



A TIEDI Analytical Report

*Local Immigration Partnerships
(LIPs), Toronto, April 14, 2010*

Presented by John Shields

For the Toronto Immigrant
Employment Data Initiative (TIEDI)

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Examining the Impact of Gender and Country of Birth on Immigrant Labour Market Outcomes in Toronto: Evidence from the 2006 Census

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- 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.html>

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- 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.

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- **Dr. Philip Kelly** (York University) is the Principal Investigator for TIEDI.
- John Shields (Ryerson University), Mai Phan (Grad. Student), Fang Yang (Grad. Student), Maryse Lemoine (TIEDI Coordinator), Tony Fang, Lucia Lo, Valerie Preston, Steven Tufts (York University)

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- [TIEDI Analytical Report 1](#): Labour outcomes by savings brought to Canada
- [TIEDI Analytical Report 2](#): Labour outcomes by immigrant class and gender
- [TIEDI Analytical Report 3](#): Immigrant earnings by size of workplace
- [TIEDI Analytical Report 4](#): Labour outcomes by country of birth and gender
- [TIEDI Analytical Report 5](#): Labour outcomes for immigrants planning to work in regulated and unregulated occupations
- [TIEDI Analytical Report 6](#): Labour outcomes by English and French language skills
- [TIEDI Analytical Report 7](#): Immigrant and Canadian-born wages by source of job search information
- [TIEDI Analytical Report 8](#): Labour outcomes of university-educated immigrants
- [TIEDI Analytical Report 9](#): Labour outcomes of immigrants returning to school after immigrating

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- **Upcoming reports:**
- **Labour market outcomes:**
Labour outcomes by educational attainment
- **Barriers to employment:**
Discounting of foreign experience and credentials
Immigrants and accreditation
First Canadian job
Experiences of discrimination by language skills
- **Workplace and job market:**
Source of information to find current job
Hiring methods used by employers
Satisfaction with job and pay
Promotions
Use of technology at work
Full-time and part-time employment by occupation
Income by occupation
Ethnicity in the workplace

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- "HOW DO GENDER AND COUNTRY OF BIRTH AFFECT LABOUR MARKET OUTCOMES FOR IMMIGRANTS?", TIEDI ANALYTICAL PAPER #4:
[HTTP://WWW.YORKU.CA/TIEDI/DOC/ANALYTICALREPORT4.PDF](http://www.yorku.ca/tiedi/doc/analyticalreport4.pdf)
- 2006 Census, Toronto CMA

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Figure 1: The Toronto CMA

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



Table 1:
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 2:
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

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Table 3:
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. PHILIPPINES	\$ 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

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Table 4:
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 %

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Table 5:
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 %

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Conclusions

- Immigrant men and women have higher unemployment rates than Canadian-born men and women;
- On average, immigrant men and women in Toronto have lower annual earnings than Canadian-born;
- The unemployment and participation rates for immigrants vary by countries of birth;

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- Immigrant annual earnings also vary among countries of birth. Immigrants from Hong Kong and Guyana have the highest earnings among immigrants; immigrants from Pakistan and China have the lowest annual earnings among immigrants;
- Average earnings increase the longer immigrants have been in Canada. There is a large gap in annual earnings between more recent immigrants in Toronto and the Canadian-born, for both sexes and for most countries of birth;

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- 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.