,745.10	\$ 24,728.30	\$ 14,737.30

Table 8:
**Average annual earnings (2005 dollars) for immigrants by period of
immigration and top 10 countries of birth, Toronto CMA**

** INCLUDES IMMIGRANTS WHO ARRIVED BEFORE AND AFTER 1981

	ALL IMMIGRANTS* *	1981-1990	1991-2000	2001-2006
1. INDIA	\$ 19,557.20	\$ 25,378.00	\$ 20,925.40	\$ 12,344.50
2. PR CHINA	\$ 15,019.40	\$ 16,497.50	\$ 16,995.90	\$ 10,495.10
3. PHILIPPINE S	\$ 24,023.90	\$ 30,013.80	\$ 24,707.70	\$ 13,677.70
4. HONG KONG	\$ 26,310.70	\$ 30,834.40	\$ 18,777.40	\$ 9,522.70
5. JAMAICA	\$ 24,184.50	\$ 27,185.70	\$ 20,208.40	\$ 12,942.00
6. SRI LANKA	\$ 17,519.70	\$ 25,636.50	\$ 16,693.30	\$ 10,547.20
7. PAKISTAN	\$ 13,346.60	\$ 23,284.10	\$ 15,212.30	\$ 7,298.40
8. GUYANA	\$ 25,590.70	\$ 27,426.70	\$ 19,937.10	\$ 12,666.40
9. POLAND	\$ 24,232.60	\$ 29,559.20	\$ 21,370.70	\$ 13,098.50
10. IRAN	\$ 16,838.50	\$ 25,347.10	\$ 17,230.70	\$ 9,159.90

Table 9:
Unemployment and Participation Rate for Canadian-born & immigrants by
period of immigration and gender, Toronto CMA, 2006

** INCLUDES IMMIGRANTS WHO ARRIVED BEFORE AND AFTER 1981

	FEMALE					MALE				
	CANADIAN-BORN	IMMIGRANT				CANADIAN-BORN	IMMIGRANT			
		ALL IMMIGRANTS**	1981-1990	1991-2000	2001-2006		ALL IMMIGRANTS**	1981-1990	1991-2000	2001-2006
UNEMPLOYMENT RATE	6.4 %	8.2 %	6.5 %	9.3 %	14.6 %	6.1 %	6.0 %	5.3 %	6.7 %	9.3 %
PARTICIPATION RATE	69.0 %	58.5 %	68.8 %	64.3 %	59.1 %	76.6 %	71.9 %	80.4 %	77.4 %	76.6 %

Table 10:
Unemployment and Participation Rate for immigrants by period
of immigration and top 10 countries of birth, Toronto CMA

** INCLUDES IMMIGRANTS WHO ARRIVED BEFORE AND AFTER 1981

	UNEMPLOYMENT RATE				PARTICIPATION RATE			
	ALL IMMIGRANTS**	1981-1990	1991-2000	2001-2006	ALL IMMIGRANTS**	1981-1990	1991-2000	2001-2006
1. INDIA	8.2 %	5.4 %	7.5 %	11.7 %	70.3 %	70.3 %	72.5 %	71.7 %
2. PR CHINA	9.3 %	7.0 %	8.3 %	12.8 %	58.0 %	64.5 %	61.7 %	63.1 %
3. PHILIPPINES	5.4 %	4.0 %	5.1 %	8.0 %	76.0 %	78.8 %	78.0 %	77.3 %
4. HONG KONG	6.1 %	6.3 %	7.2 %	8.5 %	69.6 %	74.8 %	64.6 %	55.9 %
5. JAMAICA	6.9 %	6.2 %	8.9 %	11.2 %	72.9 %	80.5 %	76.9 %	78.5 %
6. SRI LANKA	9.2 %	6.8 %	9.5 %	12.5 %	67.0 %	76.1 %	66.4 %	59.1 %
7. PAKISTAN	10.9 %	6.7 %	10.6 %	13.8 %	63.6 %	64.4 %	67.7 %	58.1 %
8. GUYANA	7.0 %	6.6 %	8.5 %	14.4 %	71.2 %	74.3 %	71.3 %	73.8 %
9. POLAND	5.1 %	4.7 %	5.6 %	8.9 %	69.0 %	82.3 %	79.2 %	72.0 %
10. IRAN	10.2 %	7.0 %	9.7 %	14.9 %	69.0 %	73.1 %	71.6 %	61.8 %



Overall Conclusions: Labour Market Receptivity

- Gender central to labour market outcomes;
- Gender effects generally negative for women;
- Immigrant class also key; best outcomes economic class;
- Even after 4 years newcomers face significant labour market obstacles;



- Immigrant men and women have lower earning than Canadian-born;
- Immigrant annual earnings vary among countries of birth;
- Average earnings increase the longer immigrants have been in Canada;



- Differences in labour market outcomes between immigrant men and women are clear and pronounced. Immigrant women have much lower average annual earnings than immigrant men.

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- For comments or questions, contact the TIEDI Principal Investigator, Dr Philip Kelly (pfkelly@yorku.ca), or the TIEDI Project Coordinator, Stella Park (pstella@yorku.ca).