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# Employment Quality of Immigrants and Canadian born

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# Overview of presentation

- Immigrant data available from the Labour Force Survey
- Employment quality – framework and indicators
- Findings: Employment quality for immigrants and Canadian born
- Impact of downturn on employment quality (Oct. 2008 to Oct. 2009)

# Immigrant data from the Labour Force Survey (LFS)



- Questions added to the LFS since January 2006 allow for the identification of landed immigrants, including time since landing and country of birth
- Five reports have been released by STC's Labour Statistics Division presenting various labour market analyses of immigrants and the Canadian born
- Latest release was November 23<sup>rd</sup>, 2009: *The 2008 Canadian Immigrant Labour Market: Analysis of Quality of Employment*

# What is Quality of Employment?

- Three perspectives:
  - Societal
  - Corporate
  - Individual
- The Framework for the Statistical Measurement of Quality of Employment takes mostly the individual (worker) perspective, but also has elements of the societal perspective.

# Framework for the Statistical Measure of Quality of Employment

- The framework is under development by an international Task Force headed by Canada, with participation from the United Nations and International Labour Organization.
- This presentation applies the framework's indicators within various employment quality dimensions to present findings for both Canadian born and immigrants
- This analysis is based on employed population aged 25 to 54 – the group most likely to be working (and not in school)
- Data are from LFS 2008 unless otherwise specified

# What does the Framework look like?

## Seven “dimensions”:

- Safety and ethics of employment
- Income and benefits from employment
- Working hours and balancing work and non-working life
- Security of employment and social protection
- Social dialogue
- Skills development and life-long learning
- Workplace relationships and intrinsic nature of work

# Overview of 2008 Canadian labour market



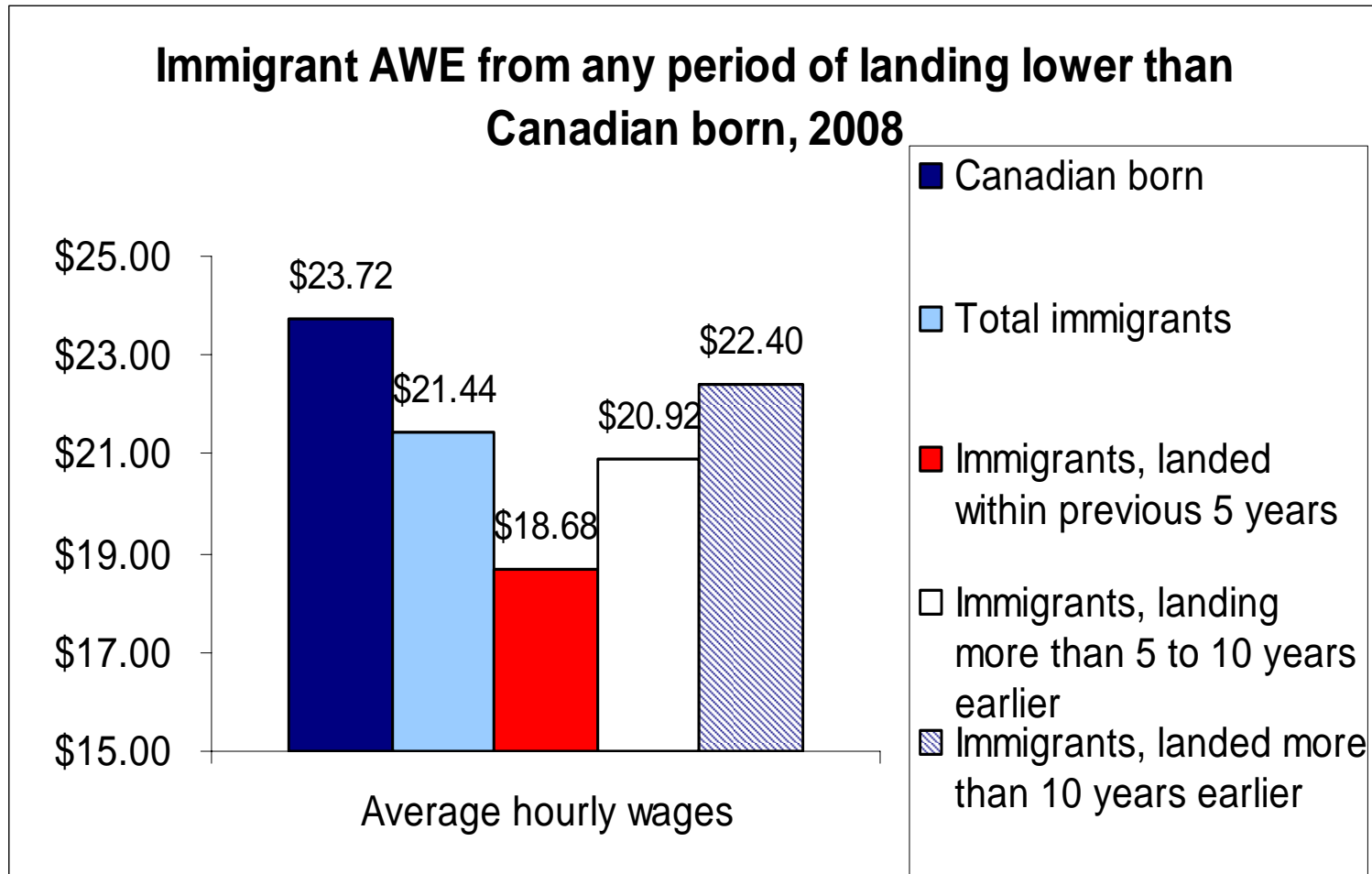
- The first 10 months of 2008 had modest employment growth, followed by a downturn that has continued into 2009
- 2008 employment rates, population 25-54
  - Canadian born: 84.1%
  - All landed immigrants: 77.4%
    - Immigrants, landed within previous 5 years: 66.6%
- 2008 unemployment rates
  - Canadian born: 4.6%
  - All landed immigrants: 6.8%
    - Immigrants, landed within previous 5 years: 11.0%

# Findings: Safety and Ethics of Employment

## Workplace injuries data (Canadian Community Health Survey, 2005)

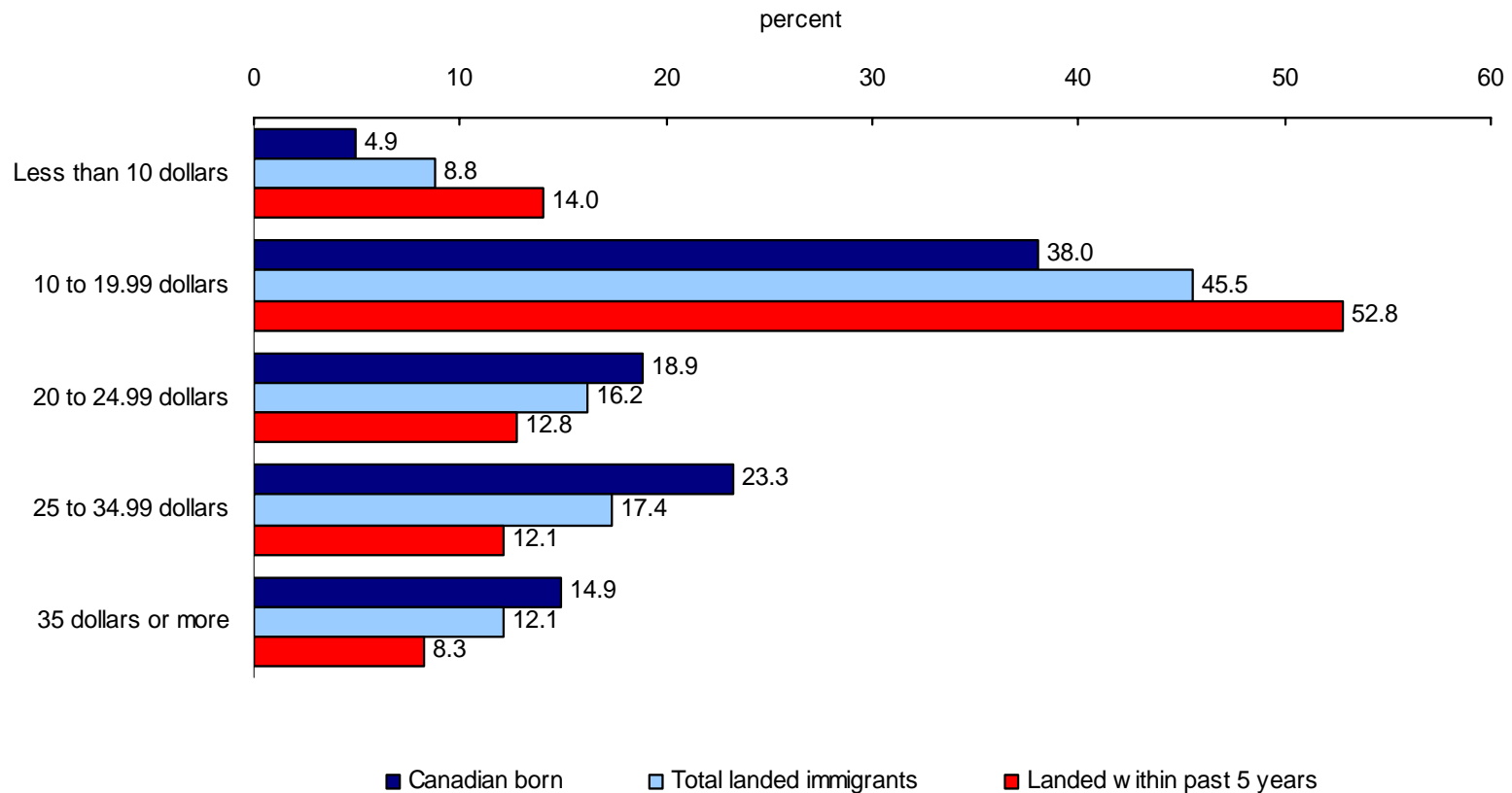
- In 2005, **2.6%** of employed immigrants aged 25 to 54 had an activity-limiting workplace injury within the previous 12 months – lower than that of Canadian-born workers (**3.9%**).

# Findings: Income and benefits from employment - Wage-related results



# Findings: Income and benefits from employment - wage distribution

Immigrants, particularly the more recent ones, were more likely to earn under \$20/hour in 2008



# Findings: Income and benefits from employment - Non-wage benefits

From Workplace Employee Survey, 2005

- Regardless of period of landing, immigrant employees were less likely to have an employer-sponsored pension plan or life insurance than Canadian born
  - **Pension:** 28% for all immigrants vs. 38% Canadian born
  - **Life insurance:** 57% for all immigrants vs. 65% Canadian born
- However, immigrant and Canadian-born employees were as likely to have employer-sponsored supplemental medical or dental coverage, regardless of period of landing.

# Findings: Working hours and balancing work and non-working life – working hours

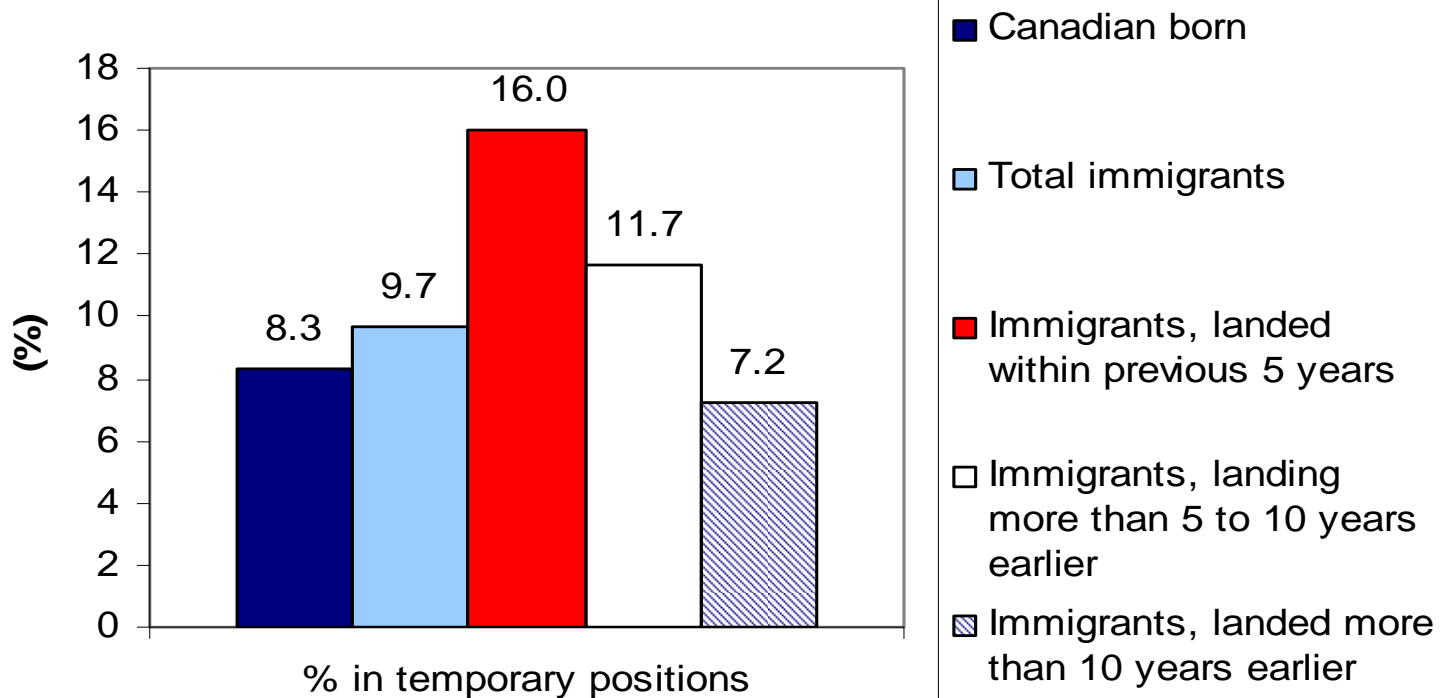
- Immigrants who landed more than 10 years earlier worked an average of 0.5 hours more per week than Canadian-born workers
- Shares of moonlighting were no different between immigrants and Canadian born (5.2%)
- Share of those working 50 or more hours per week differed little between Canadian born and immigrants (9%)
- Immigrants less likely to work any overtime (20% vs. 27%), but were slightly more likely to be paid for some or all of their overtime hours

## Findings: Working hours and balancing work and non-working life – part-time employment

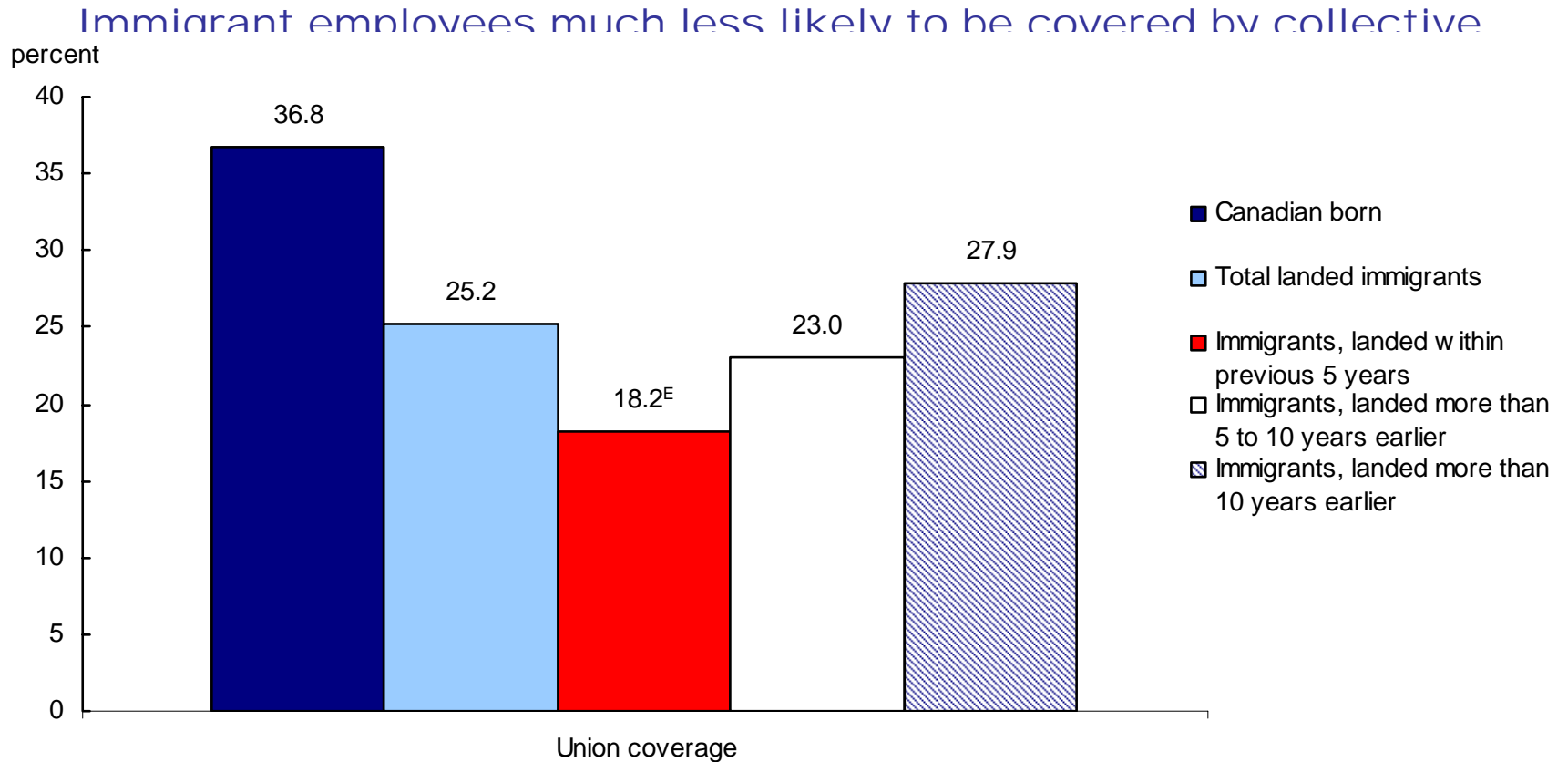
- Overall, immigrants were as likely to be working part time as Canadian born (although those that landed within the past 5 years were slightly more likely – 13.4% vs. 11.7%)
- However, immigrants were more likely to be working part time **involuntarily**: 38% vs. 30% (and at 41% for more recent immigrants)

# Findings: security of employment and social protection - temporary jobs

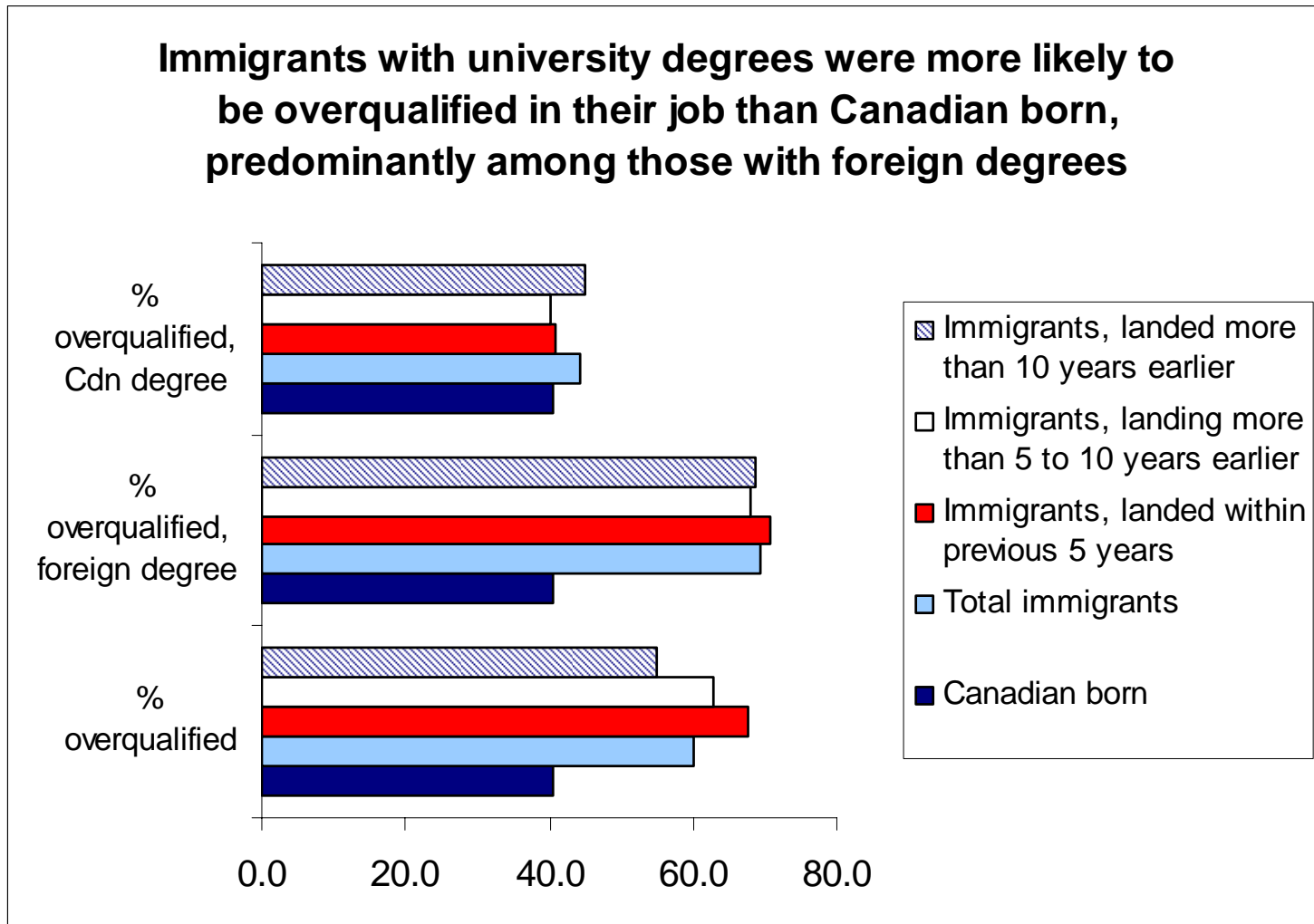
## Immigrant employees aged 25-54, particularly more recent ones, were in temporary positions compared with Canadian born in 2008



# Findings: Social dialogue – Union coverage, 2008

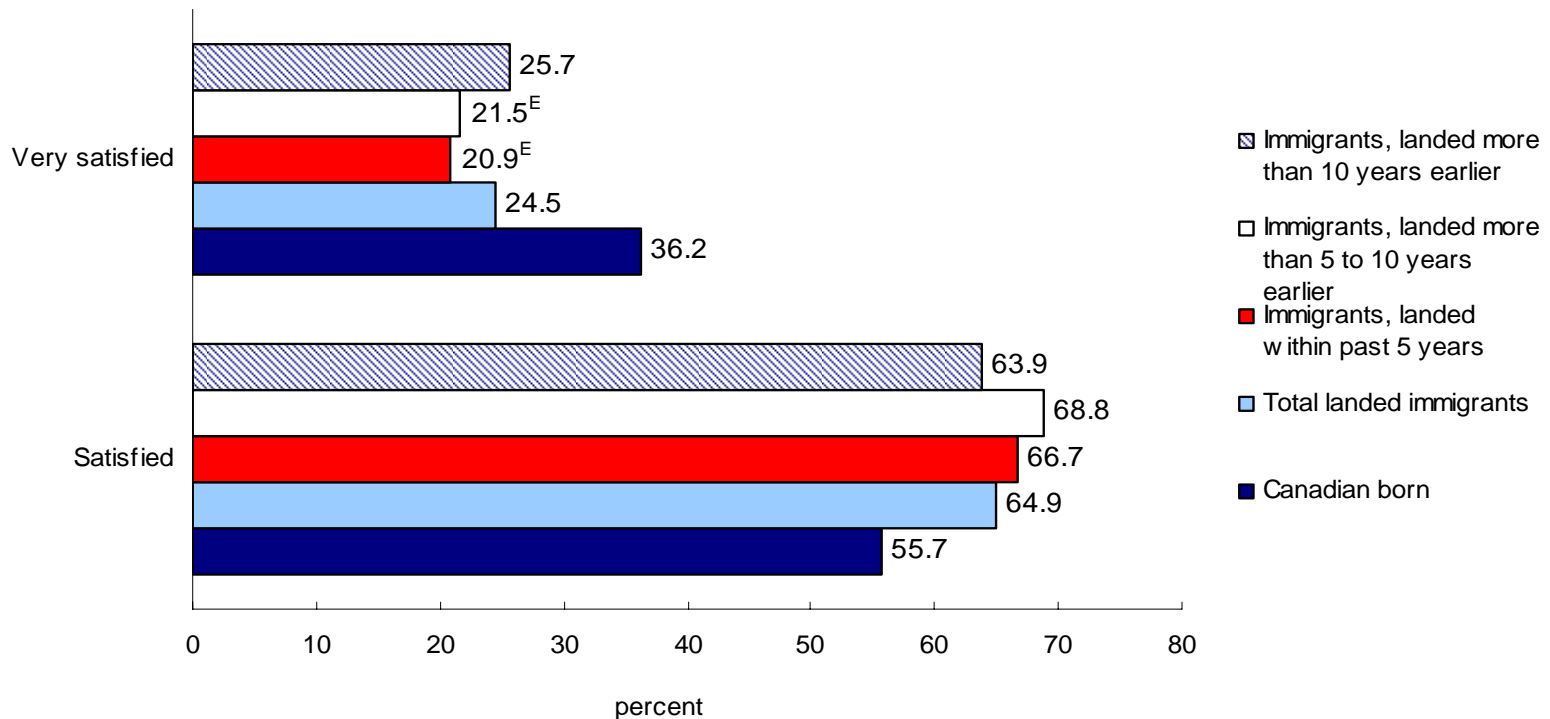


# Findings: Skills development and life-long learning - overqualification



# Findings: Workplace relationships/intrinsic nature of work - Job satisfaction (from WES, 2005)

- Immigrants and Canadian born were as likely to report being “satisfied or very satisfied” in their job – but Canadian born were more likely to report being “very satisfied”.



# Summary of employment quality results



- **Similar:** multiple-job holding, part-time rate, access to certain flexible work arrangements, hours worked per week
- **Different:** for immigrants vs. Canadian born, immigrants had lower wages, lower shares of union coverage, pension plans; higher shares of overqualification, involuntary part-time work, temporary jobs

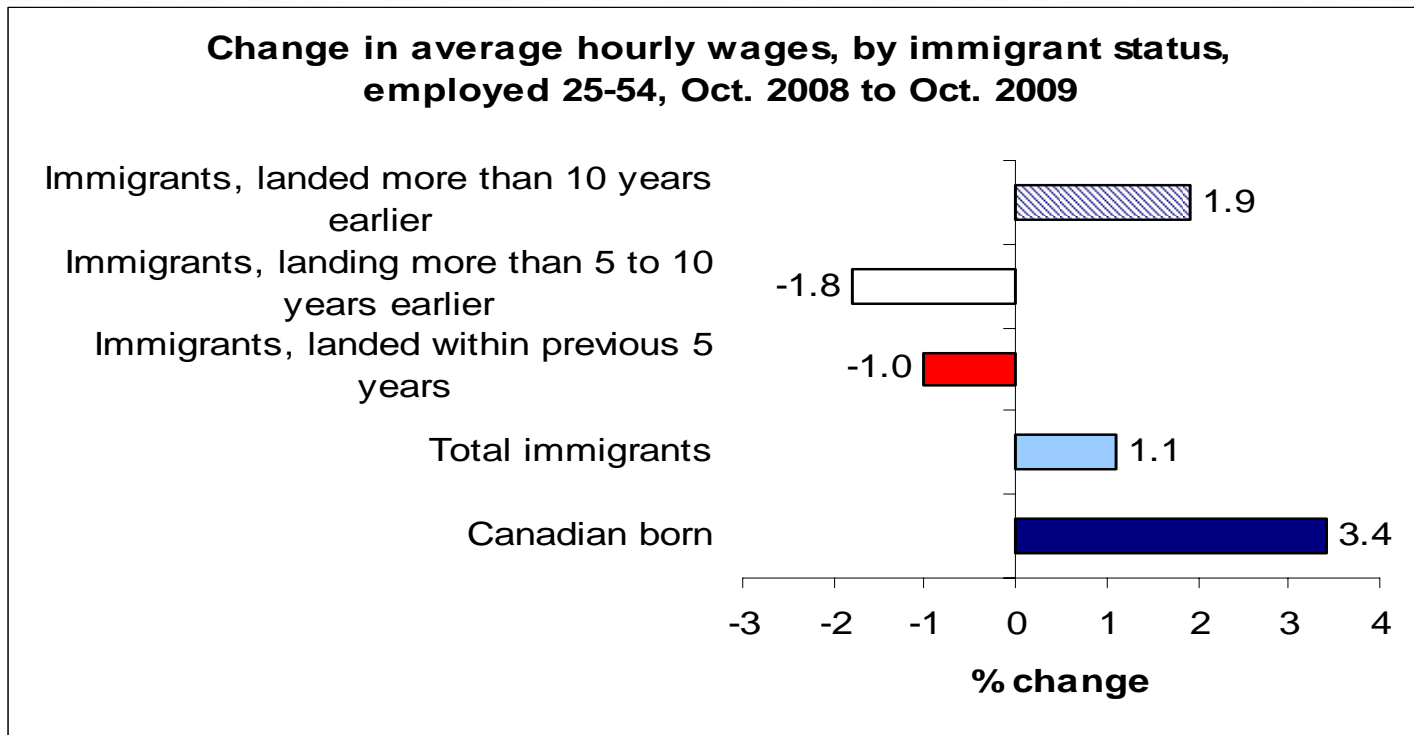


Additional findings: changes in  
employment quality indicators  
from October 2008 to October  
2009 (LFS)

# Overall changes in employment

- From October 2008 to October 2009, employment among those aged 25-54 fell by 232,000 (-1.9%)
  - Canadian born: -204,000 (-2.2%)
  - Immigrants, landed within past 5 years: -58,000 (-12.9%)
  - Immigrants, landed 5+ to 10 years before: -9,000 (-1.8%)
  - Immigrants, landed 11+ years before: +18,000 (+1.2%)
  - TFWs/foreign students/Canadian citizens born elsewhere: +20,000 (+10.2%)

# Income and benefits dimension: Wage-related indicators



- **Wage distribution:** Immigrants who landed within the previous 5 years saw their share of those earning \$10 or less increase and their share of those earning \$35 or more decrease; the opposite was true for Canadian-born employees

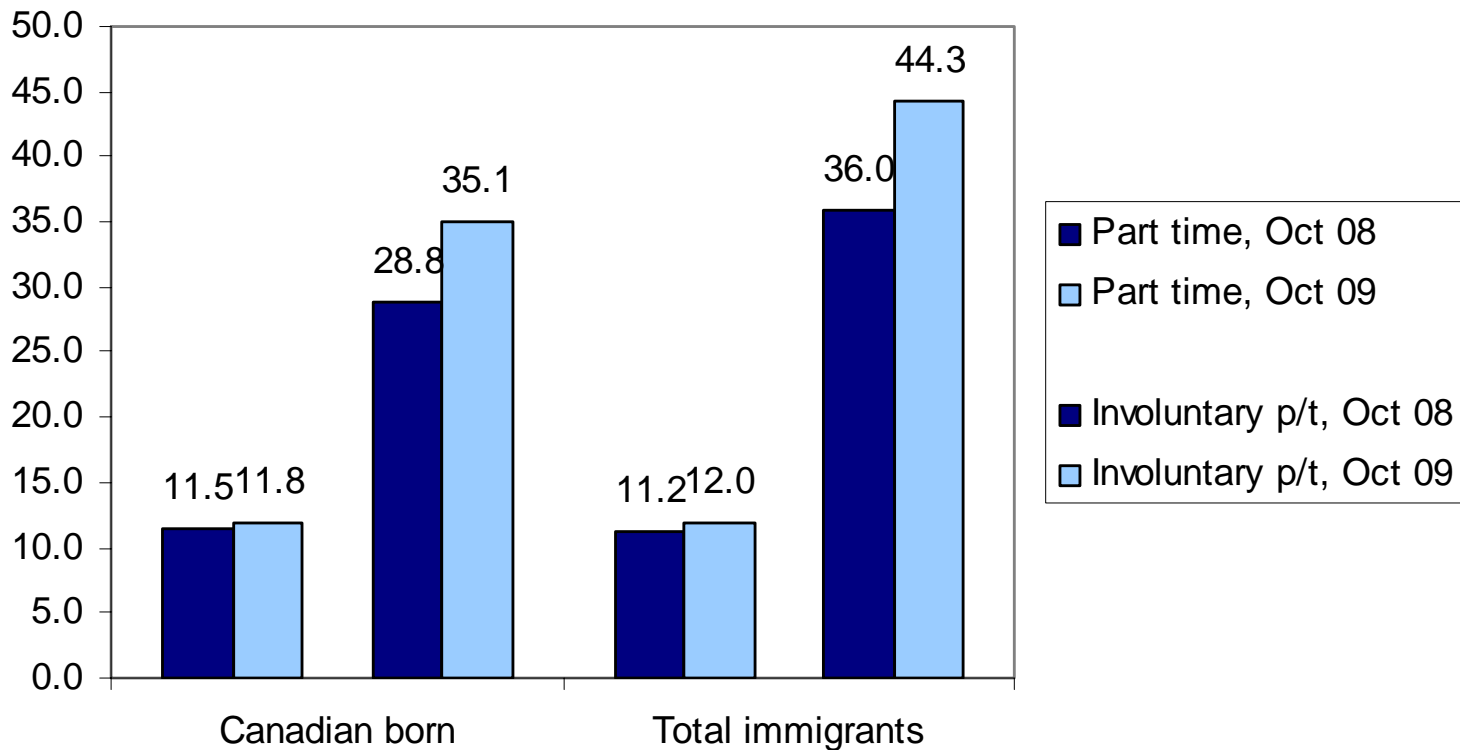
# Working hours dimension: Hours-related indicators



- As of October 2009, immigrants and Canadian born were both working an average of 38.0 hours per week.
  - Hours worked declined most sharply for more recent immigrants (37.7 to 36.8) followed by immigrants who landed 11+ years earlier (38.7 to 38.2)
- The increased share of moonlighting was faster for more recent immigrants, followed by Canadian born (but declined for immigrants who landed more than 5 years earlier)
- Working any overtime and working long workweeks declined for both immigrants and Canadian born

# Working hours dimension: Part-time employment

Rate of part time and involuntary part time increased for both Canadian born and immigrants between Oct. 2008 and Oct. 2009

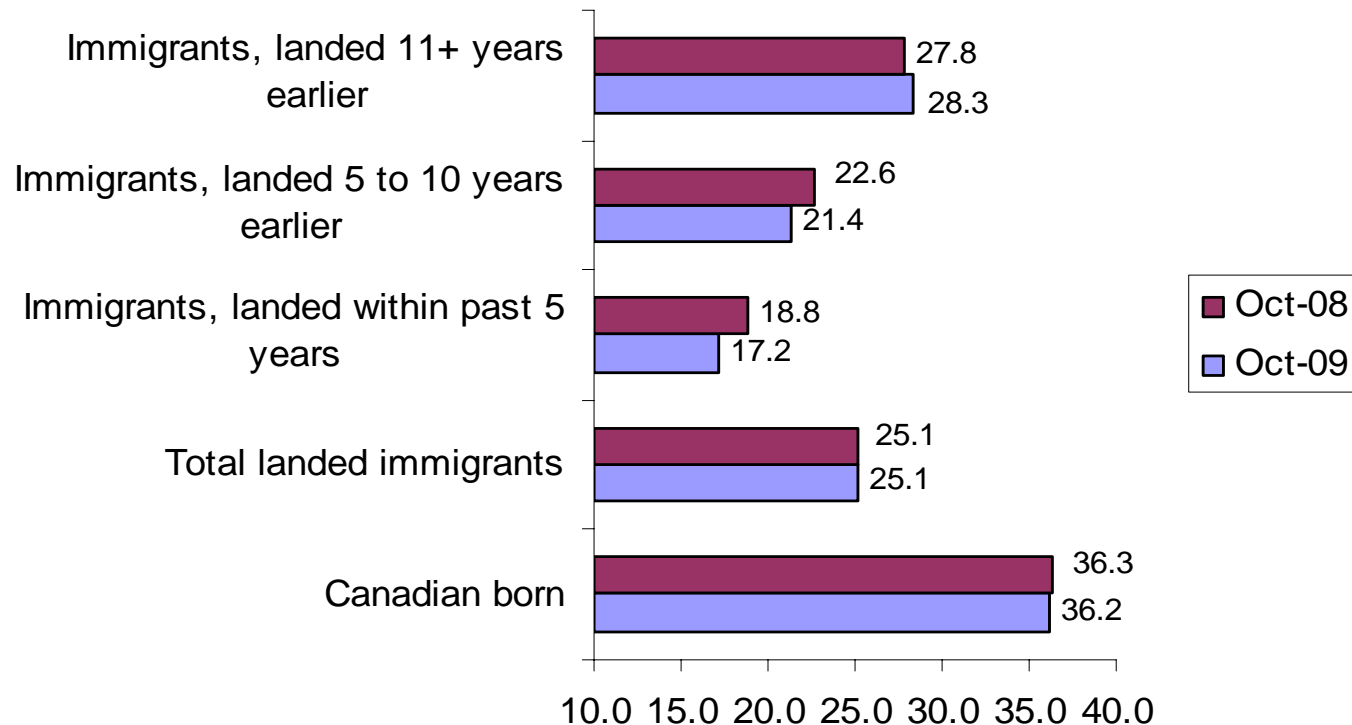


# Security of employment and social protection dimension: Temporary jobs

- For immigrants as a whole, share of temporary jobs increased by 0.4 percentage points (0.7 percentage points for Canadian born)
  - The increase in immigrants were driven by those who landed 11+ years ago (+1.0 percentage points) and those who landed most recently (+0.9 percentage points)
  - Those who landed from 5 to 10 years earlier saw their share of temporary jobs decline from 12.7% to 11.3% (-1.4 percentage points)

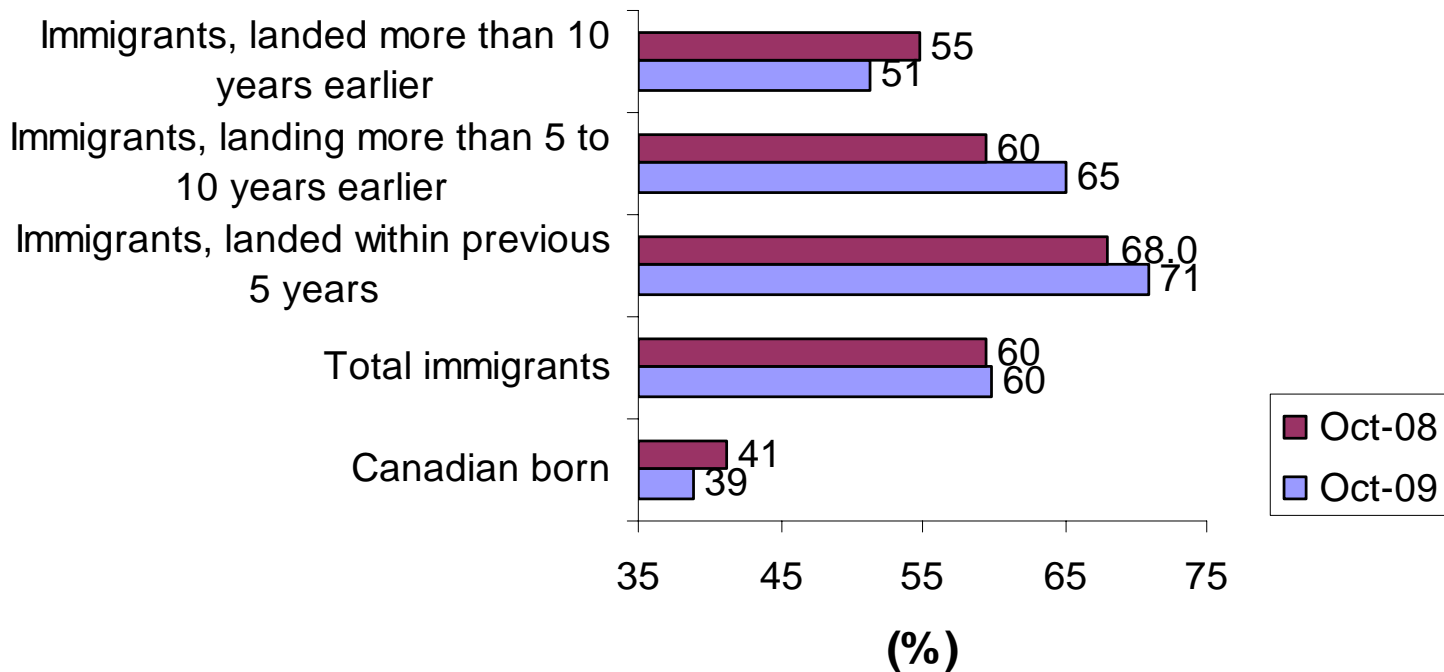
# Social dialogue dimension: Union coverage

## Union coverage little changed overall, but notable declines for more recent immigrants



# Skills development/lifelong learning dimension: Overqualification

## Overqualification of university-educated workers decreased for Canadian born, increased for more recent immigrants



# Summary of employment quality changes: October 2008 to October 2009

- In terms of share, employment for immigrants who landed within previous 5 years fell the fastest, followed distantly by the Canadian born; immigrants who landed more than 10 years earlier had a small increase in employment
- **Wages** for Canadian born and longer-term immigrants rose, while immigrants who landed within the previous 10 years saw wage declines
- **Moonlighting** increased for most recent immigrants and the Canadian born
- **Involuntary part time** rose for both Canadian born and immigrants
- **Union coverage** declined for most recent immigrants
- **Overqualification** increased for immigrants who landed within previous 10 years, declined for Canadian born



Thank you!  
Questions/comments?