

Immigrants in a Challenging Labour Market: Precarious Employment and Workplace Experiences

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What is the issue?

Conditions of employment are generally becoming more polarized, with a growing number of precarious and poorly paid jobs at the bottom end of the labour market. Immigrants appear to be disproportionately concentrated in precarious employment situations.

This TIEDI Snapshot summarizes several analytical reports that examined precarious employment experiences. These reports covered issues such as the incidence of part-time work, discrimination in the workplace, the role of different immigration programs, and the effects of economic recession.

What did researchers find?

<i>Well known trends</i>	<i>New evidence</i>
On average, immigrants in Toronto earn less than the Canadian-born, and recent immigrants have even lower wages. Earnings increase with longer residency in Canada.	<p>The gap between immigrant and Canadian-born earnings is uneven across different immigrant communities. The same applies to rates of poverty incidence.¹ (FIGURE 1)</p> <p>Immigrants in Toronto are more likely to be working full time than Canadian-born, but still earn lower wages.² (FIGURE 2)</p>
Gender is a major determinant of income, LM participation, & FT/PT status. ³	The gender wage differential is in favour of men. Gender wage differential (of about \$5-7 per hour) is remarkably consistent regardless of factors such as firm size and period of arrival. ⁴ (FIGURES 3-5)

¹ "How do gender and country of birth affect labour market outcomes for immigrants?" *TIEDI Analytical Report 4*. January 2010.

² "How do average earnings and full/part time employment status vary across occupations in Toronto?" *TIEDI Analytical Report 20*. April 2011.

³ "How do gender and country of birth affect labour market outcomes for immigrants?" *TIEDI Analytical Report 4*. January 2010.

⁴ "Are immigrant earnings affected by size of workplace?" *TIEDI Analytical Report 3*. January 2010.

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Temporary foreign worker programs are increasingly used to fill LM demand.	Live-in Caregiver arrivals, for example, have doubled in the last 5 years. Caregiver immigrant in recent years have arrived with significantly high levels of education. ⁵ (FIGURE 6)
The use of the Provincial Nominee Programs has expanded greatly since 2004.	PNP immigrants arrive with lower average levels of education. 15% of principal applicants spoke neither English nor French upon arrival. ⁶ Most PNP immigrants settle in major cities. (FIGURE 7)
Visible minority immigrants are more than twice as likely as non-visible minority immigrants to perceive discrimination .	<p>Visible minorities with better knowledge of English or French are more likely to perceive workplace discrimination than visible minorities with limited fluency in Canada's official languages. Much discrimination may therefore be unreported. (FIGURE 8)</p> <p>Immigrants who have a postsecondary education report significantly more workplace discrimination than those who have less education⁷. (FIGURE 8)</p>
Canada's unemployment rate rose rapidly in the 2009 recession and has remained elevated ever since.	<p>The gap in unemployment rates between immigrant and Canadian born widened during the recession, but the pattern is geographically uneven. (FIGURE 9-10)</p> <p>Job losses in goods-producing sectors are especially apparent in Toronto (compared with Vancouver and Montreal), and male unemployment reached higher levels than the female rate.⁸</p>
There is an overall trend in the labour market towards a decline in full-time work and a rise in part-time jobs.	<p>This trend was especially apparent for recent immigrants during and after the recent recession. (FIGURE 11)</p> <p>The incidence of part time work varies a great deal across different occupations.</p>

Policy Discussion

- What are the distinct settlement needs of specific communities or those arriving under specific immigration programs?
- What tools are there for addressing discrimination in the workplace (reported and unreported)?
- How can long term 'scarring effects' be mitigated for those arriving during recessions?

⁵ "Profile of live-in caregiver immigrants to Canada, 1993-2009" *TIEDI Analytical Report 18*. March 2011.

⁶ "Profile of Provincial Nominee Program (PNP) immigrants to Canada, 1996-2009" *TIEDI Analytical Report 26*. September 2011.

⁷ "What are immigrant's experiences of discrimination in the workplace?" *TIEDI Analytical Report 21*. May 2011.

⁸ "Economic recession and immigrant labour market outcomes in Canada, 2006-2011" *TIEDI Analytical Report 22*. July 2011.

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Figure 1: Average Annual Earnings for Immigrants by period of immigration and Selected countries of birth, Toronto CMA

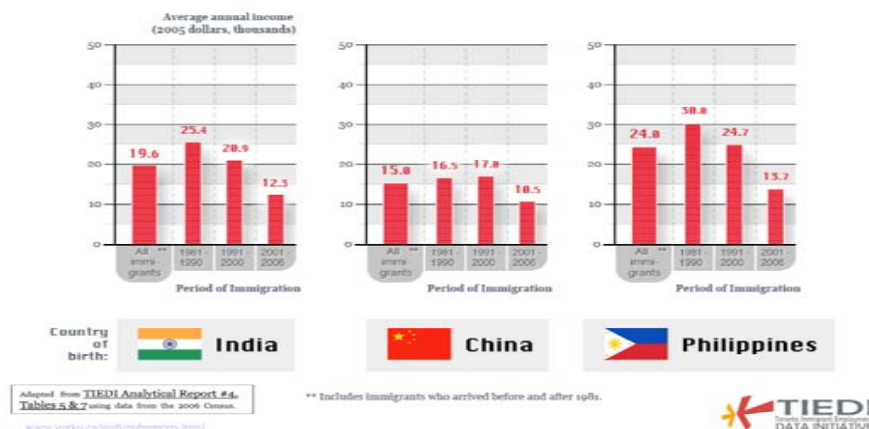


Figure 2: Percent Working Full-time, by Immigrant Class, Gender, and Period of Immigration, Toronto CMA

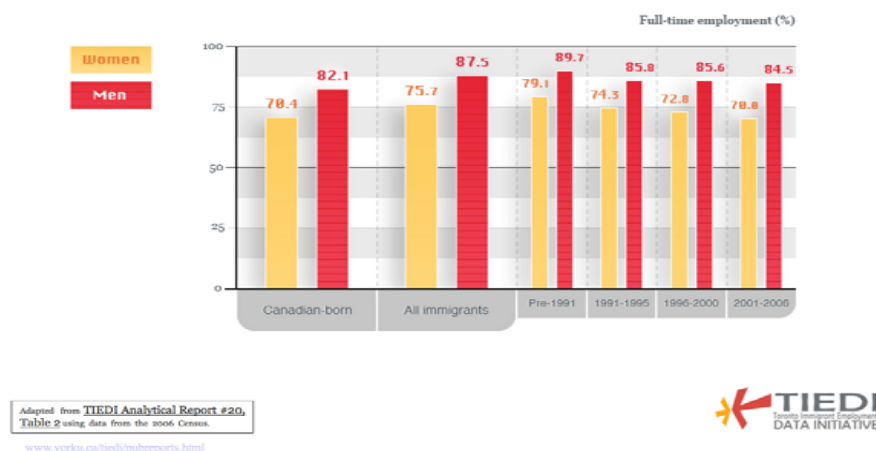


Figure 3: Average Hourly Wage (2005 dollars) for Canadian-born and Immigrants by period of immigration and size of firm, Canada

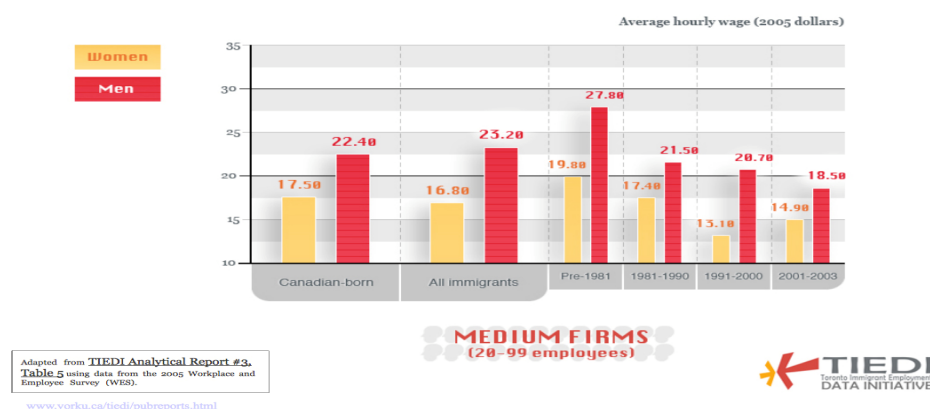
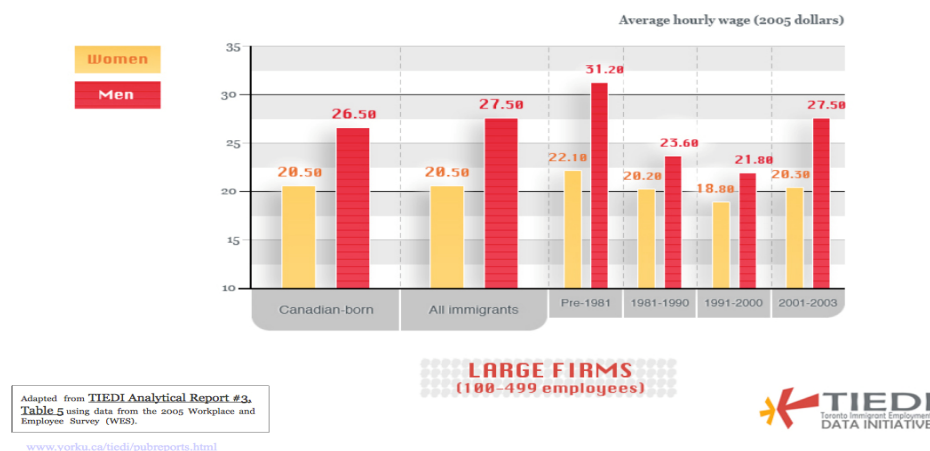
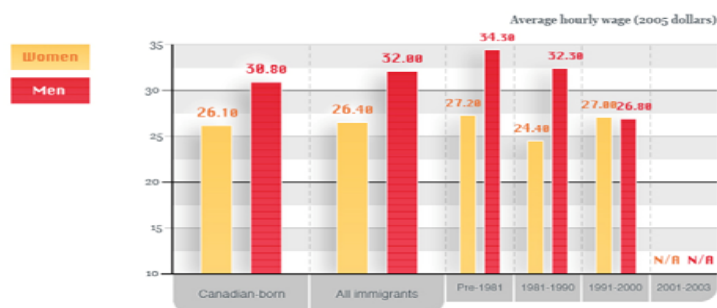


Figure 4: Average Hourly Wage (2005 dollars) for Canadian-born and Immigrants by period of immigration and size of firm, Canada



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Figure 5: Average Hourly Wage (2005 dollars) for Canadian-born and Immigrants by period of immigration and size of firm, Canada

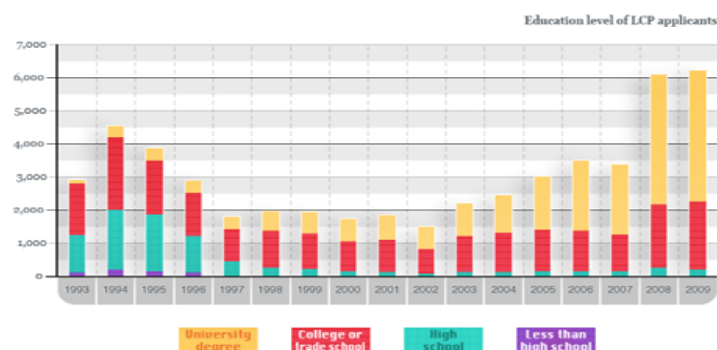


**VERY LARGE FIRMS
(500+ employees)**

Adapted from TIEDI Analytical Report #3, Table 5 using data from the 2005 Workplace and Employee Survey (WES).

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Figure 6: Education group level grouping of LCP, Principal Applicants to Canada, 1993-2009



Adapted from TIEDI Analytical Report #18, Figure 7 using data from the Permanent Resident Data System (PRDS).

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Figure 7: Language Ability of PNP, Principal Applicants in Canada, 1996-2009

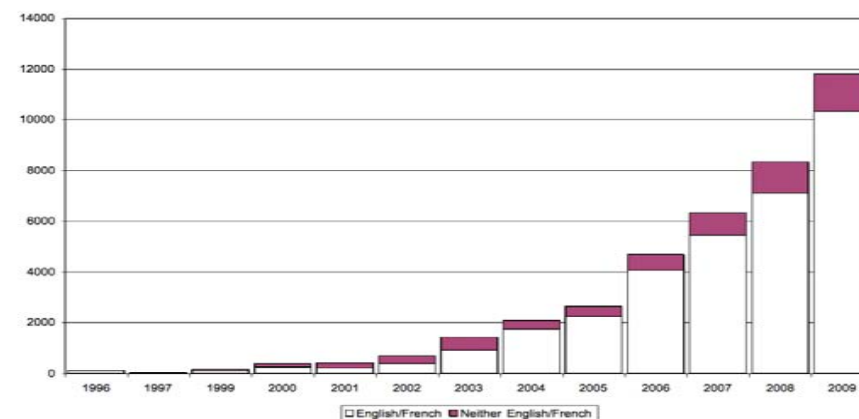
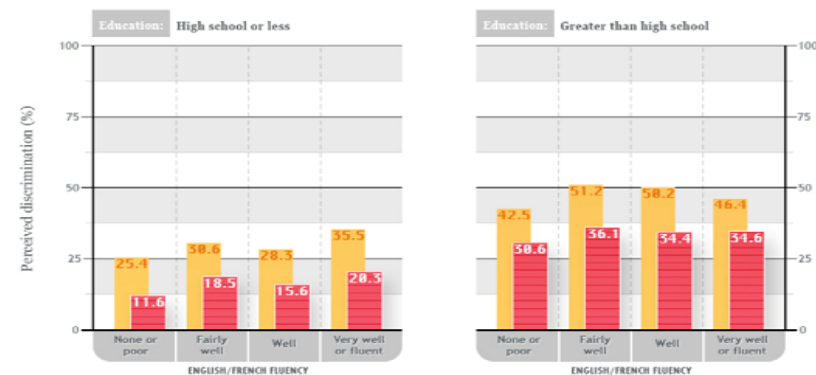


Figure 8: Perceived discrimination by Language skills in English or French and Educational attainment for Immigrants, 4 years after landing, Age 15-64, Canada



Adapted from TIEDI Analytical Report #21, Table 5 using data from the Longitudinal Survey of Immigrants to Canada (LSIC).

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Figure 9 : Unemployment rate of Immigrants and Canadian-born, Age 25-54, Toronto CMA, 2006-2011, 3MMA

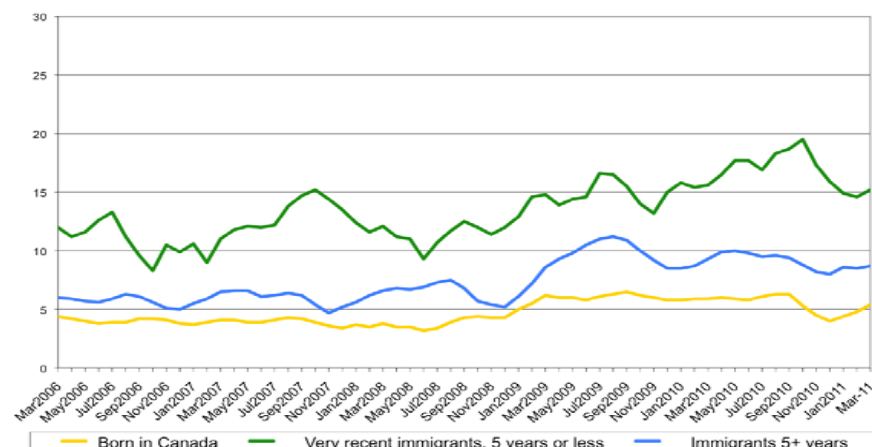


Figure 10 : Unemployment rate of Immigrants and Canadian-born, Age 25-54, Vancouver CMA, 2006-2011, 3MMA

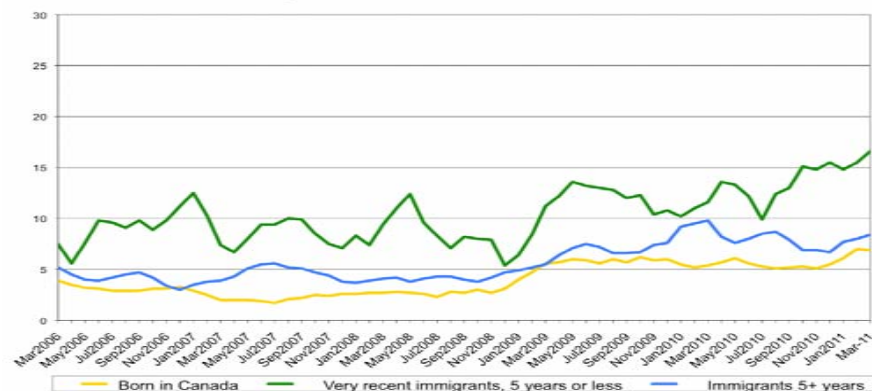


Figure 11 : Proportion in Full-time Employment among Immigrants and Canadian-born, Age 25-54, Toronto CMA, 2006-2011, 3MMA

