



# Immigrants, employment, & unequal outcomes: Comparing changes in employment between 2006 and 2016 in Montréal & Toronto

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# Objectives

- ▶ Industrial sectors in which immigrants might find employment have been influenced by policy changes & broad shifts to a 'post-industrial' or 'post-manufacturing' economy
- ▶ "Where do immigrants find work?" has become much more complicated to answer
  - ▶ Examine employment experiences in Toronto & Montréal at two points in time: 2006 and 2016
    - ▶ In which industries do immigrants find employment?
    - ▶ Do the industries differ between the two cities?
    - ▶ Has there been a change in industries of employment over the 10 year period?
  - ▶ Evaluate changes in employment earnings over the 10 years in each city by industry
    - ▶ How have earnings changed over time?
    - ▶ Does the city of residence matter?

# Changes in policy, changes in the economy

- ▶ Immigration policy changes:
  - ▶ Number of immigrants -- levels
  - ▶ Human capital characteristics of newcomers
    - ▶ In Canada, active immigration policy has selected individuals on basis of work experience, educational qualifications & language
- ▶ Labour markets are intensely local, despite a bias toward national level reporting of employment
- ▶ Regional effects of immigrant employment are uneven
- ▶ Major shifts in Canadian economy → regional & urban variation in labour demand
  - ▶ e.g., share of jobs in manufacturing large & small metropolitan areas

# Key research questions

- ▶ How do immigration policy changes intersect with the variegated geographies of ongoing economic shifts?
  - ▶ Are employers hiring immigrants?
  - ▶ Are recent immigrants being significantly hired into specific industrial sectors?
    - ▶ e.g., growth sectors or into declining industries where job losses may deter Canadian-born workers?
  - ▶ Are immigrants being hired in even greater numbers in sectors like manufacturing that has traditionally hired immigrants?
  - ▶ Does length of residence make a difference?
  - ▶ How different is the immigrant experience from that of Canadian-born workers?
  - ▶ How have changes in immigrant employment manifested differently in large urban economies?



## Methods & analysis

- ▶ Identified 86 industries common to both cities for which we could derive meaningful data
- ▶ Examined change in number of *all* workers from 2006 and 2016 in both cities to identify groups of industries based on rate of employment loss or gain
- ▶ Determined 5 industry groups (quintiles)
  - ▶ Q1: “Strong loss”
  - ▶ Q2: “Loss”
  - ▶ Q3: “Stable or minor gain/loss”
  - ▶ Q4: “Gain”
  - ▶ Q5: “Strong Gain”
    - ▶ Groups of industries determined by employment change for *all workers*, not just immigrants or Canadian-born population

# Methods & analysis

- ▶ Worker groups:
  - ▶ “Established Immigrants” → have had permanent residence status for at least 10 years
  - ▶ “Recent Immigrants” → have achieved permanent residence within 10 years of the census year
    - ▶ e.g., **2016 census** : arrived between 2006 – 2016
    - ▶ **2006 census**: arrived between 1996 -2005
  - ▶ “Canadian-born”
- ▶ Analysis of employment change
  - ▶ Participants in the labour market
  - ▶ Working full- or part-time
  - ▶ Conducted analysis for women and men separately, as well as for total
- ▶ Analysis of employment earnings change
  - ▶ Labor force participant but work full-time, full year
  - ▶ 2006 incomes inflated to 2016 value
  - ▶ Analysis only for total workers



Change in number of employed  
workers



Basic  
employment  
trends: setting  
a context

**Table 1. Total employment by worker group in 2006 and 2016**

Worker type	Employment		Growth in employment (share)
	2006	2016	
<b>Montréal</b>			
TOTAL	2 057 730	2 265 455	10.1%
Canadian born	1 615 140	1 689 295	4.6% (3.6%)
Immigrants	442 590	576 160	30.2% (6.5%)
Recent immigrants	150 455	204 085	35.6%
Established immigrants	292 135	372 075	27.4%
<b>Toronto</b>			
TOTAL	2 962 700	3 328 950	12.4%
Canadian born	1 458 680	1 630 880	11.8% (5.8%)
Immigrants	1 504 020	1 698 070	12.9% (6.5%)
Recent immigrants	503 675	420 795	-16.5%
Established immigrants	1 000 345	1 277 275	27.7%



## Representing immigrant sectoral employment changes

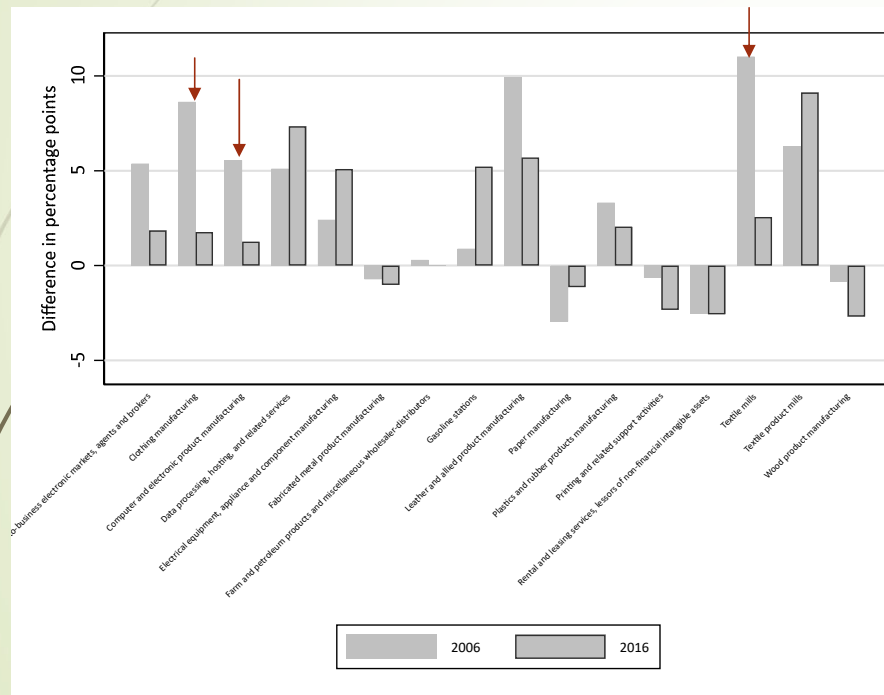
- ▶ Illustrate the degree to which individual worker groups are employed in particular sectors, have opted to examine their **under** or **over** representation
  - ▶ In the graphs, the height of the bars corresponds to the difference between the **sectoral share** of employment for the type of immigrant worker (i.e., recent or established) and the **overall share** of employment for this type of immigrant
    - ▶ **Positive number** = over-representation in the sector
    - ▶ **Negative number** = under-representation in the sector
- ▶ Will focus on examples from the industries characterized by employment « loss » and « gain »



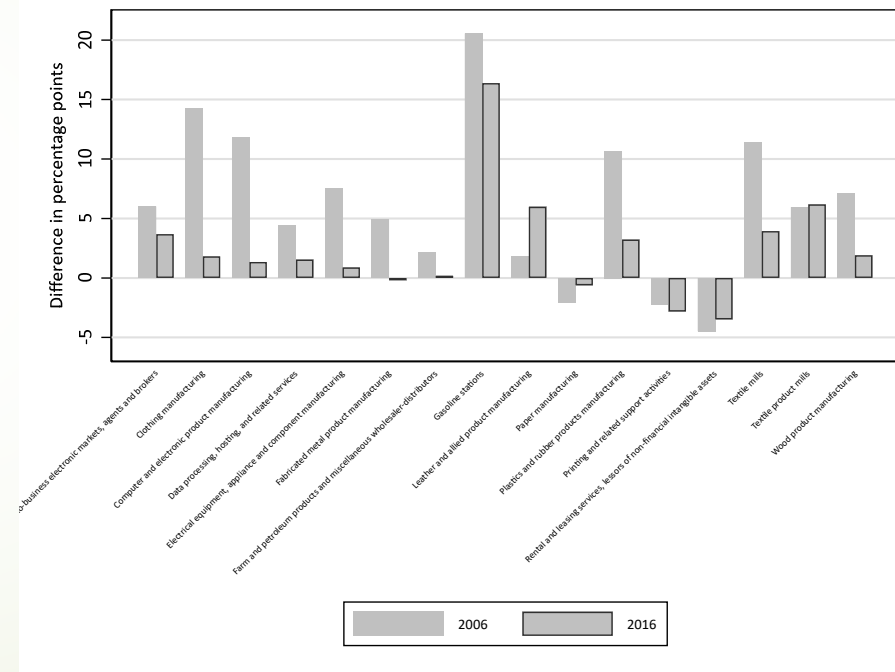
# Employment change in industries

# Employment change in industries: « Strong Loss »

## Recent immigrants: Montréal

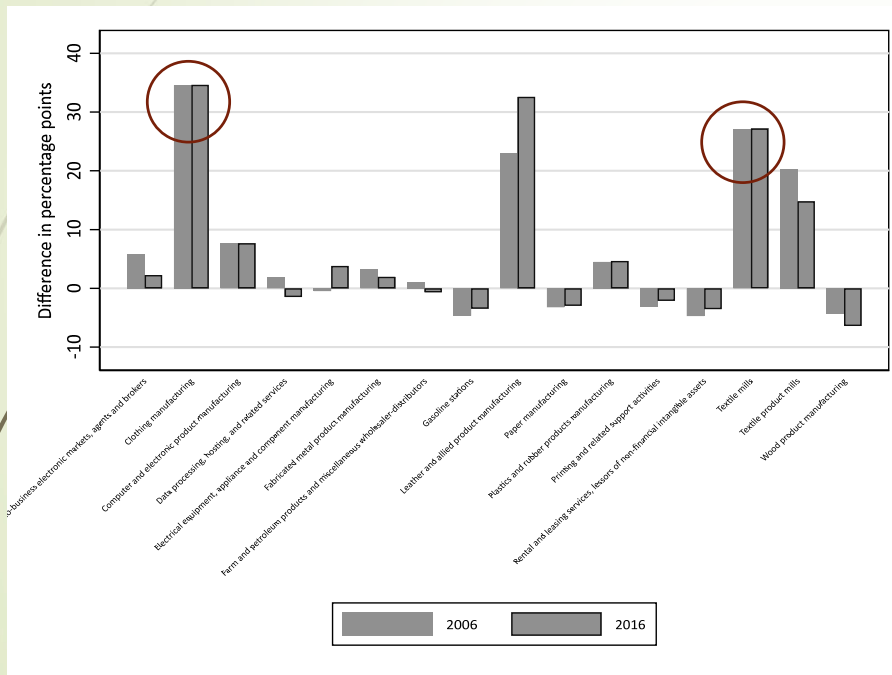


## Recent immigrants: Toronto

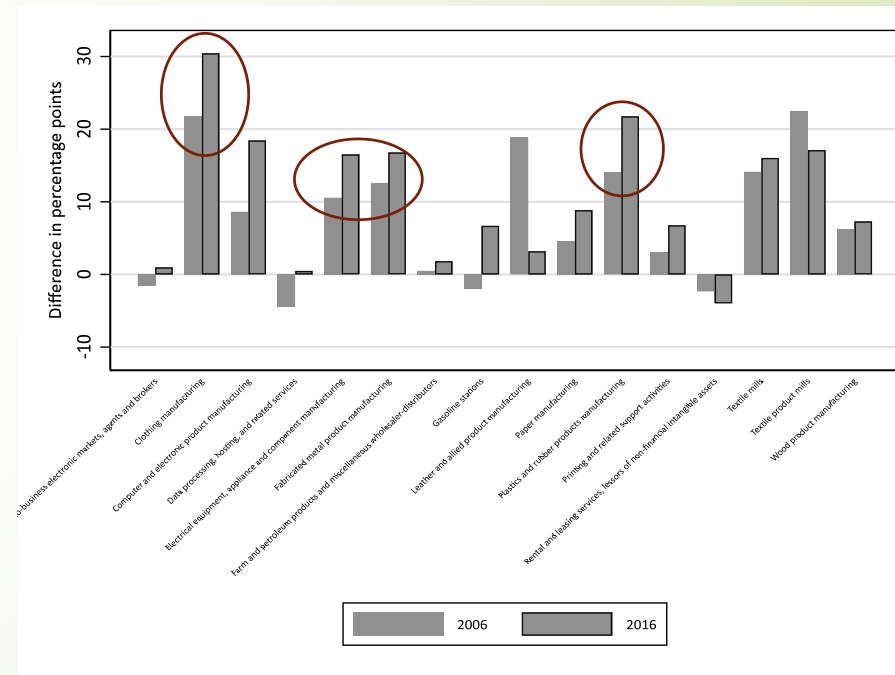


# Employment change in industries: « Strong Loss »

## Established immigrants : Montréal

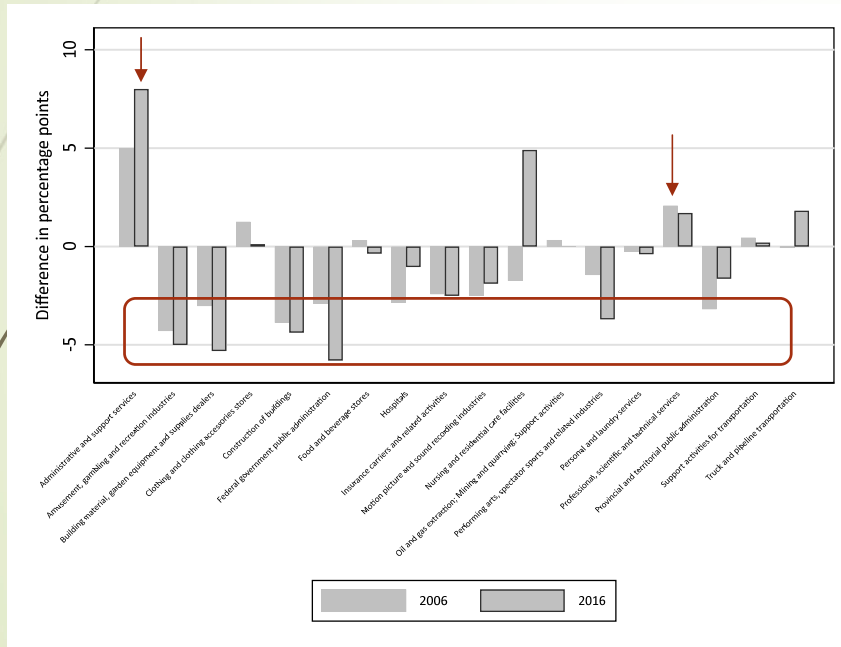


## Established immigrants : Toronto

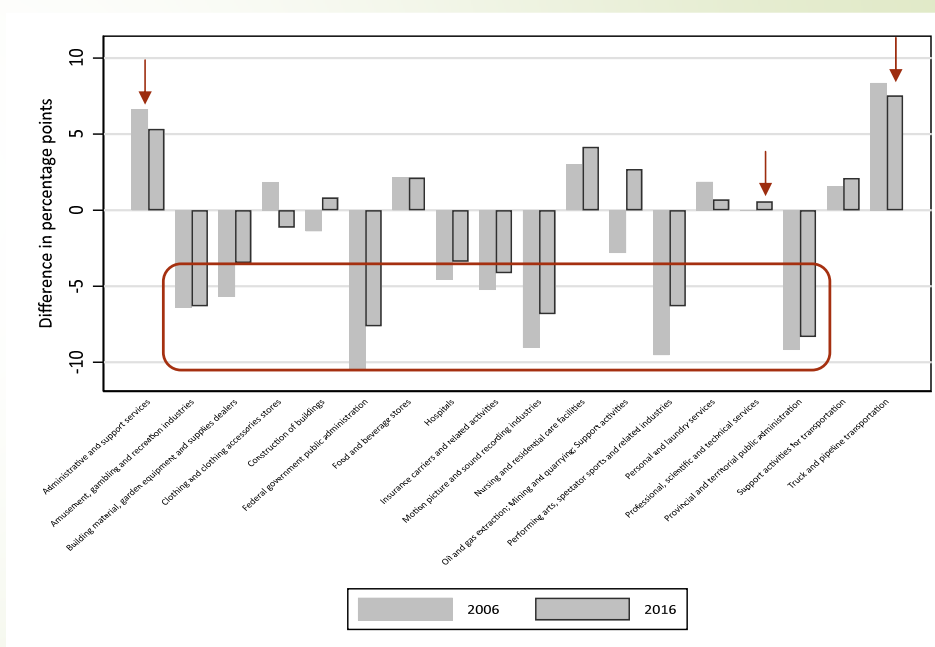


# Employment change in industries: « Gain »

## Recent immigrants: Montréal

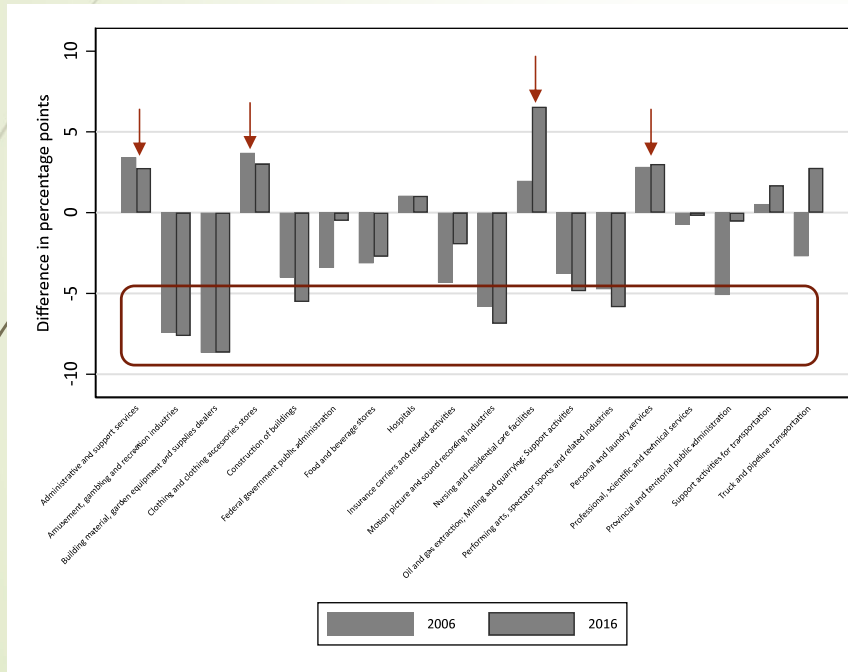


## Recent immigrants: Toronto

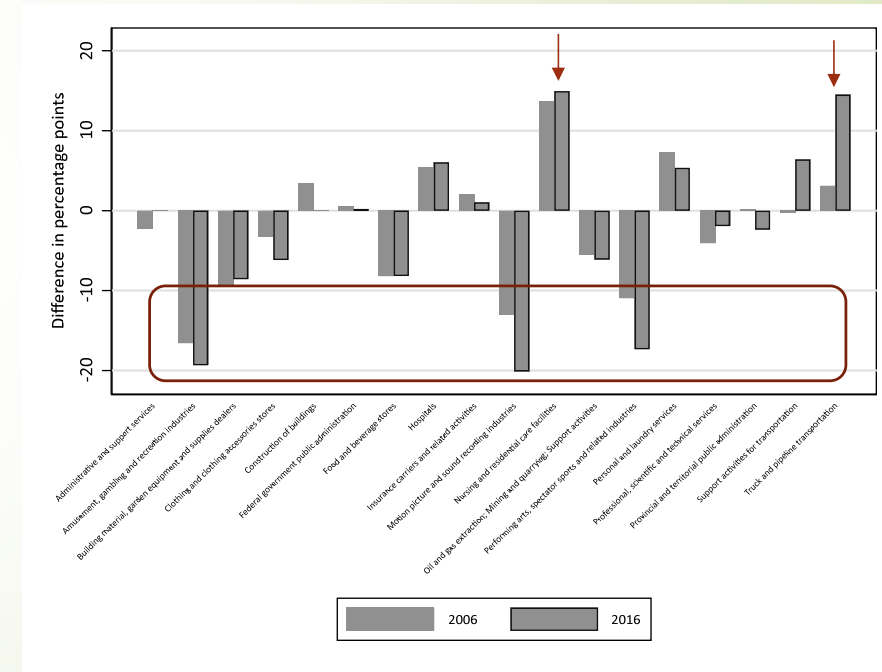


# Employment change in industries: « Gain »

## Established immigrants : Montréal



## Established immigrants : Toronto

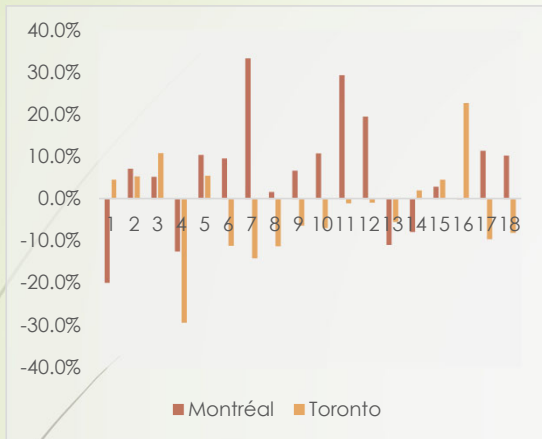




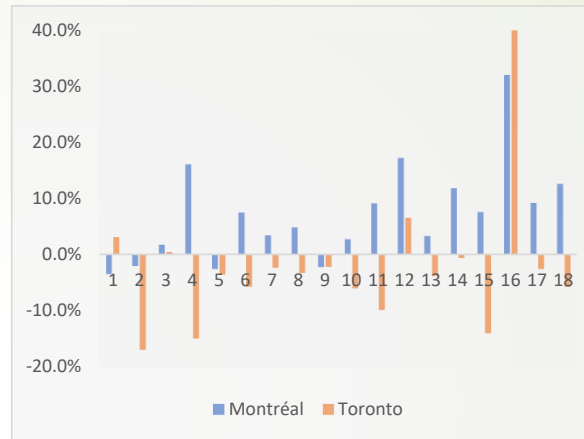
Employment income changes



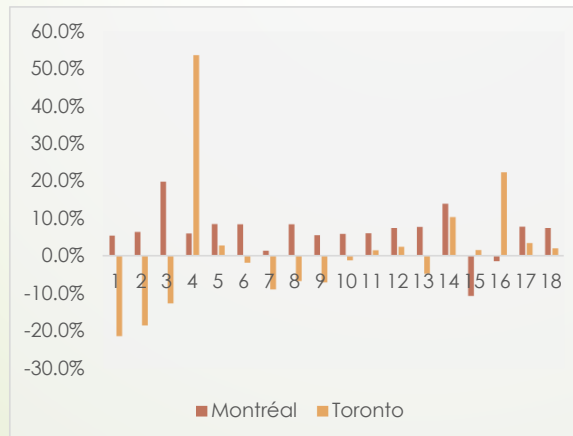
# Income change by Industries: « Strong Loss »



Recent immigrants, 2006-16



Established immigrants, 2006-16

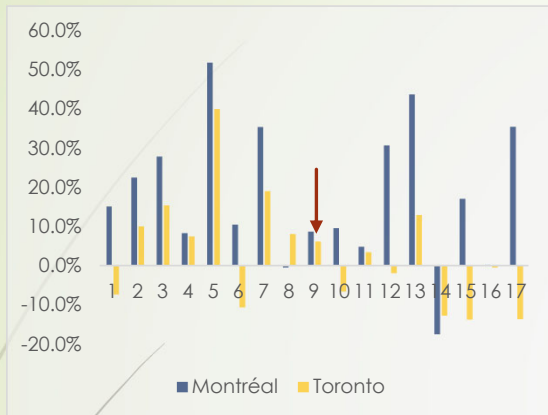


Canadian-born, 2006-16

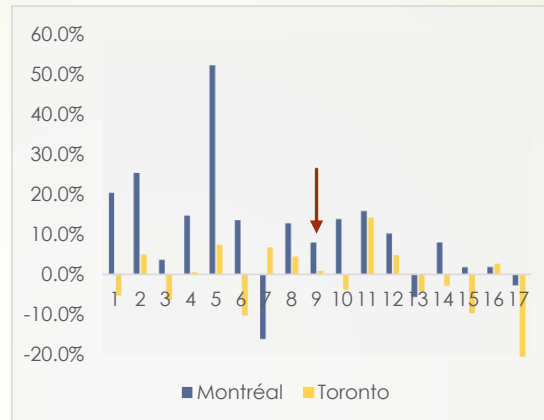
**Legend:**

1. Textile mills
2. Textile product mills
3. Clothing manufacturing
4. Leather & allied product manufacturing
5. Wood product manufacturing
6. Paper manufacturing
7. Printing & related support activities
8. Plastics & rubber products manufacturing
9. Primary metal manufacturing
10. Fabricated metal product manufacturing
11. Computer & electronic product manufacturing
12. Electrical equipment, appliance & component manufacturing
13. Furniture & related product manufacturing
14. Business-to-business electronic markets, & agents & brokers
15. Gasoline stations
16. Data processing, hosting, & related services
17. Farm, Petroleum & Misc. merchant wholesalers
18. Rental & leasing services, & Lessors of non-financial intangible assets

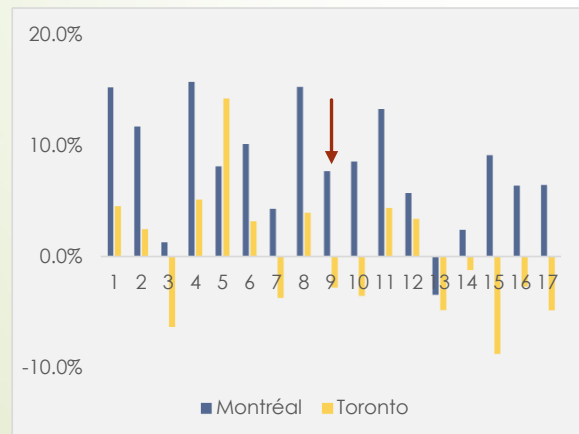
# Income change by Industries: « Gain »



Recent immigrants, 2006-16



Established immigrants, 2006-16

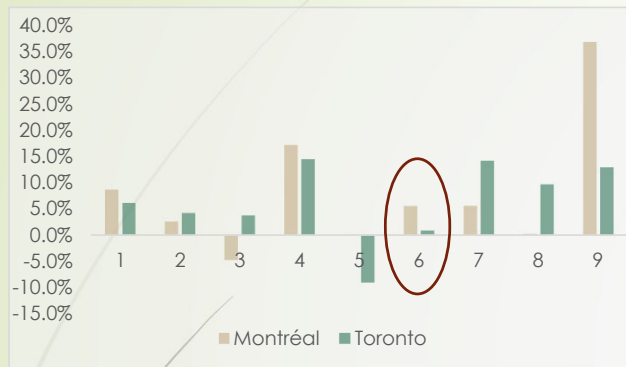


Canadian-born, 2006-16

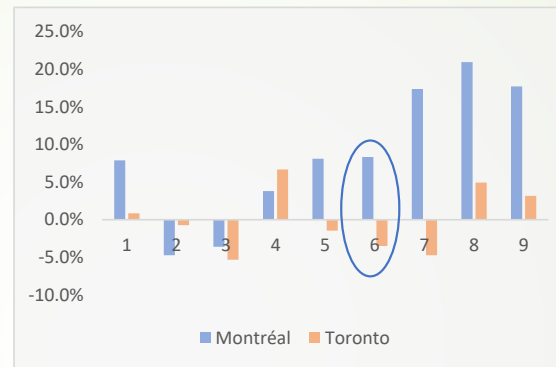
**Legend:**

1. Construction of buildings
2. Building material & garden equipment & supplies dealers
3. Food & beverage stores
4. Clothing & clothing accessories stores
5. Transit & ground passenger transportation
6. Support activities for transportation
7. Motion picture & sound recording industries
8. Insurance carriers & related activities
9. Professional, scientific & technical services
10. Administrative & support services
11. Hospitals
12. Nursing & residential care facilities
13. Performing arts, spectator sports & related industries
14. Amusement, gambling & recreation industries
15. Personal & laundry services
16. Federal government public administration
17. Truck & pipeline transportation

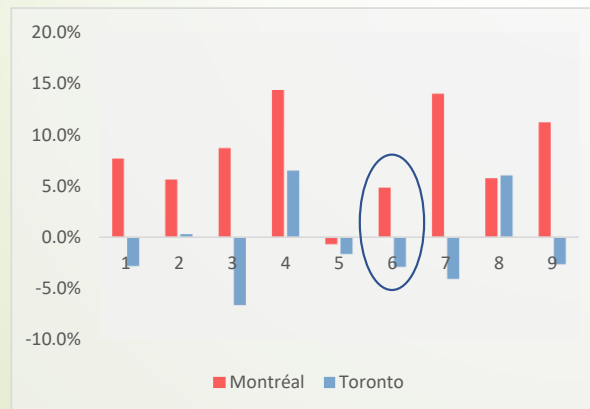
## Focus: Employment income change in « Professional, scientific & technical industries »



Recent immigrants, 2006-16



Established immigrants, 2006-16



Canadian-born, 2006-16

### Legend:

1. *PROFESSIONAL, SCIENTIFIC & TECHNICAL SERVICES*
2. Legal services
3. Accounting, tax preparation, bookkeeping & payroll services
4. Architectural, engineering & related services
5. Specialized design services
6. Computer systems design & related services
7. Management, scientific & technical consulting services
8. Scientific research & development services
9. Other professional, scientific and technical services

# Summary ~ preliminary conclusions

- ▶ Recent & established immigrants more over-represented in sectors of slow growth or employment loss
  - ▶ Was true in 2006 and was sustained into 2016
- ▶ However, recent immigrants more likely than established immigrants to be found in industries of strong employment growth
  - ▶ In many industries, the under-representation of established immigrants grew between 2006-16. Many established immigrants remain in slow-growth industries
- ▶ Employment earnings growth varies significantly between the cities
  - ▶ Overall, growth over 10 years was more often positive and strong in Montréal
    - ▶ Yet, earnings overall lag those of workers in most industries in Toronto
- ▶ Experience of immigrant workers in the two cities is very different
  - ▶ Points to need for more research at intersection of policy initiatives & economic restructuring dynamics at a metropolitan level