
TIEDI Workshop on Labour Market Outcomes

CERIS, Room 702, 246 Bloor St. W. (corner of Bloor W. & Bedford)

December 12, 2008, 9.30am-12.30pm

Purpose of the Workshop

The purpose of this workshop is to follow up on October's Exchange Forum, at which the TIEDI project was introduced and a preliminary list of data needs were identified by community partners. A series of workshops will be held over the next 6 months, each focusing on a different cluster of issues concerning immigrant employment.

This workshop aims to discuss specific data needs related to the *labour market outcomes of immigrants* that can be answered using statistics and existing research. Participants will be able to explain their needs and define a set of questions that will be answered in one of the upcoming TIEDI reports.

This meeting will allow you to discuss data needs related to:

- Incomes, labour participation and unemployment rates of immigrants
- Use of immigrants' skills
- Match and mismatch between immigrants' skills and their occupations in Canada
- Data on immigrants by industry, sector and occupations
- Job satisfaction

Prior to the workshop, please prepare your data needs and be ready to discuss them during the meeting. You may even want to discuss potential needs within your organization beforehand. Pages 2-4 of this primer provide a few examples to illustrate the types of data that are accessible. These are included purely to stimulate ideas for discussion.

Format of the Workshop

The workshop will be attended by 4-5 faculty collaborators who have used the relevant databases, and 12-15 members of partner organizations.

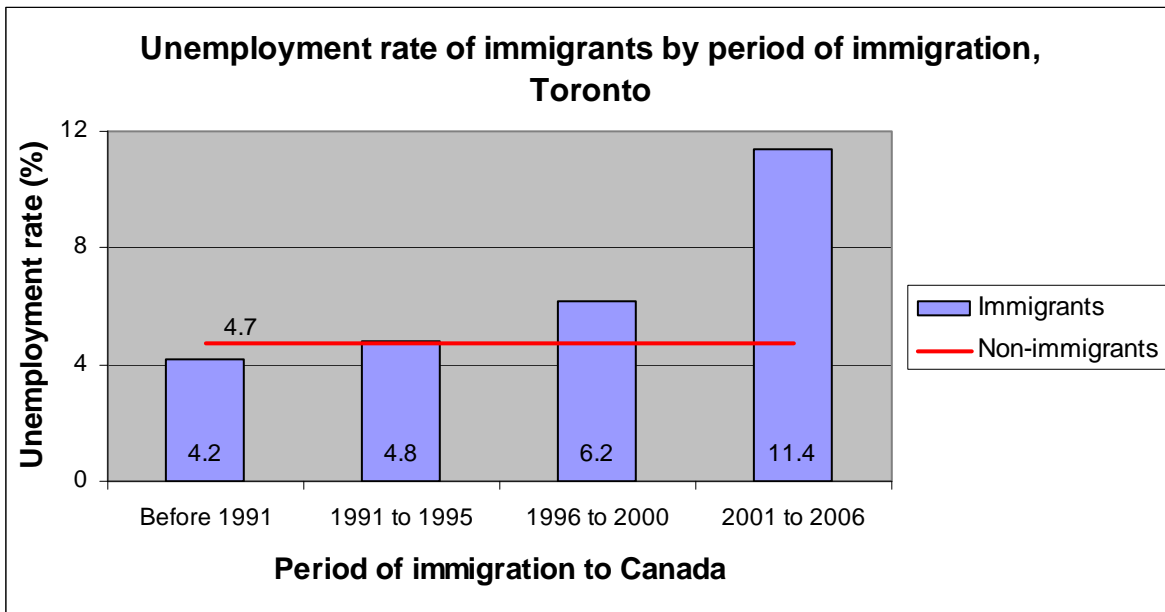
The workshop will start with a brief reiteration of the purposes and scope of the TIEDI project. It will then move to open discussion. The purpose of the discussion will be for community partners to identify their specific data needs and for faculty collaborators to clarify which questions can be answered using the datasets that we have available.

The objective by the end of the workshop will be to have a list of data needs and the corresponding variables that are available in the datasets.

The list of questions and variables will be circulated to all TIEDI partners so that those who were unable to attend the workshop can also provide input.

Data Examples

Example 1



Source: Statistics Canada, 2006 Census of Population, Statistics Canada catalogue no. 97-563-XCB2006059

Definitions:

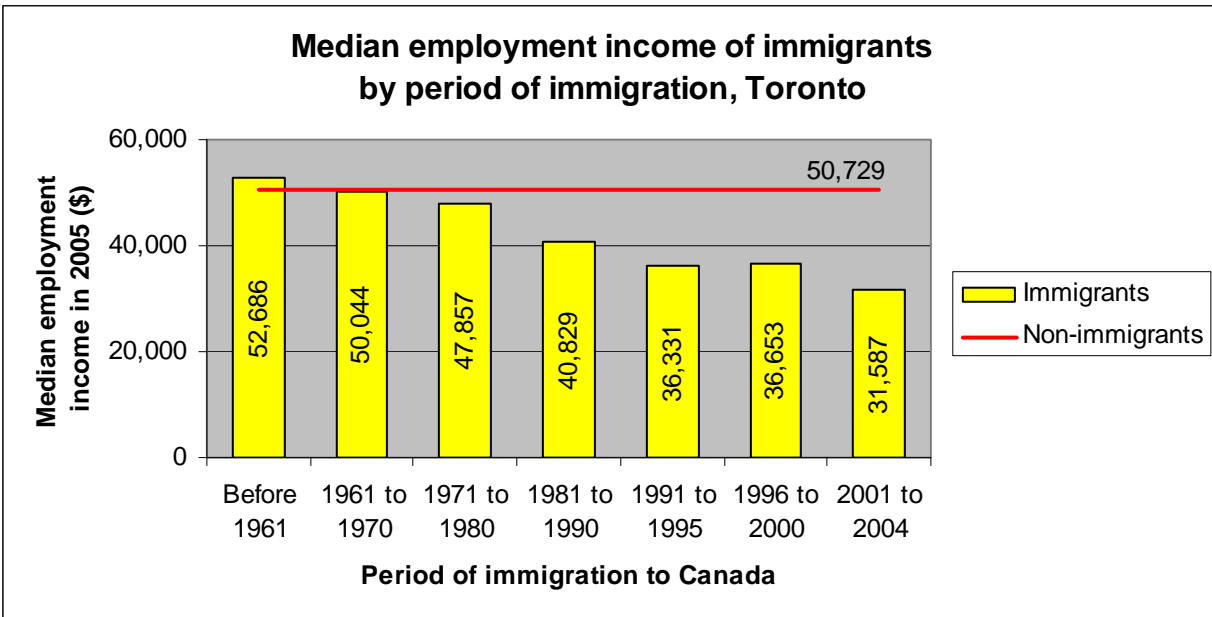
- 'Immigrants' include permanent residents and immigrants who have received Canadian citizenship. Non-permanent residents (visa holders, refugee claimants and their family) are excluded from this graph.
- 'Non-immigrants' are Canadian-born.

As seen in this first example, the unemployment rates of immigrants decrease the longer immigrants are in Canada. Immigrants who arrived before 1991 have unemployment rates of 4.2%, while immigrants who arrived between 2001 and 2006 have unemployment rates of 11.4%

Immigrants who immigrated since 1996 have higher unemployment rates than non-immigrants. Non-immigrants have unemployment rates of 4.7%, while the unemployment rates for immigrants who have arrived between 1996 and 2000 is 6.2%, and 11.4% for immigrants who have arrived between 2001 and 2006.

Recent immigrants who arrived between 2001 and 2006 have more than twice the unemployment rates of non-immigrants and almost three times the unemployment rates of immigrant who arrived before 1961.

Example 2



Source: Statistics Canada, 2006 Census of Population, Statistics Canada catalogue no. 97-563-XCB2006059

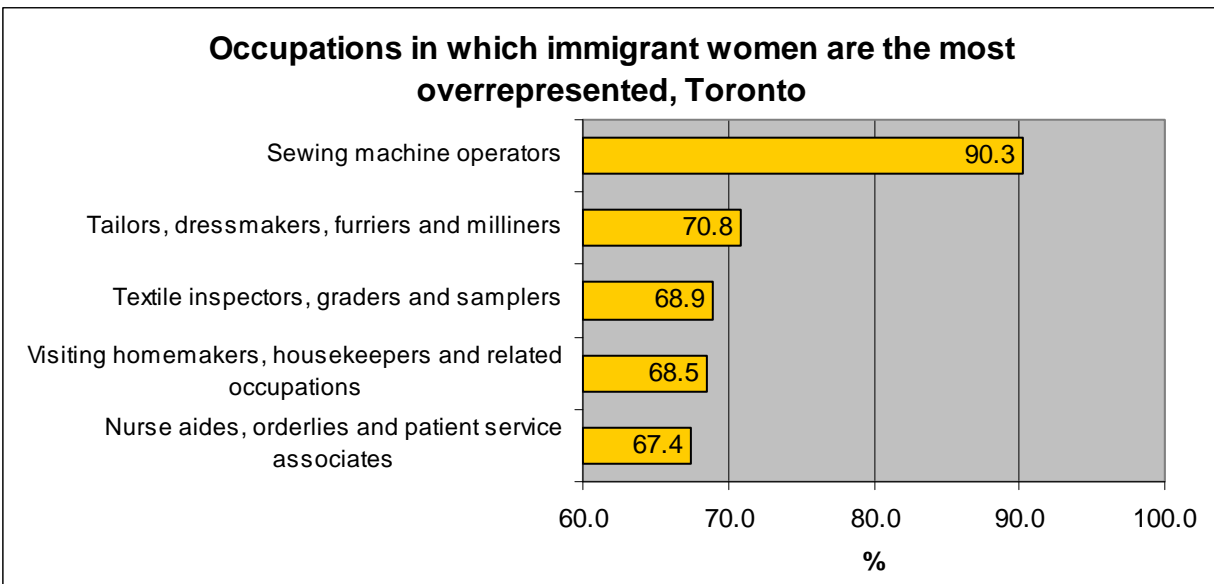
*The graph above includes only immigrants and non-immigrants working full-time for more than 49 weeks in 2005.

A note on median income: The median income divides incomes into two equal groups; half of them are higher than the median income and the other half are lower than the median income. For example, half of immigrants who arrived between 1981 and 1990 have employment incomes above \$40,829, while the other half has employment incomes below \$40,829. Median incomes are considered a better measure of income than average income, which is highly influenced by extremely low and high incomes.

The median employment income of immigrants living in Toronto increases for those who have been in Canada for a longer time. The median employment income of recent immigrants who arrived between 2001 and 2004 is \$31,587. The median employment income of immigrants who arrived before 1961 is \$52,686.

Immigrants who arrived between 1961 and 1970 have similar median employment incomes to non-immigrants (\$50,044 and \$50,729, respectively). Immigrants who arrived since 1971 have lower median incomes than non-immigrants. Recent immigrants who arrived between 2001 and 2004 earn \$19,000 less than non-immigrants.

Example 3



Source: Statistics Canada, 2001 Census of Population, Statistics Canada catalogue no. 97F0012XCB2001050

*The graph used in this example uses data from the 2001 Census. Similar data from the 2006 Census will become available in 2009.

According to the 2001 Census, immigrant women represent 22.6% of all workers in Toronto. However, immigrant women are overrepresented in specific occupations, such as sewing machine operators, where they account for 90.3% of all employees.

The second category of occupations where immigrant women are the most overrepresented includes tailors, dressmakers, furriers and milliners. In Toronto, 70.8% of all employees in this category are immigrant women.

Immigrant women are the most overrepresented in occupations related to textile and fabric, such as sewing machine operators, tailors, dressmakers, furriers and milliners, as well as textile inspectors, graders and samplers.

Sources of data

The first two graphs included in this position paper are based on 2006 Census statistics available free of charge on the Statistics Canada website. Use the pull-down menus to change the geographic area and select variables.

For the graph on unemployment rates, see

<http://www12.statcan.ca/english/census06/shared/redirectproduct.cfm?ips=97-560-XWE2006025>

For the graph on median employment income, see

<http://www12.statcan.ca/english/census06/shared/redirectproduct.cfm?ips=97-563-XWE2006059>

The third graph on the overrepresentation of immigrant women is based on 2001 Census statistics available free of charge on the Statistics Canada website. Use the pull-down menus to change the geographic area and select variables.

<http://www12.statcan.ca/english/census01/shared/redirectproduct.cfm?ips=97F0012XIE2001050>

Other sources of data relevant to this cluster include:

- Labour Force Survey
- Longitudinal Survey of Immigrants to Canada
- Survey of Labour and Income Dynamics

Questions compiled from the Exchange Forum

The following questions concerning labour market outcomes for immigrants were raised at the TIEDI Exchange Forum in October:

- How can we provide information about the geographical availability of jobs, commuting and housing costs for immigrants?
- Where are immigrants working by sector and occupation?
- What are the discrepancies between intended and actual occupations and how does it change over time?
- What are the results of hiring foreign-trained professionals relative to costs?
- Can we quantify the economic, social and cultural benefits of immigration?