FINAL REPORT

Settlement and Integration
Research Synthesis
2009 - 2013

Prepared by:
Lead Researcher – John Shields, Ph.D.
Professor, Department of Politics and Public Administration, Ryerson University

Lead Researcher – Adnan Türegün, Ph.D.
Adjunct Professor, Department of Sociology, York University
Director, CERIS

Research Assistant – Sophia Lowe, M.A.
Master’s Student, Philanthropy and Nonprofit Leadership, Carleton University

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This report is part of a research synthesis project conducted by CERIS with funding from Citizenship and Immigration Canada. The project covered five main areas of Canadian immigration on the domestic front: settlement and integration, foreign credential recognition, citizenship, multiculturalism, and refugees. In addition to synthesizing and annotating recent research, each area report samples significant research in progress and lists key research institutions and researchers.

Project Director: Dr. Adnan Türegün
Project Coordinator: Dr. Gunjan Sondhi

For questions and comments on the project or reports, please contact CERIS at:
8th Floor, Kanef Tower
4700 Keele Street
Toronto, ON M3J 1P3
416-736-5223
ceris@yorku.ca
www.ceris.ca

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Executive Summary

Synthesizing research into (im)migrant settlement and integration can be a daunting task since the area covers the entire domestic (receiving society) end of the migration process, including any public support extended to (im)migrants. Settlement and integration have economic, social, political, and cultural components, in addition to an interactional, residual core which is not reducible to any component. In the Canadian context, settlement and integration can be operationalized both in formal terms such as the acquisition of permanent residence and citizenship, and in substantive terms such as language acquisition, education and training, employment and self-employment, civic and political participation, sense of belonging, and social inclusion in general. Covering this range of topics coupled with the activities of public (government and civic) institutions to support newcomers in all their diversity can indeed be challenging.

What makes this task manageable, however, is the fact that it is only one part of a larger research synthesis project which also includes foreign credential recognition, citizenship, multiculturalism, and refugees. By leaving out the main themes of foreign credential recognition, citizenship, multiculturalism, and refugee settlement and integration for the four other research syntheses under the project, we will be able to focus on specific settlement and integration needs, services, and outcomes. Moreover, the review is limited to recent research that has been undertaken or published since 2009.

CERIS’s Contribution Agreement concluded with Citizenship and Immigration Canada (CIC) for the general research synthesis project highlights, for Settlement and Integration, three themes and seven questions drawn from the draft Settlement and Integration Knowledge Framework, 2013/14 – 2015/16 (CIC 2013a):

1) Demographic and Socio-economic Trends
   a) What are the settlement needs of different immigrant groups?
   b) How are settlement outcomes different among these groups?

2) Newcomer Characteristics, Settlement Needs and Outcomes
   a) What are the emerging trends, needs and outcomes of temporary residents who transition to permanent status?

3) Welcoming Communities and Settlement Services
   a) Welcoming Communities
i) How has Canadian society welcomed, integrated and retained different immigrant groups?
ii) How has this varied by place?
b) Settlement Services
i) What are some of the advantages and disadvantages of current funding mechanisms?
ii) How could other funding mechanisms support the effective partnering and delivery of integration and settlement services to newcomers?

In addition, the draft Framework document lists numerous other questions under each one of the three themes above, as well as discussing two other themes – Integration Pathways and Dynamics, and International and Transnational Perspectives – with their own sets of questions. While recognizing the impossibility of addressing each and every question under all five themes, we make an attempt in this review to cover core issues under these themes for the benefit of policy, service, and research communities. The five themes and the questions posed under them are not necessarily mutually exclusive. This is especially the case with the first three themes: Demographic and Socio-economic Trends, Integration Pathways and Dynamics, and Newcomer Characteristics, Settlement Needs and Outcomes. We try to minimize overlaps by dealing with a specific set of issues under each theme. Thus, under Demographic and Socio-economic Trends, the settlement needs of and outcomes for diverse newcomer groups will be surveyed by integration area. Given its increasing salience as a dimension of (im)migrant diversity, entry status – and its implications for permanent residence, citizenship, and nation building – will be covered under Integration Pathways and Dynamics ((Im)migrant Selection). The theme Newcomer Characteristics, Settlement Needs and Outcomes (Temporary Residents) will concern temporary residents in particular, namely, migrant workers and international students. Under Welcoming Communities and Settlement Services, we will review research into community reception and public support mechanisms such as government-funded services, along with innovative, alternative approaches. Finally, under International and Transnational Perspectives, we will take a brief look at the international scene, particularly in terms of settlement outcomes and support systems.

Our review of recent research into settlement and integration reveals certain patterns. The well-documented demographic diversity of newcomers to Canada has produced a nuanced settlement and integration experience in interaction with variation in timing of entry, place of
residence, and a host of other factors. The explosion of different entry statuses in recent years has made the picture even more complex. Most notably, migrant workers and international students are fast becoming part of the Canadian immigration discourse with their growing numbers, unique needs, and aspirations for permanent residence. How communities receive newcomers in all their diversity is also a varied experience; welcoming communities remain as an ideal in many places and jurisdictions. Canada may have the most comprehensive system of settlement and integration services anywhere in the world but the system is increasingly under strain with the multiplication and diversification of needs. This has led to various schemes and experiments with funding and service innovation. Internationally, migrants suffered across the board from the economic crisis of 2008–2010 but how this varied by country remains to be researched. Comparing the Canadian experience with those of other countries of immigration in this respect may yield interesting findings.

This research synthesis is organized into two main sections. The section titled Main Findings and Conclusions reviews the literature under the five themes mentioned above. In the section titled Emerging Research Questions, we highlight some of the gaps in settlement and integration research. The report also has three appendices. Appendix A summarizes a body of ongoing Significant Research in Progress. In Appendix B, we profile Key Research Institutions and Researchers. Appendix C, Annotated Bibliography, is first organized in alphabetical order and then by theme (General; Labour Market Participation and Earnings; Education and Training; Housing; Health, Mental Health, and Well-being; Civic and Political Participation; (Im)migrant Selection; Temporary Residents; Community Reception; Settlement Service Organization; and International).
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Research Synthesis

As an inter-disciplinary endeavor, settlement and integration research has come of age in the last 20 years or so in large measure with the impulse of the national Metropolis initiative (Shields and Evans 2012). Institutionalized and dedicated research funding for the area has attracted researchers from other areas, eventually spawning a new generation of scholarship, both inside and outside of academia, that represents disciplines as diverse as anthropology, communication studies, economics, education, geography, human resource management, law, library and information science, political science, public policy and administration, social psychology, social work, and sociology (see, e.g., Bauder 2012; Biles et al. 2011; Chaykowski and Ferrall 2013; Rodríguez-García 2012). As reflected below, what we know about settlement and integration today draws largely on this scholarship.

1. Main Findings and Conclusions

Theme 1: Demographic and Socio-economic Trends

Labour Market Participation and Earnings
Research continues to find a general decline in immigrant economic performance relative to both the Canadian-born and earlier immigrant cohorts since the 1980s (Abbott and Beach 2012; Boudarbat and Lemieux 2010; Green and Worswick 2010; Hou 2010; Pendakur and Pendakur 2013). However, this trend is replete with nuances that are related to sex, age, race/ethnicity, source country, language, place of residence, jurisdiction, education, and immigration class. Overall, men have better labour market outcomes than women, including higher labour force participation rates (Shields et al. 2010b). Older immigrants (aged 50 plus), especially those in Canada for less than 10 years, have had very poor economic outcomes between 1981 and 2006, outcomes that are compounded by ineligibility for age-related income transfer programs (Baker, Benjamin, and Fan 2009). This is despite the mitigating impact of higher levels of co-residency with younger family members among older immigrants than among the corresponding Canadian-born population (McDonald and Worswick 2013a). Race/ethnicity, often compounded with source country and mother tongue, is a determinant of labour market performance as well. Using the 2006 Census data, Shields et al. (2011) find that racialized groups among the immigrant population have a higher likelihood of poverty as measured by before-tax Low Income Cut-Offs.
Source country, too, is a significant factor in labour market outcomes (Preston et al. 2010). Examining Australian and Canadian Census data between 1986 and 2006, Clarke and Skuterud (2012) observe superior employment and earnings outcomes among recent cohorts of immigrants to Australia and point as an explanation to a shift in the source country distribution of Australian immigrants away from non-English-speaking source countries. Other Canadian research appears to confirm this finding. According to the 2006 Canadian census, “allophone” immigrants, men and women alike, who use a non-official language at work have lower wages than do those who use only English at work (Boyd 2009b). Similarly, immigrants whose mother tongue is neither English nor French and who use their mother tongue at home are at a relative disadvantage in earnings (Skuderud 2011). In general, the positive impact of proficiency in one or both of official languages on immigrant labour market outcomes such as employment and earnings is well documented (Derwing and Waugh 2012; Kelly et al. 2010; Skuderud 2011; Tufts et al. 2010).

Immigrant economic performance also differs across Canadian geography and jurisdictions. Poverty is usually an urban phenomenon concentrated particularly in the major gateway cities (Shields et al. 2011). Examining the wage gap between Canadian-born males and immigrant males in Quebec and in the rest of Canada over the period 1980–2000, Nadeau and Seckin (2010) find immigrants in Quebec at a disadvantage, which they attribute to changes in the premium earned by immigrants who become citizens over those who remain landed immigrants. This premium virtually disappeared in Quebec while remaining stable in the rest of Canada over the period. Further research is needed on the inter-jurisdictional variation in employment and earnings.

Immigration class, which is often associated with level of education, bears on economic outcomes in significant ways. Comparing the earnings of immigrants in four major admission categories (skill-assessed independent economic principal applicants, accompanying economic immigrants, family class immigrants, and refugees) and three annual landing cohorts (1982, 1988, and 1994) during their first 10 years in Canada, Abbott and Beach (2011, 2012) find that skill-assessed economic immigrants had consistently and substantially the highest annual earnings levels among the four admission categories for both male and female immigrants in all three landing cohorts. Family class immigrants or refugees generally had the lowest earnings levels. However, refugees exhibited substantially the highest earnings growth rates for both male and female immigrants in all three landing cohorts, while independent economic or family
class immigrants generally had the lowest earnings growth rates over their first post-landing decade in Canada (cf. Sweetman and Waman 2013). The superior performance of principal applicants in the skilled worker category is also observed in terms of employment related to field of education (Shields et al. 2010b). A related finding is that provincial nominees have higher entry earnings than skilled workers but subsequently experience slower earnings growth (Pandey and Townsend 2013). Research also sheds light on the causes of immigrants’ general and relative disadvantage in the Canadian labour market. Declining returns to foreign experience since the 1980s have been found as a major cause (Green and Worswick 2010). However, returns to foreign experience – but not to foreign education – may have recovered moderately in the early 2000s (Hou 2010). A second factor points to difficulties in accessing professions and trades, or skills utilization in general, as is taken up by the Foreign Credential Recognition Research Synthesis (Girard and Smith 2009; Grenier and Xue 2009; Reitz, Curtis, and Elrick 2014; Türegün 2013a). Discrimination in its many forms also factors in the negative labour market experience of racialized immigrants (Dietz et al. 2009; Oreopoulos 2009; Oreopoulos and Dechief. 2011).

The literature highlights several needs for improving immigrant labour market performance. Among these are labour market information (Frideres et al. 2012; Rai 2013) – particularly pre-arrival and early information and support services (Esses et al. 2013; Higginbottom 2011), “soft skills” training (Derwing and Waugh 2012), and mentoring (ALLIES 2013), as well as foreign credential recognition, bridge training, and work-specific language training. A good practice concerning pre-arrival information and support services is the Canadian Immigrant Integration Project, which, with partners in Canada, provides pre-departure orientation (information, planning, and online support) to federal skilled workers, provincial nominees, and their spouses and adult dependents. Although the project serves only a fraction of its target population, project participants report generally positive labour market outcomes once in Canada (Bishop 2013). Likewise, mentoring programs are reported to have significantly improved participants’ economic standing within 12 months following mentoring (ALLIES 2013). There is also a growing literature examining immigrants’ experiences in the informal labour market, particularly in self-employment and entrepreneurship. Some of this literature points to the exclusion from the formal labour market as the reason why immigrants begin to participate in the informal economy (Akter, Topkara-Sarsu, and Dyson 2013) while other literature points to
the diverse backgrounds of immigrant entrepreneurs and those who are self-employed (North York Community House and Public Interest 2013). It seems that self-employment among ethnocultural communities is positively associated with organizational density as measured by charitable organizations serving them (Couton 2013). Emerging literature highlights the unique barriers for immigrants starting businesses or being self-employed, outlining the challenges, experiences, and potential services and supports to help these immigrants successfully pursue self-employment or entrepreneurial opportunities in Canada. Literature celebrates the potential for immigrants to use these routes to employment to alleviate poverty and achieve greater success (Wayland 2011; North York Community House and Public Interest 2013). However, self-employment and small business solutions for immigrants were also pointed out to be problematic solutions for immigrants, since immigrants do not have the strong networks and legal and financial knowledge and history in Canada (OCASI 2012).

The literature points to a lack of tailored services and supports for immigrant entrepreneurs, and the fact that most settlement services and employment supports do not consider the unique needs of these immigrants (Wayland 2011). While “78 percent of immigrant entrepreneurs surveyed said that they needed help opening their business,” settlement services were used by less than 10 percent of the immigrant respondents (North York Community House and Public Interest 2013). Other services that exist for the general Canadian population to support individuals in starting a business are sometimes inaccessible for immigrants and do not cater to or address the particular needs of immigrants (Wayland 2011). Some research indicates that having a “one-stop shop” or “small business support centre” with specific supports for immigrants would be of value (Teixeira and Lo 2012). Additional supports that immigrant entrepreneurs and those who will be successfully self-employed require include: legal supports, financial and loan process supports, “real world business knowledge,” and mentorship and networking opportunities with co-ethnics and other immigrant entrepreneurs (North York Community House and Public Interest 2013). A “social enterprise” business model involving settlement and business development organizations is also proposed to mobilize and enhance newcomers’ entrepreneurial skills (Canadian CED Network 2010). While some settlement agencies are adapting programs and services to try to meet the needs of these immigrants, some of the literature points to the generic nature of the kind of services and interventions that the settlement sector can provide – calling instead for the need to better connect to experts in this area (OCASI 2012).
Education and Training

Research on newcomers’ participation in post-migration education shows that younger immigrants who are already well educated, fluent in English or French, and worked in a professional or managerial occupation prior to migration are most likely to enroll in Canadian education. However, acceptance of previous work experience by Canadian employers lowers the likelihood of enrolling in further education. Those immigrants who enrolled in post-migration education enjoyed an earnings advantage and were more likely to work in a professional or managerial job (Banerjee and Verma 2009). As for labour market training, despite the many programs and interventions provided by a wide range of actors across the country, evidence suggests that immigrants are underrepresented both in individual and employer-provided training. Some common barriers to immigrant participation include the complexity of service provisions, barriers to access such as the lack of language skills and child care, and difficulties in assessing whether available programs offer returns on investment (Myers and Conte 2013).

One bright spot for Canadian settlement and integration outcomes is the post-secondary schooling of the second generation. According to numerous quantitative studies, regardless of their immigrant parents’ levels of education, children born in Canada achieve generally and consistently higher levels of post-secondary schooling than those of children born to Canadian parents (Aydemir, Chen, and Corak 2013; Picot and Hou 2010, 2013). In this respect, Canada fares well internationally – certainly better than the United States and Switzerland (Picot and Hou 2010, 2013). However, this overall positive outcome is tempered by the fact that second-generation youth (especially boys) from certain ethno-cultural communities face significant challenges in post-secondary schooling and the fact that third and later generations do not do as well as their second-generation counterparts do.

Housing

The housing experience of Canadian immigrants varies by census metropolitan area, admission category, source country, and visible minority status (Haan 2012). Although there is a general trend for improved housing conditions with the length of stay in Canada, counteracting dynamics continue to put certain immigrant groups at a disadvantage relative to the Canadian-born population. Residential crowding is a recurrent phenomenon but more research is needed to identify its prevalence among different immigrant groups (Haan 2010a). Refugees and refugee claimants in metropolitan areas such as Montreal, Toronto, and Vancouver are particularly vulnerable to precarious housing (e.g., inferior, overcrowded, and unaffordable rental
accommodation) and hidden homelessness, often for long periods of time (Murdie and Logan 2011). Factors associated with poor housing outcomes for newcomers include unaffordability; low vacancy rates; a lack of knowledge about the functioning of the housing market; a lack of official language proficiency; difficulties accessing available housing information; and racism and other types of discrimination by landlords, private and non-private agencies, and real estate agents (Teixeira and Halliday 2010). Poor housing outcomes, in turn, negatively affect immigrant and refugee health (Newbold 2010).

**Health, Mental Health, and Well-being**

Research consistently demonstrates the “healthy immigrant effect” in Canada, which is to say that immigrants arrive healthier than the native-born population but their health deteriorates over time and ceases to be a relative advantage. This is valid for self-rated health outcomes (Kim et al. 2013; Zhao, Xue, and Gilkinson 2010) as well as for observable outcomes (Ng 2011), for mental health (Ng and Omariba 2010; Xu and McDonald 2010) as well as for physical health. However, these outcomes vary by sex, ethnicity, and immigration class. Using data from the Longitudinal Survey of Immigrants to Canada (2001–2005), Kim et al. (2013) find significant and steady increases in poor health, especially among women and ethnic minorities, observing a higher risk of poor health among West Asian and Chinese men and among South Asian and Chinese women than among their European counterparts (see also Singh Setia et al. 2011). Qualitative case studies of women’s health confirm this finding (Guruge, Roche, and Catallo 2012; Samuel 2009). As far as immigration status is concerned, the Longitudinal Survey of Immigrants to Canada data reveal that skilled worker principal applicants are more likely to be generally healthy, while refugees are more likely to rate their health status as fair or poor (Zhao, Xue, and Gilkinson 2010).

Understood as a socially constructed state of mind and body, well-being can only be measured subjectively, that is, on a self-reporting basis. In this context, satisfaction with life in Canada is a good indicator. Again, the Longitudinal Survey of Immigrants to Canada provides useful data. Three quarters of immigrants in the 2000–2001 landing cohort said that they were satisfied or very satisfied with their life in Canada, and a comparable proportion said that their expectations of life in Canada had been met or exceeded. Nearly 9 out of 10 said that, if given the chance, they would make the same decision again to come to Canada. A broad range of demographic, social, and economic characteristics are associated with subjective assessments. Positive assessments of life in Canada are less prevalent among individuals in their 30s and 40s, and
university graduates and principal applicants in the skilled worker admission category, than they are among other groups. While assessments of life in Canada are correlated with economic factors such as personal income, they are also correlated with social factors such as relationships with neighbours and perceptions of discrimination (Houle and Schellenberg 2010).

The impact of social capital on general immigrant health is also found to be important. Looking at the effects of selected social capital variables, Zhao, Xue, and Gilkinson (2010) confirm the connections between friendship networks and health status of recent immigrants. The density and ethnic diversity of friendship networks are positively associated with immigrants’ self-rated overall health status. For family class immigrants, the analysis reveals a positive association between organizational networks and self-rated health status. In general, social networks are found to have stronger effects on the health status of family class immigrants than for immigrants in other categories.

Research highlights several needs for improving immigrant health and mental health outcomes. Access to mental health services must be facilitated via cultural responsiveness and effectiveness as well as via mental health promotion and prevention. Research on immigrant access must consider cultural factors which affect the next generation and must examine mental health outcomes. Improving immigrant access will ultimately benefit all Canadians (Chen 2010; Robert and Gilkinson 2012).

**Civic and Political Participation**

The 2002 Ethnic Diversity Survey data show that the levels and types of civic participation among the foreign-born, as measured by rates of associational participation, volunteering, voting, and sense of belonging, are positively associated with official language skills (Boyd 2009a). According to data from the 2003 Survey of Social Engagement in Canada, civic participation, political participation in particular, is also correlated with social capital – the bundle of social relations and connections, including associational involvement, social networks, trust, and volunteering (Nakhaie 2008). Qualitative research confirms this relationship (Lauer and Yan 2010). It has also been found that participation, integration, and engagement in one’s community lead to a range of individual and community benefits (Lai and Hynie 2010).

There is significant literature and evidence that documents the importance of social networks for immigrants – specifically in terms of the potential benefits for employment success in Canada. There is also research that points to the struggles that many immigrants face in terms of
accessing networks and the stress attributed to this pressure and process (Lai and Hynie 2010). While settlement agencies and funders have been interested in models of settlement service provision that include networking and social opportunities for immigrants, they are also aware of the limited time and resources that immigrants have to provide support for other immigrants and participate actively in building and sustaining social support networks (Osborne, Baum, and Ziersch 2009). Additionally, research points to the importance of the types of social bonds that are made by newcomers in terms of success in integration, particularly the difference between bonding social capital which occurs within immigrant communities and bridging social capital that happens when newcomers forge links to those in wider society. While both forms of social capital are important, research indicates that bridging social capital is critical for better labour market and social integration in Canadian society for newcomers (Hyman, Meinhard, and Shields 2011).

Permanent residents, not to mention temporary migrants, are shut out of the electoral process at all levels of jurisdiction in Canada. For first-generation immigrants from racialized communities who become citizens, as well as for second and later generations from these communities, the difficulties faced at the political level are not so much in terms of electoral participation as in terms of representation in office. For example, Toronto as Canada’s largest city and one of the world’s most multicultural urban centres has a poor record of electing immigrants and minorities to public office, with its municipal council being overwhelmingly composed of White, European-origin politicians (Siemiatycki 2011). This is despite many worthy civic initiatives such as DiverseCity and the city’s exemplary record of promoting inclusion, equity, antiracism, and human rights in its policies and programs.

**Theme 2: Integration Pathways and Dynamics ((Im)migrant Selection)**

There is an emerging body of research on the implications of Canada’s changing (im)migrant selection policies for settlement and integration, particularly permanent residence, citizenship, and nation building. In recent years, the number of foreign (migrant) workers admitted annually has exceeded the number of permanent residents (CIC 2013b). The literature discusses (im)migrant selection and its implications at two levels: a) composition or mix of permanent resident intake and b) balance between permanent and temporary resident intake.

As reflected in the modification of the point system and the implementation of a series of new immigration programs, Canada’s immigrant selection system has recently undergone significant
change driven by several goals, including: 1) a desire to improve the economic outcomes of entering immigrants, given the deterioration in labour market outcomes over the past several decades; 2) an attempt to better respond to short-term regional labour market shortages often associated with commodity booms; and 3) a desire to shift immigration away from the three largest cities to other regions of the country (Ferrer, Picot, and Riddell 2012). On the one hand, research shows that the emphasis on raising pre-arrival language skills levels could shift the source country distribution of immigrants away from non-English-speaking source countries, as observed in the Australian case (Clarke and Skuterud 2012; see also OCASI 2013). On the other hand, there is evidence to suggest a continued focus on highly educated and skilled immigrants for a number of reasons. For example, occupational projections conclude that most new jobs will require a post-secondary education and that there will be labour surpluses in many lower skilled occupations. The longer they reside in Canada, the more likely, highly educated immigrants economically outperform the less skilled (Picot 2013). In this context, Armstrong and Worswick (2013) propose a model to maximize the average skills levels of immigrants admitted under the Federal Skilled Worker Program (principal applicants and their spouses). Although the model carries the risk of reducing the size of the immigrant intake under the program, it promises to raise average skills levels by considering the spouse’s skills level together with that of the principal applicant.

As part of the economic immigration stream, the Provincial Nominee Program has been the subject of close scrutiny in recent years (Baglay 2012). It is often compared with the Federal Skilled Worker Program. As seen above, however, while starting at a higher level, provincial nominee earnings flatten and fall behind those of skilled workers over time. Economic outcomes for business immigrants are inconclusive at best and negative at worst: “... among those who had been in Canada for five years (the 2003 cohort) there is some reporting of social assistance receipt in 2008 among entrepreneur principal applicants and spouses and dependants (1.8 percent and 1.3 percent, respectively) and self-employed principal applicants (1.6 percent)” (Crossman 2013).

With their growing numbers, foreign temporary workers and international students not only are a readily available source to tap into for permanent residence intake (e.g., Live-In Caregiver Program and Canadian Experience Class) but also put into question the traditional parameters of Canadian immigration and settlement. While being transformed into a mainstay of the labour force, migrant workers have extremely limited options for permanent residence and thus
citizenship. The end result may be the breakdown of the traditional migration-citizenship nexus and the fraying of immigration as a nation-building project (Alboim and Cohl 2012; CCR 2010; Goldring 2010; Lowe 2010; Siemiatycki 2010). Temporary labour migration also creates a backlash from Canadians, particularly those entering the labour market and those who are low-skilled (Worswick 2013).

**Theme 3: Newcomer Characteristics, Settlement Needs and Outcomes (Temporary Residents)**

The growing population of temporary residents under multiple forms of temporary migration has altered the Canadian settlement service landscape as well. The current funding model for settlement services is heavily reliant upon federal funding and the federal government does not provide services to newcomers who are in Canada using a temporary work or international student permit. Increasingly, migrants are coming to Canada under temporary permits – some of whom are on a pathway to permanent residence – and find themselves ineligible for any federally funded services (Frideres et al. 2012). This leaves a great majority of migrants without supports and may hinder their experiences of a welcoming society and their willingness to seek avenues to stay permanently in Canada (Gates-Gasse 2012; Lowe 2011). The long-term integration of those who do stay and have not had access to early interventions and settlement supports may be negatively impacted (TIEDI 2011a, 2011b).

A great deal of literature highlights the structural problems with the Temporary Foreign Worker (TFW) Program and the negative consequences for many TFWs (Hennebry 2012; Nakache and Kinoshita 2010). Notwithstanding the fact that most literature on the TFWs in Canada – particularly those TFWs working at the low-skill level – argues for the abolishment of the large scale use of this form of labour migration, some of this research also highlights how Canadian policies should be adopted and programs adapted to better support the integration of TFWs (Alboim and Cohl 2012; Nakache and Kinoshita 2010; Worswick 2013). In parts of Canada where settlement services have been provided to aid TFWs (largely by provincial funding programs), they have been of demonstrated value to TFWs and have helped to reveal policy gaps in this area (Nakache and Kinoshita 2010).

International students represent another growing group of migrants in Canada, where significant policy reforms have been put in place to help retain them after graduation and support their acquisition of permanent residence (Gates-Gasse 2012; Lowe 2011; Roach 2011). Existing
supports and services for international students – largely provided by colleges and universities – have been challenged to meet growing numbers of international students and their evolving needs related to settlement, employment, and immigration (Gates-Gasse 2012; Roach 2011). During their study period, international students’ first and main point of institutional contact for academic, community, and employment support is the International Student Offices (ISOs). However, research with ISOs across Canada indicates their struggle to meet the growing and changing service and settlement needs of international students (Gates-Gasse 2012; Kelly 2012; Roach 2011). International students in some smaller Canadian centres highlight how social exclusion processes, including challenges in accessing employment, persist (Belkhodja 2009). However, some institutions, particularly in smaller communities, have created partnerships in the community to provide successful transitional information and support to international students (Gates-Gasse 2012:282–89). Examples include job search help provided by the Student Counselling and Career Centre at the University of Manitoba, a post-graduate employment project in the Halifax region carried out by the HRDA Employment Centre with funding from the Atlantic Association of Community Business Development Corporations, a provincially funded post-graduate retention project for francophone students at the Université de Moncton, career development and family integration support provided by the Centre for Career Development at Memorial University with funding from the provincial government, and provincial government efforts (such as those of Alberta, New Brunswick, and Newfoundland and Labrador) appealing to employers in particular for international student retention and employment.

**Theme 4: Welcoming Communities and Settlement Services**

*Community Reception*

Communities across Canada, especially small communities with labour force shortages and in need of population maintenance or growth – including official language minority communities, try to attract and retain newcomers to Canada often with concerted effort involving municipalities, service providers, employers, and other stakeholders. These efforts have generated, and have been supported by, a “welcoming communities” literature (see, e.g., Barber 2014; Belkhodja 2009, 2013; CASSA 2011; CCCBET 2013; Esses et al. 2010; Lund and Hira-Friesen 2013).

In fact, the share of immigrants to regions outside of Canada’s three metropolitan areas – Toronto, Vancouver, and Montreal – has increased substantially over the last several years
Targeted immigration policy initiatives, and more active engagement in immigration from the provinces (via, for example, the Provincial Nominee Program), account in part for significant changes in migrant destination patterns (Baglay 2012). These new residential patterns for immigrants can create a mismatch between the location of services and the immigrants’ residences (Lo et al. 2009). In Ontario, immigrants not accessing settlement services reported that transportation and distance to services were their biggest challenges (OCASI 2012). For immigrants in more remote and rural locations, it can be difficult for settlement supports to reach them without engaged partnerships with other departments and organizations (Frideres et al. 2012). Putting more services and supports online, while beneficial to many immigrants in remote or smaller areas of Canada, can also create a barrier for some new immigrants “who find it difficult to navigate (and trust) automated systems” (Frideres et al. 2012).

Studies have shown that, while immigrants in small urban centres are able to gain greater economic traction, their engagement in the community and access to services and supports are not always positive and that a welcoming environment is critical to their long-term integration and sense of belonging (Belkhodja 2009; Esses et al. 2010; Frideres et al. 2012; Lo et al. 2010). Studies document that immigrants were not always aware of the community and settlement supports available (Lo et al. 2010). As one study reports, immigrants often feel “that community organizations were unaware of the unique experiences and needs of new immigrants and this discouraged them from participating” (Lai and Hynie 2010).

Communities of settlement, old and new alike, are also challenged by the native-born population’s unpreparedness for, or even prejudice against, newcomers to Canada – particularly those from racialized communities (Belkhodja 2009; Clarke 2013; Esses, Medianu, and Lawson 2013). In general, according to the 2002 Ethnic Diversity Survey, visible minority immigrants experience the most discrimination in Canada, “with 3rd generation visible minorities (42 percent) experiencing even more discrimination than 2nd (36 percent) and 1st generation (34 percent) visible minority immigrants (Bourhis 2009). Another worrying sign is that the degree of separation between Whites and visible minorities in the residential spaces of large Canadian cities such as Toronto and Vancouver is projected to approach, by 2031, the degree of separation between Whites and African Americans in an average U.S. city in 2010 (Hiebert 2012; see also Hiebert 2009).
Despite these challenges, the Canadian urban landscape has produced a significant number of good practices in collaboration, new partnerships, and place-based interventions for immigrant integration and inclusion. For example, Ontario’s Local Immigration Partnerships have the promise of spreading out across Canada (Burr 2011; Garcea et al. 2012). There is some evidence that interventions bringing different stakeholders together and exploring collaborations and new service locations and models in an attempt to address challenges related to immigrant settlement and integration are having some success. Some of this is in response to challenges with unequal access to services due to a lack of coordination between service providers, while other interventions are in response to new stakeholders coming on board (e.g., employers’ involvement in the Greater Toronto CivicAction Alliance, the Toronto Region Immigrant Employment Council, and the Immigrant Sector Council of Calgary).

Place-based models for settlement have been operating in schools and libraries with success and the literature highlights an increasing interest in how public libraries, other municipal services, and new stakeholders can play an integral role in immigrant settlement and integration and how information, services, and resources are delivered. The Library Settlement Partnerships in Ontario, funded by the federal Settlement Program, is a good example of this type of intervention model, where settlement workers are placed in public libraries to offer settlement services with the understanding that many new immigrants use libraries when they first arrive in Canada (MacDonald 2012a).

*Settlement Service Organization*

Recent literature points to constraints and challenges related to funding of the settlement sector. Highlighted challenges in recent years that have been identified include the sharp expansion of federal settlement funding (3.7 times from 2005–2006 to 2009–2010 as calculated by Türegün et al. [2012]), followed by significant cutbacks, the increased use of short-term project-based funding models, the lack of viable alternative funding mechanisms for the sector, and the cumbersome accountability and reporting structures from government funders. Rigidities attached to accountability and reporting has received considerable attention in the Independent Blue Ribbon Panel on Grants and Contributions Programs (2006). The terms of funding and the partnerships between governments and settlement agencies are imposed partnerships with clear power structures favouring governments. Non-profit service providers strongly feel “that they are being forced into a partnership with funders – or even with each other – in an instrumentally defined context” (Türegün et al. 2012). Such relationships are not “true
partnerships” but, instead, reflect settlement agencies’ financial dependency on the government and lack of alternatives (Meinhard 2012). These are top-down funder-provider contractual associations where terms and conditions of programming and delivery are set by the funder with little input from settlement providers (Shields forthcoming). In these relationships, the focus for settlement has become economic integration and short-term measurable results, as opposed to the more holistic and long-term settlement process that settlement agencies understand and strive to support immigrants with (Meinhard 2012).

A great deal of literature points to the fact that a lack of longer-term and/or core funding for settlement agencies hampers organizational stability and capacity building in the sector, resulting in less innovation and ability to proactively address the evolving needs of immigrants (Baines et al. 2013; Joy and Shields 2013; Shields forthcoming; Türegün 2013b).

This type of funding is accompanied by a rather heavy accountability reporting load which, in turn, prevents settlement organizations from “engaging in more community outreach and being more innovative in their approach” (Meinhard 2012; Shields 2013). Additionally, competition between settlement agencies for fewer settlement funds results in fewer genuine partnerships and capacity building efforts across the sector (Kilbride 2009; OCASI 2013). The various funding streams and their inconsistent distribution across the provinces have also resulted in inconsistencies in the kinds of settlement supports and services available by location, both within a province or territory and across the country (OCASI 2012; Türegün et al. 2012). Indeed, for some immigrants, there is a low awareness and uptake of settlement services (Lo et al. 2009).

Challenges associated with current funding relationships, coupled with government austerity brought on by the 2008–2010 global economic crisis, has resulted in further efforts to consider significant restructuring and rationalization of non-profit-based settlement service delivery (Burstein 2010; Burstein and Esses 2012) and new innovative funding mechanisms for the sector (Pathways to Prosperity and OCASI 2013). This includes the encouragement of non-profit service providers to diversify their funding base, engage in social enterprise initiatives, and, for government, to invest in new financing tools such as social impact bonds (Joy and Shields 2013). As in the case of the United Kingdom with its Big Society initiative, more responsibilities are increasingly being shifted onto sub-national levels of government and non-profit actors. It is expected that they should take on greater responsibility for settlement and
other social policies but in the context of public sector restraint. This means leveraging existing funding, tapping more deeply into philanthropy and volunteering, “working smarter,” and, more generally, “doing more with less” (Joy and Shields 2013).

The fact that immigration and settlement is a shared area of jurisdiction between the federal and provincial governments and growing recognition that the settlement and integration of immigrant populations occurs in a grounded way at the local level mean that there is a need for greater intelligent collaboration among all levels of government – multi-level governance – in addressing the settlement needs of immigrants (Kilbride 2009; Leo and August 2009; Seidle 2010). The role of previously neglected municipal governments has come to be highlighted. Towns and cities across Canada have developed diverse and innovative approaches to settlement and working with other levels of government (Andrew and Hima 2011; Tolley and Young 2011). This situation captures developments within public administration with the emergence of New Public Governance (NPG) model of governing (Osborne 2010). NPG identifies the need for a shift to horizontal accountability and co-governance marked by collaborative relationships in which power is shared among governments and with non-profit partners (Baldwin and Black 2008).

Additionally, the settlement and integrative role of “whole of government” activities is generally ignored yet critical to immigrant success. While there is a need for lead government department(s) in promoting settlement, all state departments and levels of government need to be involved in designing programs that are sensitive to newcomer needs (Vineberg 2012).

More recently, the literature is pointing to the changing settlement and support needs of newer streams of migrants. With the number of temporary migrants increasing and coming from various streams, there are serious concerns about how the sector will be able to serve and support these migrants effectively through current funding models (Alboim and Cohl 2012; OCASI 2013). Federally funded settlement support is available only to a certain section of migrants – largely those who are permanent residents or Convention refugees (Alboim and Cohl 2012; Frideres et al. 2012; Gates-Gasse 2012). With increasing numbers of temporary foreign workers, international students, family members on temporary visas, refugee claimants, and migrants without status, eligibility criteria and effective mechanisms and funding to support the settlement of these new migrants during their stay are prevalent concerns throughout the recent literature.
New and emerging settlement patterns also raise issues regarding gaps in services. As housing in old city boundaries of the large gateway cities in Canada become more expensive, immigrants are increasingly locating in suburban areas. However, this geographic shift has not been matched by the growth of settlement support services in these suburban areas. Existing suburban services are often poorly equipped, in both physical and social terms, to serve their rapidly growing and increasingly diversifying populations. In short, there is a growing mismatch between where increasing numbers of newcomers are locating and where immigrant services are geographically situated within larger urban regions (Lo et al. 2010; Peel Newcomer Strategy Group 2010).

Many smaller communities located away from the large urban immigrant magnets are also increasingly active in developing programs and strategies aimed at attracting and retaining immigrants in an effort to foster community economic development and population retention goals. Their efforts at promoting greater dispersal of newcomer populations are supported by federal and provincial governments. The building of locally based partnerships to create immigrant-friendly welcoming communities have become important incubators for innovative settlement programming initiatives that larger, immigrant rich centres also need to learn from (Burstein and Esses 2012; Esses et al. 2013; Thériault and Haan 2012).

More recent developments in immigration policy such as the Provincial Nominee Program, employer-sponsored temporary foreign workers, and the increased access given to foreign students at Canadian universities for permanent residence point to how private employers and institutions of higher education are involved not only in immigrant selection but also increasingly in settlement service delivery. This represents a significant shift away from past immigration practices where government has held an absolute monopoly on selection (Flynn and Bauder 2013). This trend has important implications for integration in terms of new settlement needs and partnering relationships between non-profit settlement agencies and business and higher education institutions.

Government support for non-profit-delivered settlement services has moved increasingly towards a preference for larger, professionally-oriented multi-service agencies over smaller, community-centric ethno-specific providers. The reasons for this shift have in part been because larger non-profits generally have greater capacity, enjoy the advantage of economies of scale in service delivery, and are well positioned to provide high quality standardized care/service.
However, smaller ethno-specific agencies continue to fill an important role in non-profit delivery with the ability to connect to particularly vulnerable immigrant populations who can be hard to reach and service through more standard service bodies (Meinhard 2012). Ethno-specific agencies provide a safe space, as well as social, economic, and health support, for these populations of the same community (Hyman, Meinhard, and Shields 2011). Part of the value of non-profit service sector is the plurality of organizational and service forms they come in and are able to provide to meet divergent needs in a cost effect manner. In the case of settlement services, it is important to acknowledge that one size does not fit all and non-profit service providers are uniquely positioned to fill such divergent needs (Berger, Meinhard, and Foster 2012). Berger, Meinhard, and Foster (2012) also point to how the bonding and bridging activities (social capital) of ethno-specific and multi-service organizations can help immigrants to integrate into Canadian society. Non-profit settlement agencies continue to play a significant role in “the creation of welcoming and inclusive communities” (Frideres et al. 2012). While there is a trend of providing more information and supports online, in-person service provision through these agencies is shown to be important throughout the literature (OCASI 2012; Pathways to Prosperity and OCASI 2013).

An additional important innovation in newcomer service provision that has been used and proven to be effective by other important immigrant-receiving countries is the development of pre-arrival services that are located in, or which are accessible by, migrants in their home country. Information and supports offered to prospective newcomers can help to not only orient and prepare them to Canadian culture and way of life but also connect them with services and supports upon arrival. The Canadian Immigrant Integration Program and Canadian Orientation Abroad are the leading examples of this innovation to date. Close examination of these programs will be needed to see if immigrants’ economic and social outcomes can be improved through overseas policy interventions that equip them with the tools and knowledge necessary to move beyond the minimal threshold of economic integration once they arrive in Canada (Bishop 2013). This is an area of service innovation that Canadian-based non-profit settlement agencies are beginning to explore in term of their own programming options.

In addition to pre-arrival information and services, early interventions in the post-arrival stage have been proven to be critical for successful settlement. For immigrants, obtaining information and seeking support as early as possible upon arrival in Canada are a critical component of success. According to the Making Ontario Home study (OCASI 2012), those immigrants and
refugees who did not access settlement and integration services gave their lack of awareness of these services as the main reason. Research continues to highlight the importance of support for immigrants in the first four years of arrival in Canada, with the first year being particularly critical for immigrant success, especially in the labour market (Grenier and Xue 2009).

**Theme 5: International and Transnational Perspectives**

International and transnational perspectives to some degree constitute a residual category concerning the themes and issues identified in the literature review. The literature is to be sure wide ranging and more challenging to pull together into a coherent core. It does, however, direct us towards a very important point, that is, the value of considering a broader view opened up through the comparative and international lens. In the area of immigration policy and programming, Canadians are prone to be rather inward looking. Given the country’s long and successful history of newcomer integration, Canadian immigration and settlement policies have come to be widely considered examples of “best practices” to be learned from and copied. Consequently, policy analysts and practitioners have often failed to consider developments and innovative policies from elsewhere which provide important learning (Drolet, Shields, and Valenzuela 2012; Vengroff 2013).

From a comparative perspective, the Second G8 Experts Roundtable on Diversity and Integration (CIC and Federal Ministry of the Interior 2008) found that many G8 countries were in fact struggling with many of the same issues as those faced in Canada. These include: 1) a lack of common understanding of what is meant by integration; 2) limits to the effectiveness of government interventions; 3) challenges to establishing partnerships that would improve the integration process; and 4) determining how best to involve sectors of civil society, including non-profit organizations, and ethnic and religious communities in the settlement and integration process (Drolet, Shields, and Valenzuela 2012). Given this context, the value of keeping abreast of and leaning from developments at an international level become obvious.

Comparative examination is often hindered by data gaps and the different ways international jurisdictions collect statistics and other information. However, various OECD studies and other reports (IOM 2013; OECD 2013a, 2013b) comparatively examining such issues as immigrant integration and well-being and immigrant labour market skills and performance are important sources of information allowing for meaningful comparisons to the Canadian situation. Also, the Migrant Integration Policy Index (MIPEX: [http://www.mipex.eu/](http://www.mipex.eu/)) is an innovative tool that allows
cross-country examination of government policies and programs to promote the integration of migrants. It employs 148 policy indicators creating a rich, multi-dimensional picture of migrants’ opportunities to participate in society. MIPEX ranks Canada very highly, 3rd overall, in immigrant integration policies.

Information from different countries reveals that, beyond the practical value of government support for settlement programming, the very existence of such public investments in newcomers sends an important symbolic message to the immigrant population and society more generally that newcomers are welcome. Hence, Siemiatycki and Triadafilopoulous (2010) remind us that settlement policies are more than just administrative decisions, they are also established programs and practices that provide a general reflection of what the society believes should be the place of immigrants in their communities.

Other general trends within OECD countries suggest that there is a shift of responsibility for settlement downwards to lower levels of government closer to where immigrant settlement and integration actually takes place (Siemiatycki and Triadafilopoulous 2010). Moreover, there is an increased recognition of the multidimensional nature of immigrant integration meaning that policies and programs often become issues of multilevel governance. Comparative evidence shows that the integration of immigrants is an ongoing process that extends beyond the initial years of settlement in a new country, involving the actions of different governments, non-governmental organizations, and others (Joppke and Seidle 2012). The greater use of non-profit organizations in the provision of settlement and integration services has expanded in most jurisdictions (Drolet, Shields, and Valenzuela 2012).

Comparative studies indicate that a certain dualism has arisen in many countries. On the one hand, national economic difficulties have resulted in a changed political environment that has become more restrictive and even hostile to immigration. Yet, at the same time, governments have identified high-skilled immigration as important to fill skills gaps and to address challenges associated with a rapidly graying native-born population. Studies have further identified the polarized labour market trajectories that skilled versus less skilled immigrants face in their efforts to achieve economic integration (Drolet, Shields, and Valenzuela 2012; Benton 2013; Bevelander and Irastorza 2014; Münich 2014; OECD 2013a; Rodríguez-Planas and Nollenberger 2014).
The international literature also highlights the particularly damaging impact that the post-2008 financial crisis and recession and the subsequent austerity agenda have had on newcomer populations resulting in considerable economic dislocation, high unemployment levels, and generally poor labour market attachment for more recent immigrants. The long-term labour market scarring effects of this deep recession on newcomers’ future economic trajectories are of particular concern (Drolet, Shields, and Valenzuela 2012; Rodríguez-Planas and Nollenberger 2014). These findings parallel similar developments in the Canadian case. The impacts have been particularly negative on immigrants with less than five years in Canada followed by those with less than 10 years (Kelly, Park, and Lepper 2011). This raises the prospect of new vulnerabilities and long-term integration challenges for more recently arrived immigrant groups.

2. Emerging Research Questions

From the foregoing scanning of primary research on settlement and integration, we can identify two main areas where new research is needed: a) changing migrant categories and service impacts; and b) long-term settlement and integration experiences.

Concerning changing migrant categories and service impacts, research is needed to:

1. Understand the settlement service needs, interventions, and gaps for migrant workers, international students, and other temporary migrants.

2. Examine the impact of changing immigration policies on the client and economic resource base of settlement service work (Türegün 2013b). How have client demographics of the settlement service sector shifted and what are the implications of these shifts for the sector’s viability itself?

3. Explore the value added of business partnerships with settlement service providers in terms of improving labour market outcomes for immigrants. This is increasingly significant as businesses have become more important actors in the immigrant selection process.

4. Examine funding and accountability reforms as well as new funding models and additional funding sources. The sustainability of the settlement services sector is highly dependent on the funding model that supports it. There is considerable evidence of problems with this model as it currently is constituted. Consequently, serious examination is needed regarding funding and accountability reforms, and consideration
of new funding models and additional funding sources. Changes should be researched that would be facilitative of building better government – non-profit partnerships and which promote greater stability and continuity in the settlement sector.

5. Analyze the newcomer experience of the 2008–2010 financial crisis and recession in an inter-provincial and international perspective. There is a need to examine the ongoing impacts and potential cohort effects of labour market scarring on more recent newcomers as a negative consequence of the crisis (Abbott and Beach 2011). Programs may need to be designed to assist impacted individuals in improving their post-recession job prospects.

Concerning long-term settlement and integration experiences, research is needed to:

1. Look at the long-term experiences of immigrants from their perspectives and through longitudinal studies. This would help to better understand settlement experiences, as well as providing assistance in evaluating the effectiveness of settlement services (Frideres et al. 2012).

2. Identify alternative sources of data on settlement needs and outcomes. Given changes to the Census and government restraint, which have reduced the number of publically funded surveys on immigrants in Canada, there is an urgent need to identify alternative data sources that may be used in policy/programming relevant research. One potential untapped source is data collected by immigrant settlement agencies. Research is needed regarding the potential utility and viability of using this source of “evidence.” Empirically based evidence is extremely important for the ability to measure settlement outcomes over the short, medium, and longer terms.

3. Compare the Canadian experience internationally. There is considerable value in framing Canadian studies on settlement and integration within a more international and comparative setting. New research should be encouraged to do so.

4. Research into the linkages between “objective” settlement outcomes and “subjective” life satisfaction in Canada. Given the experience of the last 10 years, new research is needed as a follow-up on the Longitudinal Survey of Immigrants to Canada.
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Complex-System Perspective,” submitted by Agnes Meinhard to Citizenship and Immigration Canada, Ottawa.


Appendix A: Significant Research in Progress

DiversityLeads (PI: Wendy Cukier, Ryerson University, wcukier@ryerson.ca)

Effective management of diversity is critical to organizational performance and Canada's competitiveness. Currently, there is a great deal of work on this taking place in organizations across sectors, in government, in community organizations, and in academia but much of it is fragmented. There are distinct challenges facing immigrants, visible minorities, persons with disabilities, and other disadvantaged groups but efforts focused on promoting inclusion of these groups have tended to evolve separately. However, the evidence is clear that there are common issues as well as intersections which have been neglected. The specific issue of diversity in leadership has received less attention in spite of its broad-reaching implications; not only is the participation of under-represented groups in leadership critical but the representation of diverse leaders is critically important for shaping the aspirations and achievements of young people. DiversityLeads addresses the challenge of leveraging diverse leadership for social and economic development in Canada.

Funder: SSHRC, Community-University Research Alliances (CURA), 2011-2016, $1,000,000.

For more information: http://www.ryerson.ca/diversity/leads/index.html.

Identifying the Policy and Practice Implications of Community-Based Research: Completing the Research Cycle for the Toronto Immigrant Employment Data Initiative (TIEDI) (PI: Philip Kelly, York University, pfkelly@yorku.ca)

This project connects policymakers and practitioners in the field of immigrant employment and settlement with research conducted through the Toronto Immigrant Employment Data (TIEDI) project. It completes the research and dissemination cycle initiated by TIEDI and ensures that the full implications of the TIEDI research are addressed at the policy and practice levels. The project identifies major policy questions that follow from TIEDI reports, develops policy recommendations, and disseminates the recommendations through targeted consultations with policymakers and service providers, as well as more widely through an interactive website and other media. The project also conducts outreach events in other urban centres across Canada in order to disseminate this model of community-driven and policy-oriented data mobilization.

Funder: SSHRC, Public Outreach Grant, 2011-2012, $120,000.

For more information: http://www.yorku.ca/tiedi/.

Immigrant Integration and Inclusion: Investigating the Canadian Partnership Model from a Complex-System Perspective (PI: Agnes Meinhard, Ryerson University, meinhard@ryerson.ca)

The integration of newcomers to Canada and the creation of an inclusive Canadian society is a complex undertaking that involves many players working together in various
formal or informal partnership arrangements. At the most informal level, family and friends play an important role in helping newcomers acclimatize; more formally, governments at all levels design and fund various programs to help immigrants embark on their new lives. Governments are also instrumental in formulating policies and programs to break down barriers and create a welcoming and inclusive society. Public, private, and non-governmental organizations then implement these programs. The purpose of this research is to use a complex system lens to examine how the elements of the integration partnership model work together to serve both the new immigrant and Canadian society as a whole. Understanding the interactions involved in these complex relationships paves the way to improving the overall effectiveness of immigrant integration and inclusion. The project is divided into six major components. The project is now complete and a book manuscript is now in preparation.

Funder: SSHRC, Metropolis Major Research Initiative, 2010-2012. $125,000.

Insights from Canada’s Settlement Industry: Exploring Agency Data on Temporary Migration (PI: Ann Kim, York University, annkim@yorku.ca)

As an initial and exploratory stage of a larger research agenda on temporary migration and migrant trajectories that has developed out of a new collaboration between CERIS - The Ontario Metropolis Centre and the Centre for Refugee Studies at York, this pilot study addresses gaps in substantive research on temporary residents and the paucity of relevant secondary data by exploring and analyzing administrative data from settlement and related agencies in the community-based sector. Also known, the Agency Data on Migration Pilot Project (ADMIG), the project is expected to make a novel methodological contribution by exploring an underutilized secondary data source, and to begin to describe the diverse characteristics and the settlement and integration experiences of temporary residents. It will do this by exploring quantitative administrative data from three selected agencies and qualitative data from agency expert panels. This study will make two key contributions. First, it shifts the lens upwards from viewing temporary migrant groups as distinct to one that views all temporary residents as being experientially and theoretically linked. Second, this study moves the field forward by addressing the partial understanding of temporary residents. It does so by investigating the feasibility of using agency administrative data and the degree to which theoretical and policy questions might be addressed in the course of agencies’ own data collection processes.

Funder: SSHRC, Insight Development Grant, $74,899.00, 2012-2015.

For more information: http://www.ceris.metropolis.net/?p=5292.

Integration Trajectories of Immigrant Families (PI: Harald Bauder, Ryerson University, hbauder@ryerson.ca)

This partnership between academic researchers and community partners is spearheaded by the Ryerson Centre for Immigration and Settlement (RCIS). The overarching goal of the partnership is to explore the role families play in the integration trajectories of immigrants. In particular, the partnership addresses research questions, such as:
How do all members of the family facilitate or impede the integration of immigrants?
How do immigrant families draw upon and contribute to diasporic communities and to the receiving society?
What contributions do family members make to the immigrant family’s financial well-being and to the receiving country’s economy?
What are the social, political, and economic costs and benefits of family members interacting and relocating across international borders?
What are the impacts of split families at the individual, group, and societal levels?
How might the family context be mobilized on a practical level to facilitate the successful integration of newcomers?

The partnership uses a two-fold approach. First, it focuses on integration trajectories, referring to the fluid process that extends from newcomers’ initial reception to their deep involvement in and attachment to their receiving society. Second, it examines the issue of intersectionality by addressing the five interrelated themes of: 1) policy context, 2) children and youth, 3) violence against women, 4) labour and work, and 5) community support. This approach will enable research partners to tackle the complex relationship between family and integration through a number of thematic perspectives.

**Funder:** SSHRC, Partnership Development Grant, 2013-2016.

**Inequality, Diversity, and Change: Trends, Processes, Consequences, and Policy Options for Canada’s Large Metropolitan Areas (Neighbourhood Change Research Partnership)**
(PI: J. David Hulchanski, University of Toronto, david.hulchanski@utoronto.ca)

Mounting evidence of increasing income and wealth inequalities in Western nations points to the emergence of new and intense socio-economic, ethno-cultural, and spatial divisions in many cities. There is a need for appropriate policy responses to prevent or alleviate inequities, reduce concentrated poverty, and reverse trends that affect the liveability of large urban areas. Jurisdictions in Canada and elsewhere have implemented policies to respond to these divisions. Identifying and evaluating the effectiveness of such policies with its community partners is a key objective of this research project.

The Neighbourhood Change Research Partnership focuses on urban inequality and socio-spatial (i.e., neighbourhood) polarization in six Canadian metropolitan areas: Vancouver, Calgary, Winnipeg, Toronto (including Hamilton and Oshawa), Montréal, and Halifax. With its partners, the project will explore: 1) trends in urban and neighbourhood change since 1971; 2) processes responsible for these changes; 3) the consequences of change that lead to inequality and polarization; and 4) policy and program options that address inequality and thereby improve human well-being and urban environments.

**Funder:** SSHRC, Partnership Grant, 2012-2019.

**For more information:** [http://neighbourhoodchange.ca/](http://neighbourhoodchange.ca/).

**Migrant Women and Social Service Providers Responding to Changes in Immigration Policy** (PI: Rupaleem Bhuyan, University of Toronto, r.bhuyan@utoronto.ca)
Also known as the Migrant Mothers Project, this research uses participatory action research methods, interviews, community consultations, and policy analysis to understand how immigration policies are impacting immigrant rights and the capacity of social and health service providers to work with people who have precarious migratory status. In Phase I (2010-2012), in-depth interviews with 25 Spanish-speaking women from Latin America were conducted and a 12-week peer-led solidarity group was organized. Phase II (2013) involved seven community forums in different regions of Ontario and across Canada. In Phase III (2014), knowledge dissemination activities will be emphasized via digital stories, a policy report, and a national symposium.

**Funder:** SSHRC, Standard Research Grant and “Knowledge Mobilization” Grant; CERIS, Research Award; University of Toronto, Connaught New Researcher Award, 2010-2014.


**Partnership for Change: The RBC Immigrant, Diversity and Inclusion Project at Ryerson University (Grant Holder: Ryerson University)**

In partnership with the RBC Foundation, the Ryerson Centre for Immigration and Settlement (RCIS) and the Ted Rogers School of Management’s Diversity Institute are supporting:

- Action-oriented research projects focused on issues facing individuals who immigrate to Canada; and
- A series of internships and seed funding for new ventures focusing on individuals from designated groups who immigrated to Canada from other countries and their children.

The first round of the calls for proposals for both research and internship streams is now available, to be followed by annual grant competitions. Research grants will be adjudicated by a cross-disciplinary group of RFA (Ryerson Faculty Association) faculty members. Internship grants will be adjudicated by a cross-disciplinary group of Ryerson faculty, staff, and external employers.

Applications are invited to advance knowledge or practice on one of the key project themes:

1) Immigrant Employment and Entrepreneurship;
2) Social Engagement of Immigrants;
3) Immigrants and Mental Health; and
4) Immigrant Preferences and Consumer Behaviour.


**Pathways to Prosperity Partnership (P2P) (PI: Victoria M. Esses, University of Western Ontario, vesses@uwo.ca)**
P2P is an alliance dedicated to fostering welcoming communities that promote the economic, social, and civic integration of migrants and minorities in Canada. It also helps communities grow their economies, renew their populace, and reinvigorate their labour markets by fully welcoming immigrants, international students, and temporary foreign workers. Two areas of special concern are Northern communities and Francophone minorities outside Quebec. The partnership includes all key federal and provincial migration ministries; municipalities; national, regional, and local organizations involved in newcomer settlement; and researchers from over 50 universities. The partnership operates through an overarching, central hub and five regional nodes. The main activities of the partnership are primary and secondary research, knowledge transfer, education, and mutual learning. Its activities are both national in scope and region-specific, with a particular focus on comparative perspectives and best practices. Its methods bring together academic scholarship with local expertise and detailed government program knowledge. This allows for practical, empirically-based advice on policies, programs, and agency practices.

_Funder:_ SSHRC, Partnership Grant, 2012-2017, $2,500,000.

For more information: [http://p2pcanada.ca/](http://p2pcanada.ca/).

**Policy Work in the Provinces: The “Production” of Policy Analysis and Advice in Canada’s Provincial Public Services** (PI: Bryan Evans, Ryerson University, b1evans@politics.ryerson.ca)

What do mid-rank policy workers employed within the policy units of Canada’s provincial governments and the NGO sector actually do in the day-to-day process of framing policy solutions to policy problems? This work of policy shapes the meaning and understanding of the issues that ultimately come to reside on the desks of senior political and public service decision-makers. Despite the critical nature of such work, very little is known about how those engaged in these functions go about their professional duties. This research is concerned with units in provincial government ministries responsible for aboriginal, labour, environment, health, and immigration policy within the three provincial governments of Ontario, British Columbia, and Saskatchewan. Government policy workers, both political staff and public service, are regularly engaged with NGO-based policy advocates. This research seeks to identify the factors making for a successful NGO policy advocacy campaign. John Shields of Ryerson University is leading the investigation of the case study of the policy area in settlement services.

_Funder:_ SSHRC, Standard Grant, 2010-2013, $132,999.

**Poverty and Employment Precarity in Southern Ontario** (Co-PIs: Wayne Lewchuk, McMaster University, lewchuk@mcmaster.ca; and Susan McDonnell*, United Way Toronto)

The inspiration for this project comes from the 2007 United Way Toronto report, Losing Ground: The Persistent Growth of Family Poverty in Canada’s Largest City. One of the

* Michelynn Laflèche is now the United Way Toronto lead on this project.
recommendations listed in *Losing Ground* was “Building a solid foundation of research knowledge about precarious employment and indebtedness” (p. vii). The project aims to implement this recommendation. It will improve community decision-making and problem-solving capacities by deepening an understanding of the prevalence of precarity, its impact on household and community well-being, and the strategies that minimize the effects of insecure employment. By linking community agencies across the region (many of whom are already engaged in research on this subject), with researchers from the three key universities in the area, this university-community partnership has the potential to promote the sharing of knowledge and resources. By bringing together organizations with different research approaches, it will foster innovative research approaches and expose students to a range of research methodologies while addressing the nature of the barriers to the social and economic development of communities in southern Ontario. A large component of the surveyed population are of immigrant origin. John Shields of Ryerson University is the co-lead on the case study “Precarity in the community services sector” with a focus on immigrant settlement services, and is a researcher on the case study “Survey on precarity and its impacts on household and community well-being.”

*Funder:* SSHRC, Community-University Research Alliances (CURA), 2010-2015, $1,000,000.

*For more information:* [http://pepso.ca/](http://pepso.ca/).

### Second Generation Success and Marginalization: The Impacts of Race, Gender and Place on Employment and Social Mobility (PI: Valerie Preston, York University, vpreston@yorku.ca)

The labour market experiences of the second generation are highly segmented. While some enjoy remarkable economic success, others are experiencing serious economic difficulties - high unemployment, low wages, and frequent underemployment. The work lives of the second generation vary across metropolitan areas and within them. Employment challenges are compounded for some of the second generation by discrimination in hiring, earnings, and retention related to their status as racialized minorities and by gender segmentation that concentrates many women in under-valued feminized occupations. This research compares the labour market experiences of second generation adults from three racial minorities and from European backgrounds. Specifically, it examines how the job searches of the second generation differ among ethno-racial groups and what are the impacts of discrimination and gender roles on the job searches of each group; the role of different types of social capital in each group’s search for employment; and how places significant in everyday life, such as where one lives and where one goes to school, influence the social capital available to each ethno-racial group of the second generation. The research uses information from two General Social Surveys (Cycles 17 and 20) to compare the social contacts used to find jobs by racialized and white second generation adults in Canada’s largest urban areas. The second phase utilizes a questionnaire survey of a random sample of second generation young adults in Toronto from five ethno-racial groups: Chinese, South Asian, Black, Northern and Western European and Southern Europeans to ascertain the relative importance of neighbourhood social contacts, and their utility for finding suitable jobs. In
the third phase, focus groups will investigate the diverse ways that place shapes the second generation’s labour market experiences.

*Funder:* SSHRC, Insight Grant, 2012-2016.

**Worked to Death: Gendered-Racialized Dimensions of Economic Security for Later Life Canadians (PI: Nancy Mandell, York University, mandell@yorku.ca)**

This project explores how the economic security of older Canadians (at least 55 years of age) varies among ethno-cultural groups and between men and women who are immigrants and Canadian-born. Using information from the 2006 Census, 13 focus groups, and 31 in-depth interviews, the project analyzed experiences and understandings of economic security in later life in the areas of family and housing arrangements, care work, work histories, government support, and income security.

*Funder:* SSHRC, Standard Research Grant, 2010-2014, $98,248.
Appendix B: Key Research Institutions and Researchers

1. Research Institutions

Canadian Labour Market and Skills Researcher Network (CLSRN)

The CLSRN is a network of academic researchers interested in strengthening our understanding of the Canadian labour market. Developmental funding to create the network was provided by the Social Sciences and Humanities Research Council through its Strategic Research Cluster Design Competition. Subsequently, in April 2006, the CLSRN was established as a partnership between academic researchers and Human Resources and Social Development Canada, which provides funding for research and related activities of the network. National in scope, the network consists of established scholars and promising new researchers, and includes scholars from the fields of economics, industrial relations, political science, sociology, business, history, policy studies, and labour studies.

Examples of Recent Publications


Contact

Katherine Meredith, Network Manager
Department of Economics, University of British Columbia, 997-1873 East Mall, Vancouver, BC V6T 1Z1; Phone: 604-822-4870; Fax: 604-822-5915; Email: clsrn@mail.ubc.ca; Website: http://www.clsrn.econ.ubc.ca/home.php.

Centre for Community Based Research (CCBR)

The CCBR is focused on strengthening communities through social research. Founded in 1982, the centre believes in the power of knowledge to impact positive social change. It aims to bring people together to use knowledge to provide real and innovative solutions to community needs. Its approach to research is participatory and action-oriented in a way that mobilizes people to participate as full and equal members of society. Community members, marginalized groups, community organizations,
government ministries, social and health services, and educational institutions all collaborate with the centre and benefit from its work.

Examples of Recent Publications

CCBR, “An Environmental Scan of English Language Service in Waterloo Region.” Prepared for Waterloo Region Local Immigration Partnership Council (April 2010).

CCBR, “Beyond the Welcome: Churches Responding to Immigrant Reality in Canada,” Final research report (October 2010).

Contact

Joanna Ochocka, Executive Director
300-73 King Street West, Kitchener, ON N2G 1A7; Phone: 519-741-1318, ext. 222; Fax: 519-741-8262; joanna@communitybasedresearch.ca; Website: http://www.communitybasedresearch.ca/.

Centre for International Migration and Settlement Studies (CIMSS)

Established as the Research Resource Division for Refugees in 1985, CIMSS specializes in research and publishing on immigration and forced migration. It focuses on the settlement, adaptation, and integration of immigrants and refugees into Canadian society while, at the same time, maintaining an international perspective for comparison with other countries of immigration. In its research stream, CIMSS places particular emphasis on the settlement, adaptation, and integration experience of two demographic groups: a) special needs newcomers including, e.g., children and youth, seniors, and women refugees; and b) immigrant professionals and tradespeople. CIMSS also has a strong publishing stream. In addition to print publishing, the centre is increasingly involved in online publishing – website and database management.

Examples of Recent Publications

CIMSS, “Special Issue on Settlement Language Training,” International Settlement Canada (Spring 2012).


Contact

Colleen Lundy, Academic Director
Room 2108, Dunton Tower, Carleton University, 1125 Colonel By Drive, Ottawa, ON K1S 5B6; Phone: 613-520-2717; Fax: 613-520-3676; Email: Colleen.Lundy@carleton.ca; Website: http://www.carleton.ca/cimss/.

Centre for Voluntary Sector Studies (CVSS)

Established in 1995, the CVSS a multidisciplinary team of researchers, educators, and practitioners dedicated to gaining and promoting a better understanding of Canadian civil
society. Its research and education focus on non-profit organizations: their contribution to society; their governance and structure; their human and social capital, including managing staff and volunteers; their financial management, including fundraising and commercial ventures; and their relationship with government and the business sector, including community service programs and corporate social responsibility.

Examples of Recent Publications


Contact

Agnes Meinhard, Director
TRS 3-066, Ryerson University, 350 Victoria Street, Toronto, ON M5B 2K3; Phone: 416-979-5000, ext. 6739; Fax: 416-979-5124; Email: meinhard@ryerson.ca; Website: http://www.ryerson.ca/cvss/.

Centre Urbanisation Culture Société

With locations in downtown Montreal and Quebec City, the centre stands out for its fundamental and applied research and for allowing all students to be part of a research team so they can play an active role in finding solutions to the problems facing society. The training offered at the centre enables students to study phenomena in society using social statistics and qualitative analysis. The centre is a vital hub for a plethora of groups and networks that its researchers have developed with colleagues from other institutions and a variety of backgrounds, both in Canada and abroad, particularly in developing countries.

Examples of Recent Publications


Contact

Claire Poitras, Director
385, rue Sherbrooke Est, Montréal QC H2X 1E3; Phone: 514-499-4002; Fax: 514 499-4065; Email: claire.poitras@ucs.inrs.ca; Website: http://www.ucss.inrs.ca/ucs.
CERIS – Bridging migration research, policy, and practice

CERIS (Centre of Excellence for Research on Immigration and Settlement) was established as one of the Metropolis centres of excellence in 1996. Since its beginning, the centre has been a partnership of Toronto’s three universities (Ryerson University, University of Toronto, and York University) and three major community organizations (Ontario Council of Agencies Serving Immigrants, Social Planning Toronto, and United Way Toronto), with representation from the federal, provincial, and municipal levels of government. With a renewed emphasis on bridging migration research, policy, and practice in the post-Metropolis era, CERIS serves as a knowledge exchange hub and network for Ontario’s researchers, policymakers, and practitioners dealing with immigration and settlement issues. It also remains engaged in collaborative research that has relevance to the lives of immigrants, refugees, and other migrant groups. The CERIS website houses an extensive body of research in the forms of Working Papers, Policy Matters, Research Summaries, and a Virtual Library.

Examples of Recent Publications


Contact

Adnan Türegün, Director
Room 801, Kaneff Tower, York University, 4700 Keele Street, Toronto, ON M3J 1P3; Phone: 416-736-5223; Fax: 416-736-5688; Email: turegun@yorku.ca; Website: http://www.ceris.metropolis.net/

Conference Board of Canada

Immigration is one of the areas of focus for the board. Its activities in the area aim to: a) increase the visibility of government commitment to multi-stakeholder dialogue on immigration issues; b) strengthen engagement with business on what business can do to improve immigrant employment outcomes; c) expedite integration of immigrants into the workforce; d) deepen understanding of employers’ needs in relation to immigration; and e) broaden cross-jurisdictional collaboration between different levels of government (federal, provincial, territorial, regional, and municipal).

Examples of Recent Publications

Conference Board of Canada, “Immigrants and Innovation: How to Measure the Return on Your Investment in Immigrants as Innovators,” Executive action (March 2013).
Immigration Research West

Immigration Research West (formerly, Western Consortium on Integration, Citizenship and Cohesion) is an interdisciplinary research network aiming to maintain and enhance existing research capacity and develop the ability to have input from stakeholders and communities in Western Canada. The network is based specifically on the foundations developed by the Prairie Metropolis Centre and Metropolis British Columbia, whose closure has caused an important gap in research capacity.

Examples of Recent Publications


Institute for Research on Public Policy (IRPP)

Founded in 1972, the IRPP is an independent, national, bilingual, and non-profit organization. It seeks to improve public policy in Canada by generating research, providing insight, and sparking debate on current and emerging policy issues facing Canadians and their governments. Its independence is assured by an endowment fund, to which federal and provincial governments and the private sector contributed in the early 1970s.

Examples of Recent Publications


Philip Kelly, “Understanding Intergenerational Social Mobility: Filipino Youth in Canada,” IRPP Study No. 45 (February 2014).
International Migration Research Centre (IMRC)

The IMRC is a research centre whose mandate is to serve as a focal point for debate, research, policy analysis, and proposal development related to international migration and mobility at the global, national, and regional scale. Activities conducted under this mandate include sponsoring research, assisting with the development of research proposals, conducting seminars, organizing and conducting conferences, and linking members of the business community, community organizations, and governmental actors with academic scholars and scholarship.

Examples of Recent Publications


Margaret Walton-Roberts, Jennifer Guo, Keegan Williams, and Jenna Hennebry, “Immigration Policy Changes and Entry to Practice Routes for Internationally Educated Nurses (IENs),” Knowledge synthesis report (March 2014).

Contact

Jenna Hennebry, Director
67 Erb Street West, Balsillie School of International Affairs, Wilfrid Laurier University, Waterloo, ON N2L 6C2; Phone: 226-772-3139; Fax: 226-772-3002; Email: jhennebry@wlu.ca; Website: http://imrc.ca/.

Maytree

Maytree is a private Canadian charitable foundation established in 1982, committed to reducing poverty and inequality in Canada and to building strong civic communities. It seeks to accomplish its objectives by identifying, supporting, and funding ideas, as well as leaders and leading organizations that have the capacity to make change and advance the common good. Its Integration and Diversity Programs include Assisting Local Leaders with Immigrant Employment Solutions (ALLIES), Cities of Migration, and DiverseCity – The Greater Toronto Leadership Program.

Examples of Recent Publications


Contact
Metropolis

Metropolis at Carleton University continues to support the longstanding mandate of the International Metropolis Project to enhance policy through research in the field of migration. With the other Metropolis offices in Amsterdam, Seoul, and Manila, Metropolis contributes to the global migration debate through research. It will continue the expansion of Metropolis’s international network and will offer research-based analysis and advice to organizations in this field of endeavour throughout Canada and the world.

Examples of Recent Publications

N/A

Contact

Howard Duncan, Executive Head
Room 1120, Dunton Tower, Carleton University, 1125 Colonel By Drive, Ottawa, ON K1S 5B6; Phone: 613-520-2600, ext. 3106; Email: Howard.Duncan@carleton.ca; Website: http://www.carleton.ca/metropolis/.

Rural Development Institute (RDI)

Brandon University established the Rural Development Institute (RDI) in 1989 as an academic research centre and a leading source of information on issues affecting rural communities in Western Canada and beyond. The RDI functions as a not-for-profit research and development organization designed to promote, facilitate, coordinate, initiate, and conduct multi-disciplinary academic and applied research on rural issues.

Examples of Recent Publications


Contact

Bill Ashton, Director
270-18th Street, Brandon University, Brandon, MB R7A 6A9; Phone: 204-571-8515; Fax: 204-726-0473; Email: ashtonw@brandonu.ca; Website: http://www.brandonu.ca/rdi/.
Ryerson Centre for Immigration and Settlement (RCIS)

The RCIS aims to be a leader in the transdisciplinary exploration of international migration, integration, and diaspora and refugee studies. In addition to supporting research in these areas, the centre’s mission includes mentoring students and consolidating Ryerson’s reputation as the pre-eminent site of knowledge development and exchange with governments, community organizations, and other academics. The overall goal of the RCIS is to advance policy-related research and scholarship in the areas of immigration and settlement studies, both nationally and internationally.

Examples of Recent Publications


Contact

Harald Bauder, Academic Director
620 Jorgenson Hall, Ryerson University, 350 Victoria Street, Toronto, ON M5B 2K3; Phone: 416-979-5000, ext. 7193; Email: hbauder@geography.ryerson.ca; Website: http://www.ryerson.ca/rcis/.

Wellesley Institute

The Wellesley Institute is a Toronto-based non-profit and non-partisan research and policy institute. It focuses on developing research, policy and community mobilization to advance population health.

Examples of Recent Publications


Contact

Kwame McKenzie, Chief Executive Officer
300-10 Alcorn Avenue, Toronto, ON M4V 3B1; Phone: 416-972-1010, ext. 224; Email: kwame@wellesleyinstitute.com; Website: http://www.wellesleyinstitute.com/.

Western Centre for Research on Migration and Ethnic Relations
Interdisciplinary research conducted by members of the Western Centre for Research on Migration and Ethnic Relations informs public policy and practice that facilitate the well-being of immigrants and ethnic minorities in Canada and internationally. The Centre provides training opportunities for students beyond the borders of their own discipline and internationally, and connects academic researchers with policymakers and community stakeholders.

Examples of Recent Publications


Contact

Victoria M. Esses, Director
Social Science Centre, Western University, London, ON N6A 5C2; Phone: 519-661-2111, ext. 84650; Fax: 519-661-3961; Email: vesses@uwo.ca; Website: http://www.ssc.uwo.ca/MER/MERcentre/.

2. Research Institutions Abroad: A Selected List

Center for Comparative Immigration Studies at the University of California, San Diego [United States]

Center for Immigration Studies [United States]

Center for Migration Studies [United States]

Centre for Migration Policy Research, Swansea University [United Kingdom]

European Research Centre on Migration and Ethnic Relations [Netherlands]

Institute for the Study of Labor [Germany]

International Migration, Integration and Social Cohesion in Europe [Netherlands]

Migration Policy Institute [United States]

Migrations et Société [France]

NORFACE Research Program on Migration [United Kingdom]
3. Researchers

Ather Akbari (Economics Department, Saint Mary’s University, ather.akbari@smu.ca): Labour economics, economics of immigration, and population diversity.

Caroline Andrew (Centre on Governance, University of Ottawa, candrew@uottawa.ca): City and immigrant integration, voluntary sector, and settlement.

Rupa Banerjee (Department of Human Resources Management and Organizational Behaviour, Ryerson University, banerjee@ryerson.ca): Employment integration of new immigrants to Canada, institutional barriers facing new immigrants, and workplace diversity and ethno-racial discrimination, particularly, as it applies to second generation immigrants.

Keith Banting (School of Policy Studies, Queen’s University, keith.banting@queensu.ca): Immigration, inequality, and social integration.

Tanya Basok (Department of Sociology, Anthropology, and Criminology, University of Windsor, basok@uwindsor.ca): Professional certification of former Soviet Jewish physicians in Canada, volunteer retention in community agencies concerned with social justice, Mexican migrant workers in Canada, organized labour’s and grassroots advocacy for migrant rights in Canada and the US.

Ranu Basu (Department of Geography, York University, ranubasu@yorku.ca): Urban social and political geography and planning, diversity and public space – immigrant and refugee communities, urban demography and neighbourhood geographies, and critical Geographic Information Systems (GIS).

Harald Bauder (Department of Geography, Ryerson University, hbauder@ryerson.ca): Political economy of immigration and settlement, labour market experiences of immigrants, and immigration discourses in Canada and Germany.

Morton Beiser (Department of Psychology, Ryerson University, mbeiser@psych.ryerson.ca): Resettlement and health; international health; immigrant and refugee families and children; identity, discrimination, and health; immigrants and the health care system.

Chedly Belkhodja (School of Community and Public Affairs, Concordia University, Chedly.Belkhodja@concordia.ca): Immigration policies and mobility of migrants in the case of less common destinations; and the processes of integration and inclusion.

Judith Bernhard (School of Early Childhood Studies, Ryerson University, bernhard@ryerson.ca): Method of ethnographic study with immigrant
communities, schooling for disadvantaged groups, refugee health and welfare, and intersection of race, class, and gender in experiences of minorities.

**Rupaleem Bhuyan** (Factor-Inwentash Faculty of Social Work, University of Toronto, r.bhuyan@utoronto.ca): Interpretive policy analysis and community-based participatory action research to address the socio-cultural and political context of domestic violence, migration, citizenship, and social rights.

**Antoine Bilodeau** (Department of Political Science, Concordia University, antoine.bilodeau@concordia.ca): Political integration of immigrants in Canada and other Western democracies, and role of pre-migration experiences such as those with political repression, poverty, and gender inequality on immigrants’ political adaptation.

**Monica Boyd** (Department of Sociology, University of Toronto, monica.boyd@utoronto.ca): Ethnic and immigrant stratification, gender and labour market inequalities.

**Paul Bramadat** (Centre for Studies in Religion and Society, University of Victoria, csrs@uvic.ca): Diversity, religion, and immigrant integration.

**Nadia Caidi** (Faculty of Information, University of Toronto, nadia.caidi@utoronto.ca): Information policy, particularly, access to information issues and information rights; and information needs, uses, and practices of various communities, including newcomers and immigrants, Aboriginal people, and other vulnerable communities.

**Liying Cheng** (Faculty of Education, Queen’s University, liying.cheng@queensu.ca): Teaching English as a second language, foreign language teacher education, and academic and professional acculturation of immigrants.

**Wendy Cukier** (Diversity Institute, Ryerson University, wcukier@ryerson.ca): Diversity and immigrant integration.

**Victoria M. Esses** (Department of Psychology, University of Western Ontario, vesses@uwo.ca): Factors influencing the settlement and integration of immigrants in Canada; role of economic and cultural threat and competition in determining attitudes toward immigrants and immigration; dehumanization of refugees and immigrants; and causes and consequences of immigrant unemployment and underemployment in the Canadian labour market.

**Jim Frideres** (Department of Sociology, University of Calgary, frideres@ucalgary.ca): Immigration settlement and integration; and ethnic relations.

**Tony Hernandez** (Department of Geography, Ryerson University, thernand@research.ryerson.ca): Ethnic retailing, retail development, geo-visualization, and business geomatics.
Christina Gabriel (Department of Political Science, Carleton University, Christina.Gabriel@carleton.ca): Citizenship and migration, gender and politics, and regional integration and globalization.

Joseph Garcea (Department of Political Studies, University of Saskatchewan, joe.garcea@usask.ca): Local government reforms, multiculturalism, immigration, and citizenship.

Usha George (Faculty of Community Services, Ryerson University, ugeorge@ryerson.ca): Newcomer settlement and integration; and diversity and organizational change.

Annick Germain (Centre Urbanisation Culture Société, Institut national de la recherche scientifique, annick.germain@ucs.inrs.ca): Immigration and ethnicity related to social patterns occurring in urban environments such as neighbourhoods, public spaces, and living quarters.

Luin Goldring (Department of Sociology, York University, goldring@yorku.ca): Immigration, citizenship and non-citizenship, precarious work.

Denise Helly (Centre Urbanisation Culture Société, Institut national de la recherche scientifique, denise.helly@ucs.inrs.ca): Multiculturalism, citizenship, Quebec’s policy towards cultural minorities, and Muslims in Canada.

Jenna Hennebry (Department of Communication Studies, Wilfrid Laurier University, jhennebry@wlu.ca): Comparative international research on mobility and migration governance with an emphasis on foreign worker programs.

Dan Hiebert (Department of Geography, University of British Columbia, daniel.hiebert@ubc.ca): Immigrant integration into the labour and housing markets of Canadian cities, and socio-cultural changes that accompany immigration, especially, increasing superdiversity of Canadian society.

J. David Hulchanski (Factor-Inwentash Faculty of Social Work, University of Toronto, david.hulchanski@utoronto.ca): Housing, neighbourhood, and community planning issues, including homelessness, discrimination, rental housing, and related social policy and human rights aspects.

Ilene Hyman (Dalla Lana School of Public Health, University of Toronto, i.hyman@utoronto.ca): Social determinants of health, health equity, and immigrant integration and inclusion.

Michaela Hynie (Department of Psychology, York University, mhynie@yorku.ca): Relationships between different kinds of social connections and resilience in different cultural and national contexts, and interventions that can strengthen these relationships at the community level.
Carl James (York Centre for Education and Community, York University, cjames@edu.yorku.ca): Immigrant youth and integration of Caribbean newcomers in Canada.

Jack Jedewab (Association of Canadian Studies, jack.jedwab@acs-aec.ca): Integration, ethnicity, and multiculturalism.

Philip Kelley (Department of Geography, York University, pfkelley@yorku.ca): Labour market trajectories of Filipino immigrants and their children in Toronto and the transnational linkages forged with communities and families in the Philippines.

Will Kymlicka (Department of Philosophy, Queen’s University, kymlicka@queensu.ca): Multiculturalism, welfare state, and social integration.

Nazilla Khanlou (Faculty of Health - School of Nursing, York University, nkhanlou@yorku.ca): Community-based mental health promotion and mental health promotion among youth and women in multicultural and immigrant-receiving settings.

David Ley (Department of Geography, University of British Columbia, dley@geog.ubc.ca): Socio-economic polarization and inequality in Canadian cities, gentrification in comparative context, and international migration of elites.

Peter Li (Department of Sociology, University of Saskatchewan, peter.li@usask.ca): Immigrant social and economic integration, and Chinese integration in Canada.

Lucia Lo (Department of Geography, York University, lucialo@yorku.ca): Immigration, settlement, integration, and urban transformation; settlement services; ethnic entrepreneurship and ethnic economies; Chinese immigrants in Toronto; and GIS applications in immigration studies.

Marie McAndrew (Département d’administration et fondements de l’éducation, Université de Montréal, marie.mcandrew@umontreal.ca): Education of minorities and intercultural education.

Agnes Meinhard (Ted Rogers School of Management, Ryerson University, meinhard@ryerson.ca): Formation, growth, and demise of voluntary organizations; strategic responses of voluntary organizations to changing policy in the Canadian context; comparative studies of voluntary sector partnerships; volunteer behaviour and development; and leadership and organizational change.

Delphine Nakache (School of International Development and Global Studies, University of Ottawa, Delphine.Nakache@uottawa.ca): Securitization of migration and citizenship policies, migration and human rights standards, immigration federalism, employment standards, and pathways to permanent residency for temporary migrant workers.
Reza Nekhaie (Department of Sociology, Anthropology, and Criminology, University of Windsor, nakhaie@uwindsor.ca): Labour market integration of immigrants and social mobility of minority groups.

Hélène Pellerin (School of Political Studies, University of Ottawa, Helene.Pellerin@uottawa.ca): International migration dynamics; migrant workers and transformation of work; and myths and imaginaries of international migration in governance of mobility.

Krishna Pendakur (Department of Economics, Simon Fraser University, pendakur@sfu.ca): Measurement of immigrant well-being, poverty, discrimination, and economic inequality.

Ravi Pendakur (Graduate School of International and Public Affairs, University of Ottawa, pendakur@uOttawa.ca): Ethnicity, immigration, and labour markets; racial labour market discrimination; and empirical analysis.

Valerie Preston: (Department of Geography, York University, vpreston@yorku.ca): Immigration, gender, and immigrant economic integration; immigration and Canadian cities; and transnationalism and citizenship.

Jeff Reitz (Department of Sociology, University of Toronto, jeffrey.reitz@utoronto.ca): Social, economic, and political experiences of immigrant and ethnic populations; and experience of Muslim immigration in France, Quebec, and Canada.

Anneke Rummens (Hospital for Sick Children, anneke.rummens@sickkids.ca): Immigrant/refugee child/youth health and well-being, war-affected newcomer communities, cross-culturally competent health service delivery, and international health research.

Izumi Sakaomto (FacEng Inwentash Faculty of Social Work of Social Work, University of Toronto, izumi.sakamoto@utoronto.ca): Anti-oppression, empowerment, globalization, community organizing, qualitative research, and decolonization of dominant knowledge through community-based and arts-informed research.

Myer Siemiatycki (Department of Politics and Public Administration, Ryerson University, msiemiatycki@politics.ryerson.ca): Canadian politics, immigration policy, labour policy, municipal politics, and voting behaviour among ethnic groups.

John Shields (Department of Politics and Public Administration, Ryerson University, jshields@politics.ryerson.ca): Alternative service delivery and partnerships between governments and the third sector, public administration reform, labour market restructuring with a focus on contingent work and immigrant populations, knowledge transfer in support of public policy and advocacy, and comparative examination of settlement services.

Mikal Skuterud (Department of Economics, University of Waterloo, skuterud@uwaterloo.ca): Labour economics, especially, in the areas of
immigration policy, job search, and labour market regulations affecting the hours that people work.

**Arthur Sweetman** (Department of Economics, McMaster University, arthur.sweetman@mcmaster.ca): Immigration and economics and labour markets.

**Evangelia Tastsoglou** (Department of Sociology and Criminology, Saint Mary’s University, evie.tastsoglou@smu.ca): Gender and immigration; and economic integration of immigrant women.

**Carlos Teixiera** (Department of Geography, University of British Columbia Okanagan, carlos.teixeira@ubc.ca): Immigration, housing, and settlement.

**Erin Tolley** (Department of Political Science, University of Toronto, erin.tolley@utoronto.ca): Immigration, multiculturalism, and citizenship.

**Adnan Türegün** (CERIS, turegun@yorku.ca): Settlement workers and professionalization; settlement service organization; and immigrant settlement and integration.

**Madine VanderPlaat** (Department of Sociology and Criminology, Saint Mary’s University, madine.vanderplaat@smu.ca): Immigrant families and integration.

**Margaret Walton-Roberts** (Department of Geography and Environmental Studies, Wilfrid Laurier University, mwaltonroberts@wlu.ca): Indian emigration and transnational migrant networks, and immigration to second- and third-tier cities in Canada.

**Shuguang Wang** (Department of Geography, Ryerson University, swang@ryerson.ca): Immigrants’ settlement patterns; immigrants’ economic performance; and ethnic economy.

**Lori Wilkinson** (Faculty of Arts, University of Manitoba, Lori.Wilkinson@ad.umanitoba.ca): Immigrant integration, youth and school-to-work transitions, and race and ethnic relations.

**Elke Winter** (Department of Sociology and Anthropology, University of Ottawa, elke.winter@uottawa.ca): Migration, ethnicity, multiculturalism, and national identity.

**Christopher Worwick** (Department of Economics, Carleton University, Christopher.Worwick@arleton.ca): Economics of immigration, economics of education, and labour supply.

**Jelena Zikic** (School of Human Resource Management, York University, jelenaz@yorku.ca): Unemployment and coping processes, career adaptability processes and career development theory building, study of career transitions of diverse populations, and cross-cultural studies.
Appendix C: Annotated Bibliography

1. In Alphabetical Order


This paper provides preliminary results from the IMDB panel database on the earnings distribution and earnings mobility of Canadian immigrants over their first post-landing decade in Canada. The study examines only the 1982 landing cohort of immigrants and follows them through to 1992. It examines earnings outcomes by four immigrant admission categories (independent economic immigrants, accompanying economic immigrants, family class immigrants, and refugees) and separately for men and women. There was indeed a substantial increase in the real earnings of 1982 immigrants over their first 10 post-landing years in Canada. Annual earnings were initially highest for independent economic immigrants (all of whom are principal applicants) and lowest for refugees. But the growth rate of earnings was highest among refugees, so that by the 10th post-landing year refugees had the second-highest annual earnings levels after independent economic immigrants. Earnings inequality among immigrants in the 1982 landing cohort changed over the ensuing decade in a manner consistent with onward migration beyond Canada from the top end of the immigrant earnings distribution. In fact, sample attrition in the IMDB database was greatest among independent economic immigrants, followed by refugees. Earnings mobility was substantially greater for immigrants than for earners as a whole in the Canadian labour market, and declined with years since landing for both male and female immigrants. Earnings mobility was also greater among immigrant women than among immigrant men. The results indicate that the point system is effective in admitting higher-earning immigrants who succeed in moving ahead in the Canadian labour market, but suggest that onward (or through) migration among the most skilled immigrant workers may be a policy concern.


This study uses longitudinal IMDB micro data to document the annual earnings outcomes of Canadian immigrants in four major admission categories (skill-assessed independent economic principal applicants, accompanying economic immigrants, family class immigrants, and refugees) and three annual landing cohorts (those for the years 1982, 1988, and 1994) over the first 10 years following their landing in Canada as permanent residents. The findings provide a 10-year earnings signature for the four broad immigrant admission categories in Canada. The study’s first major finding is that skill-assessed economic immigrants had consistently and substantially the highest annual earnings levels
among the four admission categories for both male and female immigrants in all three landing cohorts. Family class immigrants or refugees generally had the lowest earnings levels. An important related finding is that refugees exhibited substantially the highest earnings growth rates for both male and female immigrants in all three landing cohorts, while independent economic or family class immigrants generally had the lowest earnings growth rates over their first post-landing decade in Canada. The study’s second major finding is that economic recessions appear to have had clearly discernible negative effects on immigrants’ earnings levels and growth rates. Moreover, these adverse effects were much more pronounced for male immigrants than for female immigrants.


This study examines the earnings mobility of Canadian immigrants using the large IMDB microdata file. It examines earnings transition matrices of immigrants over 10 years after landing in Canada for three landing cohorts – 1982, 1988, and 1994. Immigrants also arrive under four separate admission classes: independent economic, other economic, family class, and refugees. The study reports five major empirical findings. First, overall earnings mobility was slightly greater for male immigrant earners than for male workers as a whole in the Canadian labour market, but was considerably greater for female immigrant earners than for all female earners in Canada. But both male and female immigrants over their first decade in Canada were much more likely to experience downward earnings mobility than were all earners of the same gender in Canada. Second, across the four immigrant admission classes, independent economic immigrants have markedly the highest average probability of moving up and the lowest probability of moving down the earnings distribution. Third, overall earnings mobility is slightly higher for female than male immigrants – opposite to the situation for workers as whole in Canada. Fourth, the degree of immigrant earnings mobility declines over immigrants’ first 10 post-landing years in Canada as they integrate into the Canadian labour market. Fifth, overall earnings mobility across landing cohorts has shown only minor changes between the 1982 and 1994 cohorts, where the average probability of moving up has significantly increased and the average probability of moving down has significantly decreased. The early 1990s economic recession is seen to have had substantial negative or dampening effects on immigrant earnings mobility for the 1988 landing cohort.


Canada has the second highest rate of immigration in the world and retains a very high rate of conversion of new immigrants into citizens. But naturalization rates are now beginning to fall at a time when the federal government approach both to the operation of multicultural policies and to the funding of civil society has been subject to a profound restructuring of welfare institutions that has downplayed group claims to civic entitlements and emphasized the insertion of immigrants into the labour market. This article draws on documentary evidence and interviews with chief executives of immigrant serving organizations in an Ontario city to show how these changes have affected the role of civil
society in immigrant settlement. It argues that the Canadian case provides strong support for the view that the impact of civil society on immigrant political integration is governed by opportunities and constraints in the political environment in which it operates. The article explores recent changes in immigration and settlement policy – in particular a “withdrawal of symbolic support for immigrant organizations” from the federal government and what this means for collective settlement and integration – and Canadian citizenship. The author argues that Canadian immigration policy and the role of civil society in implementing that policy have changed to accommodate a citizenship that is more “individualistic and contractarian,” and that policies that focus on “settlement service delivery” effectively turn immigrant civil society into “an enterprise concerned with the integration of individual new immigrants into the labour market, making it harder to articulate group claims on the basis of ethnicity, religion or language.”


This paper explores the fertility patterns of immigrant children to Canada, using the 20 percent sample of the Canadian Census from 1991 through 2006. Fertility increases with age at immigration, with a sharp rise for those immigrating in their late teens and this pattern is similar for all countries of origin. Proficiency in official languages does not seem a key mechanism through which age at immigration affects fertility – fertility of immigrants with an official mother tongue also differs from that of natives. Formal education, however, matters as college graduates who arrived to Canada at any age before adulthood show similar fertility patterns as their native peers, whereas fertility of those who did not reach tertiary education rises with age at migration.


This study looks at how newcomers survive poor labour market access, adverse working conditions, and the broader conditions that make them vulnerable to exploitation. This research looks at immigrants’ resiliency and use of informal economic activities to survive as a response to being denied and shut out of traditional formal economic avenues. The collaborative community-led project conducted 453 surveys and a series of in-depth semi-structured interviews with newcomers in Toronto’s East end. The findings highlight the prevalence of poor employment conditions and the reliance on informal economic activity in the cash economy for survival.

This report describes, details, and examines changes to Canadian policies affecting immigration, temporary entry to Canada, and citizenship, as well as the way in which reform was undertaken, including a dramatic increase in ministerial powers and the use of omnibus legislation. This report critically analyzes the individual and cumulative impact of these changes for Canada, arguing that the future of Canada will be negatively affected by the recent emphasis on short-term labour market needs, the lack of evidence-based policies, a retreat from traditional democratic processes, and a less welcoming environment for immigrants and refugees. The authors propose that it is time for a national conversation on the kind of country Canada wants to be and how immigration and related policies can help us get there.


This report highlights the impact evaluation conducted by Accenture of mentoring programs on skilled immigrants’ ability to integrate into the labour market. Key findings show that mentees significantly improved their economic standing 12 months after mentoring. On average, unemployment decreased from 73 percent at the time of mentoring to 19 percent 12 months later. Full-time earnings increased from $36,905 to $59,944, an improvement of 62 percent. This report is based on 292 survey respondents (mentees) who completed mentorship programs.


This chapter explores questions related to political and administrative actors’ roles in decision making on settlement and integration activities and policy, looking specifically at the growing role of municipal governments in settlement policy and activities. The chapter also examines the role of social actors in influencing government policy on immigration settlement, looking specifically at the role of francophone minorities and associations attempting to influence federal settlement policies. The chapter focuses on the emerging role of municipal governments and minority francophone interests in federal immigration and settlement policy, and makes the argument that the collaboration among these levels of government will lead to improved policies.


The authors first describe examples of immigration point systems which allocate points based on spousal characteristics (Canada’s Federal Skilled Worker Program, the Quebec selection system, and the Australian point system). Next, they review the literature on the selection of skilled immigrants with a focus on papers differentiating between the
performances of skilled worker principal applicants (PAs) and their spouses. They then
develop an economic model based on the immigrant selection model of Kugler and Sauer
(2005) that has been extended to consider the covariance between the skills of the PA and
the skills of the spouse. A number of different point systems are considered which can be
differentiated based on whether and how the spouse’s skill level is a factor in determining
the PA’s admission. The study shows that including the spouse’s skill level can raise the
average skill level of both the PAs and the spouses but that this will reduce the size of the
immigrant intake. The authors also argue that including the spouse’s skill level can reduce
the likelihood of spouses being admitted with very low levels of skill (likely due to language)
who are unlikely to integrate effectively into the Canadian labour market. Finally, the
authors describe how their model could be extended and then used with actual applications
data to help develop an optimal selection system with the goal of maximizing the average
skills levels of immigrants admitted (Skilled Worker PAs and their spouses) for a given level
of annual intake in the program.


The potential role of the public library in the lives of immigrant women is explored by in-
depth interviews with nine female immigrants to Norway from Iran, Afghanistan, and
Kurdistan. The research utilizes social capital theory, the concepts of communities of
practice and legitimate peripheral participation, as well as the concepts of high intensive
versus low intensive meeting places. The results indicate that the library plays different
roles in the different stages in the respondents’ experiences as immigrants. It allows for
legitimate peripheral participation when the immigrants move from observing at a distance
to more active participation. The library functions as a high intensive as well as a low
intensive meeting place and seems to contribute to building social capital in a variety of
ways.

Mobility among the Children of Canadian Immigrants.” Canadian Public Policy

The education outcomes of children born in Canada to immigrants are only weakly
associated with the education levels of their parents. The intergenerational association in
schooling levels is about three times as strong for the general population. The authors also
find that the intergenerational transmission of education has not changed across the birth
cohorts of the postwar period, and that upward mobility of educational attainment is more
likely among second-generation Canadians raised by immigrant parents with low education
than among Canadians with native-born parents. This overall positive view of mobility
across the generations among immigrants is tempered by the fact that some children,
particularly boys from certain communities, face significant challenges in making progress.

This note focuses on the rapidly evolving role of provinces in immigrant selection through Provincial Nominee Programs (PNPs). While past years have seen their significant expansion and diversification, research and policy response seem to lag behind: literature on PNPs remains scarce. This note offers preliminary observations on the new dynamics in the immigration system arising as a result of the nominee programs. It sets out background on PNPs, situating them vis-à-vis federal skilled worker and Canadian Experience Class, outlines emerging trends, and discusses challenges associated with the increasingly complex policy landscape of the two-tiered immigrant selection system.


This manuscript offers an examination of the increasingly precarious nature of the nonprofit service providing sector in Canada, with insights into the effects of employment precarity among non-profit providers themselves, as well as the impact of precarity within the broader communities they service. Through the use of in-depth qualitative interviews with non-profit management and workers, and a review of recent empirically based studies and emerging non-profit literature, this study describes how the sector is strategically situated to reflect upon the impact that employment precarity has on clients and respond to it, and how the workforce itself is one that is characterized by high levels of precarity due to such factors as inadequate and unstable government funding. This analysis highlights the manifestations of precarity at multiple levels and their layered interactions.


In this paper, the authors document the economic outcomes of elderly immigrants to Canada. Specifically, they aim to describe the extent to which elderly immigrants may have low income (are “in poverty”) and their interactions with the Canadian income transfer system. The study has two main parts. First, using a combination of administrative and survey data, the authors describe the age dimensions of immigration to Canada since 1980, and the evolution of policies directed towards older immigrants (i.e., immigration selection, and eligibility for age-related social security programs). Second, using the SCF and SLID surveys spanning 1981 through 2006, they document the composition and levels of income for immigrants to Canada. They estimate the degree to which older immigrants support themselves, either through working, or living with relatives, as well as the degree that they rely on various income transfer programs, especially OAS, GIS, and Social Assistance (SA). The authors also summarize older immigrants’ overall living standards, and the extent to which they live in poverty (have “low incomes”). Throughout the paper, the authors also explore the family dimensions to the outcomes of older immigrants: distinguishing between individual and family sources of income, as well as outlining differences in the living arrangements (family structure) of older immigrants, and the implications for measures of their well-being. The evidence suggests that older immigrants, especially those in Canada less than 10 years, have very poor economic outcomes. These poor outcomes are compounded (though not caused) by ineligibility for age-related transfer programs.

This study investigates post-migration educational investment among newly arrived immigrants and examines the effect of post-migration education on new immigrants’ labour market integration, as measured by earnings and occupational status. The results indicate that younger immigrants who are already well educated, fluent in English or French, and worked in a professional or managerial occupation prior to migration are most likely to enroll in Canadian education. But acceptance of previous work experience by Canadian employers lowers the likelihood of enrolling in further education. Financial capital was not found to affect participation in post-migration education. Those immigrants who did enroll in post-migration education enjoyed an earnings advantage and were more likely to work in a professional or managerial job. The effect of post-migration education was greater for immigrants whose previous work experience was not accepted in Canada.


Immigrant integration is currently a prominent issue in virtually all contemporary democracies, but countries in which the historic population itself is deeply divided – particularly those with substate nations and multiple political identities – present some interesting questions where integration is concerned. The existence of multiple and potentially competing political identities may complicate the integration process, particularly if the central government and the substate nation promote different conceptions of citizenship and different nation-building projects. What, then, are the implications of minority nationalism for immigrant integration? Are the added complexities a barrier to integration? Or do overlapping identities generate more points of contact between immigrants and their new home? This article addresses this question by probing immigrant and non-immigrant “sense of belonging” in Canada, both inside and outside Quebec. Data come from Statistics Canada’s Ethnic Diversity Study. The results suggest that competing nation-building projects make the integration of newcomers more, rather than less, challenging.


This descriptive report uses three different data sources, the CIC landings data, the Longitudinal Survey (IMDB), and the 2011 National Household Survey (NHS), to provide highlights and an overview of francophone immigrants in Ontario, including immigrant programs, geographic location, and labour market experiences and outcomes.

This paper considers how Philippine migrants prepare themselves and are prepared by others for immigration to Canada. In particular, it emphasizes how class-differentiated migrants are rendered socially homogenous as they are encouraged to be “grateful” transnational citizen subjects throughout their migration trajectories, commencing with initial decisions to migrate. Preparations for migration include individual decisions to increase marketability by acquiring particular kinds of skill sets matched to one of a variety of immigration streams. Despite such individual projects, the inequalities associated with gendered and racialized characteristics of Philippine migration trajectories and class dynamics are enduring for many migrants, though not all. Historical structural processes shaping the contours of global migration in the example of Philippine-Canada migration are compounded by the contradictory practices and outcomes associated with various preparations for migration. Current reforms to Canada’s immigration system to a “just-in-time” model promise to cause major disruptions to long-held migrant plans. Meanwhile, migrants are preconditioned to accept uncritically the multiple forms of subordination encouraged through the policies of multiple states and to accommodate themselves to new immigrant/citizen social identities which are devalued in a multiplicity of ways. This paper shows how, through the collusion of agents that migrants encounter in multiple sites, the disciplining of mobile citizens becomes more formalized and the contradictions between migrant ambition and neoliberal imperatives more visible.

Bauder, Harald (ed.). 2012. Immigration and Settlement: Challenges, Experiences, and Opportunities. Toronto: Canadian Scholars’ Press.

This book is comprised of a selection of papers that were presented at the international conference “Migration and the Global City” at Ryerson University, Toronto, in October of 2010. Through the use of international and Canadian perspectives, the book examines the contemporary challenges, experiences, and opportunities of immigration and settlement in global, Canadian, and Torontonian contexts. This text approaches immigration and settlement from various thematic angles, including: rights, state, and citizenship; immigrants as labour; communities and identities; housing and residential contexts; and emerging opportunities.


Canada’s approach to immigration faces major challenges, and requires reform if Canada is to meet the international competition for skilled immigrants, according to this policy study. The authors assess the strengths and weaknesses of the current point system used to screen new arrivals. They identify the policy levers that affect the attributes and success rates of new arrivals, and break new ground by providing a tool to measure those impacts. Their policy recommendations make essential reading for all who care about the tough questions of immigration policy.

The author reviews developments on the immigration issue in the Greater Moncton Area of Southeastern New Brunswick. Over the last few years, political, economic, and community stakeholders have become more sensitive to the issue and have launched new initiatives to make immigration a lever for economic development. However, a number of major hurdles remain in a city that is not accustomed to ethnic diversity and difference. The article outlines key challenges for the area, as older immigrant groups and “historical” actors are reluctant to embrace plurality and welcome new immigrants.


This research uses various sources of information to learn more about the diversity of Francophone minority communities (FMCs) in Canada and the factors that determine their vitality by establishing a typology for FMCs and a classification system based on the identified criteria. The objective is also to gain insight from the communities themselves with respect to the factors that contribute to their vitality and the differences between them. The results are summarized into three sets of portraits: 1 – key departments concerned; 2 – specialized Francophone organizations; and 3 – portrait of five Francophone communities.


This issue of Canadian Diversity offers a series of articles focusing on issues related to international students and immigration policies in Canada and other countries. The studies included in the issue address the topic on the basis of both empirical and qualitative research. The first section presents the Canadian experience. The overall picture which emerges is that the recruitment and retention of international students depend on several factors going beyond the role of governments and universities. In the context of economic migration, it is not enough to attract the desired clientele; there is also the need to develop mechanisms for greater collaboration between the various actors involved in immigration issues, including provinces, Canadian municipalities, the educational institutions, and economic stakeholders.


This report examines how the skills needs of immigrants differ from those of the native-born, identifying a set of immigrant-specific challenges. It provides a review and critique of the various targeted, mainstream, and employer-led skills development policies and interventions, and presents recommendations for the best return on investment with regards to these policies for immigrants. This report is a part of a series of reports on workforce development issues and planning.

This report examines scholarly literature from 2000–2010 in order to explore how bonding and bridging activities of ethno-specific organizations (ESO) and multi-cultural organizations (MSO) might help immigrants to integrate into Canadian society. The report discusses markers of economic, social, cultural, and civic integration of immigrants and what is known regarding the pathways between integration and social capital available through ESO and MSO immigrant-serving organizations. The authors suggest that there are important differences in the social capital provided by ESOs and MSOs, and that integration outcomes also differ for clients. They point to the fact that services and activities provided by ESOs often have unique informational, moral, and emotional supports that are not always available through the multi-cultural and mainstream organizations.


Au Canada, l’immigrant récent est souvent en meilleure santé que le non-immigrant. L’état de santé des sous-groupes d’immigrants (ethniques, culturels, linguistiques) est moins bien connu. En utilisant des données de l’Enquête sur la santé dans les collectivités canadiennes 2005 (Cycle 3.1), les associations entre trois caractéristiques des immigrants (1-temps écoulé depuis l’immigration, 2-être une minorité visible, 3-parler une langue officielle) et trois indicateurs de santé (1-santé générale perçue, 2-santé mentale perçue, 3-index de masse corporelle (IMC)) ont été modélisées à l’aide de régressions logistiques multiples pour les immigrants des régions métropolitaines de recensement de Montréal, Toronto et Vancouver. Elles ont été ajustées pour des facteurs sociodémographiques. Les immigrants récemment arrivés qui appartiennent à une minorité visible sont moins susceptibles d’avoir une mauvaise santé perçue, tant générale que mentale que les non-immigrants. Ceux qui n’appartiennent pas à une minorité visible ne présentent pas ces associations. Les immigrants qui ne parlent pas une langue officielle sont plus susceptibles d’avoir une mauvaise santé générale perçue que les non-immigrants. À Toronto et Vancouver, les immigrants tendent à être associés à un IMC moindre que les non-immigrants alors que ce n’est pas le cas à Montréal. Cette étude témoigne de la présence du phénomène de l’immigrant en bonne santé au Canada mais démontre qu’une grande variabilité existe entre les sous-groupes d’immigrants. Ces constats sont importants pour une planification adéquate des services aux immigrants.

This report assesses how new immigrants to Sweden fare in the country’s labour market. The report shows that employment rates during newcomers’ initial years in Sweden are relatively depressed for low-educated refugees and migrants who come based on family ties, in comparison to natives and labour migrants from EU countries. Since Sweden’s refugees and family arrivals are not selected through employment-related criteria, they are likely to lack locally in-demand skills and are often out of work in the years immediately after arrival. The obstacles these groups face can be exacerbated by certain features of Sweden’s labour market, such as high minimum wages, a relatively small pool of low-skilled jobs, and stringent employment protection for permanent work. Non-EU labour migrants are also more concentrated in low-skilled jobs and have lower average annual earnings than both EU migrants and natives. Over time, however, all newcomers to Sweden have on the whole improved their employment rates, displayed income growth similar to natives, and moved into middle-skilled positions.


Building welcoming communities is as much a local project as a national one. This volume explores the activities of provincial and municipal governments, as well as a range of other important local societal players. Case studies of each of the provinces, as well as the territories, are included, as are chapters on the history of federal-provincial cooperation in immigration, and the development of provincial multiculturalism policies and programs. Each chapter provides an overview of immigration, settlement, and diversity in the province or territory, an examination of the key players in the integration and inclusion of newcomers and minorities, and a discussion of specific challenges. This allows comparisons and an exploratory mapping of the range of participants and the investments – both human and financial – that have been made in the integration and inclusion of newcomers and minorities at the provincial level.

Bishop, Neil. 2013. “Canadian Immigrant Economic Integration: Do Overseas Policy Interventions Work?” A research essay submitted in fulfillment of the requirements for PAPM 4908 as credit towards the degree of Bachelor of Public Affairs and Policy Management [Honours], Arthur Kroeger College of Public Affairs, Carleton University, Ottawa.

This paper examines why newcomers to Canada are unable to access the same employment opportunities as native-born Canadians and explores whether or not these barriers to economic integration are addressed in overseas policy interventions such as the Canadian Immigrant Integration Program (CIIP) and the Canadian Orientation Abroad program. The paper argues that immigrants’ economic and social outcomes can be improved through overseas policy interventions that equip them with the tools and knowledge necessary to move beyond the minimal threshold of economic integration once they arrive in Canada. Drawing on public records (including evaluations) of two overseas programs, government publications, academic research, and interviews with a CIIP project manager and a federal official, the paper also includes recommendations based on whether or not each program sufficiently addresses identified barriers to economic integration.

This report highlights the importance of the immigrant population for the growth of Ottawa as a city and discusses and highlights key challenges that immigrants face in achieving social and economic integration. This report presents a social and economic portrait of immigrants and their experiences in Ottawa, using data from the 2006 Census.


In this paper, the authors show that the decline in the relative wages of immigrants in Canada is far from homogenous over different points of the wage distribution. The well-documented decline in the immigrant-Canadian born mean wage gap hides a much larger decline at the low end of the wage distribution, while the gap hardly changed at the top end of the distribution. Using standard OLS regressions and new unconditional quantile regressions, the authors show that both the changes in the mean wage gap and in the gap at different quantiles are well explained by standard factors such as experience, education, and country of origin of immigrants. Interestingly, the most important source of change in the wages of immigrants relative to the Canadian-born is the aging of the baby boom generation that has resulted in a relative increase in the labour market experience, and thus, in the wages, of Canadian-born workers relative to immigrants.


This presentation highlights how immigrants experience discrimination based on language, accent, and race, looking at findings from the Ethnic Diversity Survey and focusing on how ethnic and linguistic communities perceive their circumstances in Canada regarding discrimination. Findings highlight how visible minority immigrants experience the most discrimination in Canada, with 3rd generation visible minorities (42%) experiencing even more discrimination than 2nd (36%) and 1st generation (34%) visible minority immigrants. Visible minorities who are Black and 3rd generation (61%) experience the most discrimination relative to all other visible minorities across Canada. Across Canada, discrimination is experienced mostly because of race; in Quebec, it is visible minorities who have a mother tongue other than French who experience the most discrimination.

This project assesses the relationship between language proficiency and civic participation, comparing immigrants to the Canadian-born. Two core questions are addressed: 1) what are the relationships between language knowledge and the level and type of civic participation within the immigrant population? More specifically, do knowledge and use of English and/or French increase the likelihood of civic engagement by immigrants? 2) Do immigrants, particularly those with low levels of proficiency differ from the Canadian-born in the type of civic participation? These questions are answered with information from the 2002 Ethnic Diversity Survey, focusing on rates of associational participation, volunteering, voting, and sense of belonging. The data show that official language skills are associated with the levels and types of civic participation among the foreign-born.


This paper studies the role played by linguistic enclaves on the economic integration of immigrants to Canada. Linguistic enclaves are defined as groups of people who are similar with respect to languages used on their jobs. A five-category classification of major types of linguistic enclaves is produced, using responses to two questions on the Canadian 2006 census of population: language most often used on the job and language(s) regularly used at work. Two core questions are asked: 1) What factors influence the likelihood of employment in linguistic enclaves; and 2) What are the impacts of working in linguistic enclaves on earnings? These questions are answered by examining the economic integration of immigrant allophone women and men age 26-64 who were employed in 2005 or 2006 and who were enumerated in the 2006 Canadian census of population. The investigation shows that levels of language proficiency are important factors determining the type of language enclave where individuals are employed. Further language at work mediates much of the observed impacts of language proficiency on earnings. Wage determination models also confirm that employment in linguistic enclaves conditions weekly earnings; allophone immigrants who use non-official languages at work have lower wages than those who use only English at work.


This paper outlines CIC’s Community Connections program and the importance of local-level place-based and twofold settlement approaches. Looking specifically at the Local Immigration Partnerships (LIPs) and the two-way approach for settlement that fosters active and meaningful connections between newcomers and host communities, and enables newcomers to develop a sense of belonging while helping communities better understand the interests and potential contributions of newcomers.

The study was designed to help settlement service providers anticipate new developments and bolster their capacities so they are better able to partner with governments and other stakeholders to meet the challenges facing newcomers and the communities where they reside. The report argues that the settlement sector’s strategic capacities are unique and that the sector’s strengths cannot be replicated by other agencies, thus constituting a durable, strategic advantage. The report offers 15 recommendations aimed at clarifying the sector’s strategic directions and capacities.


The core of this report is based on a detailed analysis of 19 case studies of settlement initiatives from across Canada with the aim of identifying excellent practices in settlement service delivery and a process for replicating them. Detailed face-to-face interviews were then conducted with senior agency officials responsible for the initiatives using a specially developed interview guide that focused on the underlying features that contributed to the effectiveness of these initiatives. This approach sought to understand and explain the success of such promising initiatives by understanding the internal (within the organization) and external (environmental) at play. In understanding this, the authors propose an innovation cycle to equip the settlement sector with “a machinery for capitalizing on its ingenuity and leadership” – that would, over time, “improve newcomer integration outcomes and host community receptivity.” This study and recommendations underpin how success in institutionalizing innovation is still premised on a shared interest by the settlement sector and by government agencies to develop and support the sector’s capacity.


The research project highlights how social enterprise business model provide a compelling framework through which to mobilize and enhance newcomers’ skills as they ease and accelerate the settlement process. Research highlights from an online survey and in-depth case studies profile these experiences and immigrant characteristics, affirming that having an array of effective community partnerships, particularly with business development and settlement organizations, has been the primary condition for successfully developing an immigrant social enterprise. The research identifies a number of conditions for enterprise success, the most important being direct support from settlement organizations and business development organizations helping with business plan development, management skills, and marketing. Partnerships and networking are also cited as a key factor in overcoming the many challenges immigrants face in starting a social enterprise. A number of other factors and examples are detailed in this study.

This document provides a brief overview of the January 27, 2011 conference, which highlighted projects that have utilized community engagement and community organizing practices to enhance access, equity, and inclusion and ultimately to pursue real systemic change in the province of Ontario. The session “Smart Settlement: Current Dispersion Policies and Community Engagement Model for Sustainable Immigrant Settlement in Ontario’s Smaller Communities” highlighted the importance of having an engaged participation of newcomer and immigrant communities in programs, services, and policies that impact them.


This research report is the result of a pan-Canadian study conducted by the CCCBET that focused on the integration of immigrants into the labour market outside of major urban centres. Since the research began in January 2010, 152 immigrants as well as employment counsellors and executive directors from 12 organizations located in British Columbia, Ontario, Quebec, and the Atlantic Region have participated in the project. The goal of the research is to contribute to a better understanding of immigrants’ pathway towards social and occupational integration as well as to share best practices pertaining to the employment integration of newcomers outside urban hubs. The chosen methodology dictated that data be collected through two self-administered surveys, 60 semi-structured interviews with open-ended questions, and four regional roundtables. Analysis of the data shows that very recent immigrants and employability training organizations located outside the major Canadian cities face a double challenge that pairs typical integration difficulties with region-specific obstacles. The constraints encountered vary from one province to another and even from one community to another, a heterogeneity reflected in the rich diversity of intervention approaches rooted in the realities of unique local socioeconomic profiles. The implementation of the potential solutions that emerged from this study – whose goal is to address the many challenges catalogued and thereby facilitate the social and professional integration of foreign-trained individuals – will require the concerted involvement of all stakeholders.


This article discusses the implications of the recent increase in temporary migration for a country that relies on immigration for its development. The shift from nation building towards temporary migration has serious implications. It affects the workers, as their status makes them more vulnerable to exploitation and Canadian society as a whole, and the workers cannot integrate and contribute to their full potential.

This special issue brings policy-relevant empirical analyses in areas that intersect with Charles Beach’s research interests in the labour market, including the broad themes of income, immigration, and inequality. The papers span a variety of policy-relevant aspects of these themes, including: labour market outcomes in Quebec; population growth inequality; university characteristics and labour market outcomes; immigration policy and training; immigration policy design and labour market outcomes; inter-generational education mobility among immigrant children, affirmative action quotas, and skills acquisition; social networks and labour market outcomes; and the incidence of the Guaranteed Income Supplement in the retired population. The fact that many of the authors of these papers are former graduate students of Beach’s is a testament to the significant impact he has had in mentoring generations of economics researchers in Canada.


The concept of access to mental health services includes cultural responsiveness and effectiveness as well as mental health promotion and prevention. Research on immigrant access must consider cultural factors which affect the next generation and must examine mental health outcomes. Improving immigrant access will ultimately benefit all Canadians.


The objective of this evaluation is to provide an evidence-based assessment of the relevance, design, delivery, and performance of the CIC-funded Immigrant Settlement and Adaptation Program (ISAP). The evaluation identifies opportunities to improve the ISAP and to inform future developments. Program review and evaluation included key informant interviews with CIC management, CIC staff, and provincial/territorial representatives; surveys with SPO managers and staff who delivered ISAP A and ISAP B projects, and with clients (814 survey respondents), as well as focus groups, a document and literature review, and an analysis of CIC administrative data. A number of findings are revealed, with one of the most prevalent positive impacts of ISAP being that it improved newcomers’ ability to identify and address their settlement needs and to learn about other services in their community that can help them – including support in finding employment. The report offers a number of recommendations to improve the ISAP, including enhancing coordination between partners, investing in building the capacity of delivery partners, and strengthen performance measurement.

Knowledge Framework documents are the foundational building blocks of CIC’s Policy Research and Data Plan which outlines departmental priorities in policy research, data development, partnerships, and knowledge management, and also the research and data projects planned for the fiscal year. Knowledge Frameworks are evergreen documents drafted by R&E through ongoing dialogue and consultations with the CIC program and policy branches directly implicated in the associated policy/program areas. The primary objectives of a Knowledge Framework are to identify key knowledge and data gaps and frame the ensuing policy relevant research questions; support the business planning process by helping to prioritize and determine research projects and facilitate collaboration on, and leverage of, policy relevant research, data, and knowledge management/dissemination initiatives through governmental and non-governmental partnerships.


Facts and Figures 2012 presents the annual intake of permanent residents by category of immigration and of temporary residents by yearly status from 1988 to 2012. The report also shows the number of temporary residents present on December 1 of each year for the same period. The main body of the publication consists of a series of statistical tables and charts covering the 10-year period from 2003 to 2012. The report is divided into two main sections, one depicting selected characteristics for permanent residents, and the other for temporary residents. All statistical information provided in this publication is derived from CIC’s administrative data files where transactions with the department are recorded. In this report, however, the key reporting unit is the individual rather than the number of visas or permits issued.


Research comparing the labour market performance of recent cohorts of immigrants to Australia and Canada points to superior employment and earnings outcomes in Australia. Examining Australian and Canadian Census data between 1986 and 2006, the authors find that this performance advantage is not driven by differences in broader structural and macroeconomic labour market conditions affecting all new labour market entrants. Rather, the results from comparing immigrants from a common source country -- either the U.K., India, or China -- suggest that the advantage, particularly in earnings, primarily reflects a difference in the source country distribution of Australian immigrants. Moreover, the recent tightening of Australian selection policy, most notably its use of mandatory pre-migration English-language testing, appears to be having an effect primarily by further shifting the source country distribution of immigrants away from non-English-speaking source countries, rather than in identifying higher-quality migrants within source countries.

This study can be seen as a response to this growing national conversation and a reflection of CCMW’s values and continued commitment to the plurality of Muslim communities. It represents an attempt to cast light on the existing agency of and provide space for Canadian Muslim women who wear the niqab to speak for themselves. The findings of this report paint a dynamic, engaging picture of Canadian women who wear the niqab and challenge many of the mainstream presumptions and stereotypes that are presented in the media, policy circles, and the wider public. A total of 81 women who wore the niqab participated in this study, 38 of whom responded to online surveys, 35 who participated in focus groups in Mississauga, Montreal, Ottawa, and Waterloo, and 8 who participated in in-depth individual interviews. It is the researcher’s hope that this paper will help build a more inclusive Canada by developing a greater understanding among policy officials, the media, and the public, by providing them with knowledge about Muslim women and the niqab that is rooted in the voices of Muslim women themselves.


Researchers have long posited that immigrant social structures play an important role in the settlement and adaptation of immigrants in most host countries, including Canada. Recent studies report that immigrant organizations can have divergent effects on the economic outcomes of the communities they serve. However, the topic has yet to be addressed adequately for lack of systematic information on immigrant organizations. This article proposes to partially fill this gap by measuring the impact of several new variables drawn from infrequently used, but readily available administrative data collected by the Canadian government on three census labour market variables: income, unemployment, and self-employment. This addresses a specific part of the labour market impact of immigrant social structures: the role of officially recognized charitable organizations serving specific ethno-immigrant communities in fostering their labour market integration. The results of descriptive analysis and regression models show that organizational density is positively associated with self-employment and negatively associated with income and unemployment.


The objectives of Canada’s business immigration program are to promote economic development and employment by attracting people with venture capital, business acumen, and entrepreneurial skills; to develop new commercial opportunities and to improve access to growing foreign markets by “importing” people who are familiar with those markets and their special requirements and customs; and to support provincial and territorial economic objectives. In brief, to support the development of a strong and prosperous Canadian
economy, Canada welcomes three classes of business immigrants: entrepreneurs, investors, and self-employed persons.


This study explores the economic impact of the official language (English or French) capacity of adult immigrants and the impacts this has on their social integration in Canada. Findings show that language skills have a significant effect on the economic integration of Canada’s immigrants, including their employment levels and incomes. The authors review a range of literature and recent research findings on immigrant language and integration. One of the findings notes that some immigrant groups face considerably more linguistic and cultural challenges than others and suggests that current approaches to language training do not necessarily help immigrants develop the “soft skills” they need to find employment and integrate successfully into the workplace. The authors conclude that, although language proficiency is important, so are pragmatic skills and opportunities to interact with those who speak English or French. The report presents a number of policy recommendations, including expanding eligibility for language training funded by the federal government and increasing the focus on oral language ability and pragmatics; expanding the Community Connections program administered by CIC so that more immigrants can benefit from informal dialogue and networking experiences; involving immigrant parents in school district activities to promote social integration; sharing lessons from successful social integration activities among the various orders of government, Local Immigration Partnerships, and others; and developing awareness-raising activities for native-born Canadians, some of whom hesitate to engage in conversation with those whose mother tongue is not English or French.


The publication investigates information strategies and channels most commonly used for employment matching through migration. It identifies the main information-related obstacles facing respectively, employers willing to hire migrant workers – both from abroad and inside the country – and prospective and resident migrants looking for available job opportunities. It proposes appropriate policy responses, including at the pre-departure stage, to overcome those obstacles and enhance the potential of international migration to address labour and skill shortages.

Theories of subtle prejudice imply that personnel decision makers might inadvertently discriminate against immigrant employees, in particular immigrant employees from racial minority groups. The argument is that the ambiguities that are associated with immigrant status (e.g., quality of foreign credentials) release latent biases against minorities. Hence, upon removal of these ambiguities (e.g., recognition of foreign credentials as equivalent to local credentials), discrimination against immigrant employees from minority groups should no longer occur. Experimental research largely confirmed these arguments, showing that participants evaluated the credentials of black immigrant employees less favorably only when the participants harbored latent racial biases and the foreign credentials of the applicants had not been accredited. The results suggest the importance of the official recognition of foreign credentials for the fair treatment of immigrant employees.


This literature review explores current research and available reports describing existing partnerships and collaborations across levels of government and community in Canada in support of immigrant settlement and integration. A review of existing policies and frameworks affecting service delivery are also included in the report. This review is presented in two parts. Part One explores existing regional policy, partnerships, and collaborative relationships. Part Two focuses on initiatives and partnerships that have been developed to provide settlement services in key sectors: health care, housing, the labour market (employment), education, language, libraries, and research.


The countries that were chosen for this cross-national survey are Australia, New Zealand, United States, United Kingdom, Ireland, Germany, France, Netherlands, Sweden, Denmark, Belgium, Italy, and Spain. While Canada has been in the lead in the employment of non-profit providers in settlement and integration services, there is still much to be learned from the experiences of other jurisdictions. This study points to common challenges and opportunities that face non-profit providers in a world of greater austerity and where market-led rationality continues to play a dominant role in the future of publically supported services to immigrants and others in society. Many of the specific issues experienced in the Canadian case are also evident in the countries considered in the cross-national comparison, reinforcing their salience. The common difficulties that non-profits face servicing the immigrant community point to the need to make inter-sectoral partnerships work better.

The authors use a macro-econometric forecasting model to simulate the impact on the Canadian economy of a hypothetical increase in immigration. Their simulations generally yield positive impacts on such factors as real GDP and GDP per capita, aggregate demand, investment, productivity, and government expenditures, taxes and especially net government balances, with essentially no impact on unemployment. This is generally buttressed by conclusions reached in the existing literature. The paper’s analysis suggests that concern should be with respect to immigrants themselves as they are having an increasingly difficult time assimilating into the Canadian labour market, and new immigrants are increasingly falling into poverty.


Current social and economic changes in Canada raise many questions. Will Canada’s education system be able to maintain its competitiveness when faced with increasing globalization? Will the growing numbers of immigrants and their children be successfully integrated? How will Canada’s social institutions respond to a rapidly aging population? The book assembles answers from many of Canada’s most distinguished scholars, who reassess the current state of society and Canada’s preparedness for the challenges of the future. Analyzing the authoritative information of recent census data, contributors present a comprehensive overview of crucial issues, including employment, family arrangements, internal migration, population distribution, urbanization, language, ethnicity, and religion. An invaluable reference for understanding the direction of Canadian society, the book synthesizes the monumental information contained in the census in accessible and clarifying chapters.


This report describes the results of a telephone survey conducted in 2012 with recent immigrants to Alberta, concerning their experiences with settlement services in the province, their information needs, and their economic and social integration outcomes. The report highlights a number of key findings about the scope of settlement use, when services are most used and by whom, as well as information-gathering techniques for new immigrants in Alberta and before they arrive. The report also outlines the social and economic integration experiences and outcomes of recent immigrants in Alberta.

This report provides a review of the current state of knowledge concerning welcoming communities and a description of key characteristics of a welcoming community. It is based on an extensive survey of the relevant scholarly literature, government (federal, provincial/territorial, and municipal) and community reports, and descriptions of best practices and case examples from the public and private sectors. There are many gaps in this literature that need filling, and this report does not attempt to speculate on these issues. Instead, it describes the current consensus regarding characteristics and indicators of a welcoming community based on the current state of knowledge in this area, while acknowledging the many gaps in supporting evidence. Then, in the concluding section on Policy Implications, it proposes a strategy for filling these gaps by using the indicators described in this report to develop baseline snapshots of communities, and to implement and conduct research to evaluate targeted programs and policies that build on these indicators.


The provision of information is a fundamental component of assisting immigrants with their settlement and integration needs. This report is a synthesis of recent literature (2005–2011) on how information can be used to address settlement and integration barriers experienced by newcomers to Canada in six main domains of life in Canada: the education system and language learning, housing, health care, money and finances, the justice system, and cultural adaptation and community involvement. The research available suggested the specific types of information that should be provided to newcomers, and overall indicated that newcomers would benefit from information provided in their native languages to ensure comprehension and from information provided in a variety of formats and venues to optimize access and utilization. The specific types of information most needed by newcomers may be classified as fitting into two main categories: 1) information on the Canadian system and way of life, and 2) information to increase awareness of services and resources available to newcomers. The review points to many gaps in our knowledge of how best to provide information to newcomers to Canada.


Immigration policies and the treatment of immigrants and refugees are contentious issues involving uncertainty and unease. The media may take advantage of this uncertainty to create a crisis mentality in which immigrants and refugees are portrayed as “enemies at the gate” who are attempting to invade Western nations. Although it has been suggested that such depictions promote the dehumanization of immigrants and refugees, there has been little direct evidence for this claim. This program of research addresses this gap by examining the effects of common media portrayals of immigrants and refugees on dehumanization and its consequences. These portrayals include depictions that suggest that immigrants spread infectious diseases, that refugee claimants are often bogus, and
that terrorists may gain entry to Western nations disguised as refugees. The paper concludes by discussing the implications of the findings for understanding how uncertainty may lead to dehumanization, and for establishing government policies and practices that counteract such effects.


This paper uses detailed administrative data from one of the largest community colleges in the United States to quantify the extent to which academic performance depends on students being of similar race or ethnicity to their instructors. To address the concern of endogenous sorting, the authors use both student and classroom fixed effects and focus on those with limited course enrollment options. They also compare sensitivity in the results from using within versus across section instructor type variation. Given the computational complexity of the two-way fixed effects model with a large set of fixed effects, the authors rely on numerical algorithms that exploit the particular structure of the model’s normal equations. They find that the performance gap in terms of class dropout and pass rates between white and minority students falls by roughly half when taught by a minority instructor. In models that allow for a full set of ethnic and racial interactions between students and instructors, we find African-American students perform particularly better when taught by African-American instructors.


This report focuses on the trends and issues related to immigration and diversity in Canada’s largest municipalities, regional municipalities, and metropolitan communities from 2001 to 2006. The report compares social and economic data and indicators of integration, using the Quality of Life Reporting System (QOLRS).


This report highlights research evidencing municipal governments’ role in helping newcomers settle into Canadian life, putting forth recommendations to explicitly focus settlement dollars and strategies with the municipal role in mind. Highlighting how municipal governments are the nation’s frontline, first responders when it comes to immigrant settlement, the overarching recommendations are to see the importance of municipalities in settlement and bring them into national and provincial settlement conversations. Key recommendations are also made about housing and transportation – two areas that research evidence shows are critical challenges that newcomers are feeling.

Canada’s immigration system is currently undergoing significant change driven by several goals that include: (1) a desire to improve the economic outcomes of entering immigrants, given the deterioration in labour market outcomes over the past several decades; (2) an attempt to better respond to short-term regional labour market shortages often associated with commodity booms, and (3) a desire to shift immigration away from the three largest cities to other regions of the country. These goals are reflected in the modification of the point system in 2002 and the implementation of a series of new immigrant programs. The paper discusses the recent changes to Canadian immigration policy and examines the preliminary results achieved by the new programs.


The settlement sector in Canada has undergone significant transformations in recent times, most notably the imposition of neoliberal principles on service providers that has transferred a substantial amount of the immigrant selection and recruitment process from governmental agencies to third parties. This trend of devolution has accelerated with recent developments associated with Provincial Nominee Programs. By reviewing the literature related to Provincial Nominee Programs and their implementation, the authors illustrate how private employers and institutions of higher education are not only involved in immigrant selection but also increasingly in settlement service delivery.


This study examines whether source-country gender roles affect the paid and unpaid (i.e., housework) labour of immigrant women in Canada. The results show that the female-male labour activity ratio and female-male secondary education ratio in source countries – two indicators of source-country gender roles – are both positively associated with immigrant women’s labour supply and negatively associated with the amount of housework that they perform. Furthermore, the effect of source-country female-male labour activity on immigrant women’s labour supply remains stable over time, and the effect on housework declines slightly with years after landing in Canada. The effect of source-country female-male labour activity is enhanced when immigrant couples are from the same source country, but remains significant even when immigrant wives and their husbands are from different source countries. The effect of source-country female-male secondary education is generally smaller than that of source-country female-male labour activity.

This report addresses the challenge of integrating new citizens into Canada through a careful review of the literature on the role and effectiveness of government policies in immigrant integration and inclusion outcomes as well as the perspectives of multiple stakeholders on the role of policies, partnerships, and programs in addressing structural barriers. The results of this investigation indicate that the transformation of the liberal state in the face of globalization has led to well documented changes in the relationship between the state and civil society actors, which have resulted in a more complex path towards integration for immigrants in Canada. The report outlines a number of policy and research recommendations related to the successful integration of immigrants.


Drawing on data from the Longitudinal Survey of Immigrants to Canada, the authors analyze factors shaping new immigrants’ month-by-month employment trajectories over their first four years of settlement. They treat trajectories as multidimensional and holistic entities, seeking to predict the correlates of a set of typical pathways identified via optimal matching techniques and cluster analysis. Human capital attributes and household context shape trajectories in important ways, but patterns related to bias and discrimination are not straightforward and social ties have little impact.


This report is designed to contribute to our understanding of existing and emergent partnerships in providing services needed for the integration and inclusion of newcomers. Towards that end, the report provides an overview and analysis of three select cases of partnerships involving municipal governments that deal with the integration and inclusion of immigrants. The cases are the “Toronto-Ontario-Canada Immigration Partnership,” “Local Immigration Partnerships in Ontario,” and “Immigrant Sector Council of Calgary Partnership.” In addition to adding to our basic knowledge of these particular partnerships, the case studies are also intended to serve “lesson drawing” and “heuristic” purposes. In other words, they are intended to provide a basis of information not only for understanding these three particular partnerships but also for drawing particular lessons from them and thinking about an array of issues and options regarding the creation, operation, evolution, transformation, and termination of existing or emergent partnerships. Whereas one case study focuses on a trilaterial inter-governmental partnership involving only the municipal,
provincial, and federal governments, the other two focus on multilateral partnerships involving an array of governmental and non-governmental stakeholders.


This paper reviews the various Canadian immigration policy changes related to international students – specifically the provincial nominee programs – and the experiences of international students settling and working in Canada after graduation. Based on an extensive literature review and analysis of the settlement needs and services available, the paper outlines key gaps and policy challenges.


The number of immigrants working in regulated and unregulated occupations is unknown. A major contribution of this study is that it uses Statistics Canada data to classify occupations, across provinces, into regulated and unregulated categories and then to examine the covariates of membership in a regulated occupation. In aggregate, immigrants are not less likely to work in a regulated occupation. Immigrants educated in Asia prove to be much less likely to secure access to a regulated occupation than either the native-born or other immigrants.


This article is based on the premise that immigration and citizenship policy play a fundamental role in nation building. The concept of precarious status is presented, and temporary worker programs are situated in relation to precarious status. The discussion is intended to contribute to public debate in Canada (and elsewhere) regarding the implications of temporary worker programs for citizenship as an institution, set of practices, social inclusion more generally, and nation building. In doing so, it raises questions about policy choices that both affect and reflect the ongoing work of nation building.


The Canadian model of diversity management is considered a success in the international community but the methods by which these policies are adopted by local governments have seldom been studied. This book explores the role of the municipality in integrating immigrants and managing the ethno-cultural relations of the city. Throughout the book, the author uses interviews with close to 100 local leaders of eight municipalities in Toronto and Vancouver, two of Canada’s most diverse urban and suburban areas. She also develops a
typology of responsiveness to immigrants and ethno-cultural minorities and offers an explanation for policy variations among municipalities.


The authors investigate the sources of declines in entry earnings for Canadian immigrants in the 1980s, 1990s, and early 2000s. They find that these declines are not unique to immigrants; native-born new entrants also faced declines in entry earnings. Differencing immigrant entry earnings relative to those of native-born workers entering the labour market at the same time provides a means of removing the effects of changes in the Canadian economy that are not specific to immigrants. After doing this, the authors find that substantial declines in returns to foreign experience play an important role in declines in entry earnings across immigrant cohorts. The declining return to foreign experience is strongly related to shifts in the source country composition of immigration. In the end, the authors account for 74 percent of the decline in entry earnings between the 1980–82 immigrant cohort and the 2000–02 cohort with a combination of general new entrant effects (39 percent), shifts in the source country composition (16 percent), and flattening of the foreign experience profile (24 percent). The substantial increase in the 1990s in the points allocated to immigrant applicants with university education actually worked in the opposite direction, meaning that immigrant entry earnings would have been even lower in the absence of the resulting shift in educational composition (equivalent to 5 percent of the decline in entry earnings).


Using detailed information on employment trajectory provided by the Longitudinal Survey of Immigrants to Canada, this study examines labour market outcomes of recent immigrants in terms of duration of access to the first job in their intended occupation, as determined by a question in the first wave interview on labour market intentions. The matching between actual and intended occupations is obtained from the first two digits of National Occupational Classification codes, which consider successively occupation type and skill level. Using a Cox proportional hazards model, the study investigates the roles of factors related to human and social capital in speeding up the matching process of actual and intended occupations. It is found that the initial year in Canada is critical for an immigrant to land a job in intended field; after that period, the hazards of finding employment in intended occupation flatten down. In general, those with intention to work in non-professional jobs, such as sales and services, trades, transport and equipment operators, primary industry, and processing and manufacturing occupations, enter the first job in intended occupation more quickly. The results also show that education, English language ability, Canadian work experience, and friendship networks facilitate access to intended occupation.

This paper reviews the history of Canadian immigration policies and documents that the present policies impose on Canadians a fiscal burden of $20 billion annually. The existence of this burden is attributed to flaws in the current immigrant selection process, some of which are addressed through recent changes in policies adopted by the government. These changes are discussed and viewed likely to reduce the fiscal burden by only small amounts. The paper proposes more radical reforms to the selection system to eliminate the fiscal burden in the future.


Violence against women is a serious health and social problem for women worldwide. Research has looked broadly at the physical and mental health consequences of violence but little attention has been focused on immigrant and refugee women. The authors examined history of violence and presence of physical and mental health impairment prior to, during, and after migration for 60 women participants from the Iranian and Sri Lankan Tamil immigrant and refugee communities in Toronto. The survey results show that immigrant and refugee women experience various types of violence throughout their lifespan, with psychological abuse occurring most frequently in the past year. The study shows that a substantial proportion of abused immigrant and refugee women in Canada may also experience physical and mental health impairment. Women in the sample reported higher rates of post-traumatic stress, which may be due to current situations of abuse, leaving countries where civil war was the norm, or injustice during transit to Canada.


In this paper, the author argues for an increase in research activity in the area of immigrant residential crowding in Canada. Using the 2006 Census of Canada, the author suggests that crowding is too complex to label as “good” or “bad,” and that future work should try to identify how we can distinguish when crowding actually reflects economic constraint.

In this paper, the author compares the ability of assimilation and stratification theories of immigrant integration to explain differences in home ownership levels of seven recently arrived immigrant visible minority groups in Canada. The paper uses event history analysis, bootstrap sampling, and three waves of the Longitudinal Survey of Immigrants to Canada (LSIC) to model the home ownership status of the October 2000-September 2001 arrival cohort in their first four years after arrival. Given the richness of LSIC data, it is possible to determine if differentiation between groups occurs because of either credit constraints or entry wealth. The author finds these factors to have surprisingly little effect on the home ownership propensities of Arab, black, Filipino, Latin American, South Asian, and white immigrants.


This report outlines several aspects of the residential experiences of recent immigrants to Canada. It uses the Longitudinal Survey of Immigrants to Canada to document the experiences of newcomers as they learn how to navigate Canada's housing market. After describing the historical context of immigration in Canada in section one, section two elaborates on housing affordability, and how this varies by census metropolitan area, category of admission, country of origin, and visible minority status. Most analysis in section two is broken down by owners and renters. In section three, multivariate analysis is used to identify the factors that allow those who rented in wave 1 to become owners by wave 3. The report closes by discussing some policy implications and making some suggestions for future research. Report findings by and large suggest that immigrants settle in to the housing market very quickly and, although many face adversity in their early years, they appear to be determined to not let these hardships prevent their residential mobility.


Based on a four-year ethnography and informed by poststructuralist theories of identity and language, this article examines how, through lived settlement experiences in Canada, a young man from Mainland China gradually became an immigrant in the folk sense of the term. Though he was considered a success in terms of the diaspora community, he was disempowered in the host society. Highlighting one vignette, the author illustrates how the young man came to understand that language, in the form of various texts and everyday interactions, constitutes an important terrain upon which socioeconomic inequality and immigrant identity are negotiated, resisted but reproduced.

This book brings together scholars from around the world to discuss and critique contemporary contexts of international education as well as the internationalization of knowledge. It tries to understand how views of knowledge, positioned at the heart of globalization, redefine international education; explores mobility in its positive and negative dimensions (but as a route to knowledge); and goes beyond complacency by exploring critical perspectives using concrete examples.


This chapter aims to discuss Canadian youth’s perceptions of their identifications in a society increasingly influenced by the forces of globalization and the relevance of the findings to identity formation, knowledge construction, and citizenship education curriculum. Of particular interest are second generation youth, born in Canada, whose parents moved across national and territorial boundaries to settle in the new world, as these youth are called upon to construct and situate themselves in terms of multiple frames of reference. In this light, the authors examine second generation Canadian youth’s patterns of interaction, deliberation, and influence, where mobilities and transcultural modes of belonging are created and lived in three cities, namely, Winnipeg, Calgary, and Toronto.


This report examines the Seasonal Agricultural Worker Program and the Low Skill Pilot Temporary Foreign Worker Program in the agricultural sector in Canada. Using empirical data, interviews, and research on the situation in Ontario, the province with the largest number of agricultural migrants, the author examines the degree of integration of migrant farm workers. She finds that their inclusion in the communities where they live and work is poor and suggests new ways of conceptualizing and evaluating integration as the concept applies to temporary labour migration. The author proposes the Labour Migrant Integration Scale to evaluate the results of temporary labour migration programs with respect to factors such as human and labour rights, access to social and medical services, and social/community engagement and belonging.


This study is designed to be a kind of preliminary step, laying down a set of basic points that are primarily factual in nature. The analysis is confined to the three metropolitan centres with the largest immigrant and visible minority populations: Montréal, Toronto, and
Vancouver. A relatively new approach has been adopted, based on neighbourhood typology that was introduced by Poulson, Johnston, and Forrest (2001) and adapted for Canada by Walks and Bourne (2006). Each Census Tract in these three urban regions is assigned one of five neighbourhood types, which range from areas that are mainly White to ethno-specific visible minority enclaves. There are two particularly useful elements of the neighbourhood typology system. First, it enables a quick identification of enclave areas using a common-sense definition. Secondly, a number of other researchers inspired by this method have documented the neighbourhood structure of large cities across several relevant countries, and Canadian statistics can be set in an international comparative framework. In general, the degree of ethno-cultural mixing in the residential spaces of Canadian cities is less than that found in Australia or New Zealand, approximately equivalent to that found in the United Kingdom, and more than that found in the United States.


This report presents the third phase of a study of the changing ethno-cultural landscapes of Montreal, Toronto, and Vancouver. Based on adaptations of the ethno-demographic projections made by Statistics Canada for 2031, a number of ethno-cultural changes are projected. One startling projection is that, for Toronto and Vancouver, the degree of separation between Whites and Visible Minorities is projected to rise considerably, beginning to approach that in the average U.S. city in 2010 between Whites and African Americans.


This paper outlines the complex system that supports newcomer settlement and integration in British Columbia, and how the system has evolved considerably in recent years. From a European perspective, this is a story of “making the small big,” that is, using a limited set of resources to generate an elaborate system that is quite comprehensive. Much of this has been built on a foundation of voluntary activities; in recent years, however, the state has become more fully committed to improving the reception of newcomers, and a surprisingly large number of new programs have been introduced, in partnership with either non-government organizations or branches of municipal government.


Beyond well-documented credentialing issues, internationally educated nurses (IENs) may need considerable support in transitioning into new social and health care environments. This focused ethnographic study explores the transitioning experiences of IENs upon
relocation to Canada, and provides policy and practice recommendations for improving the quality of transitioning and the retention of IENs in Canada. This study reports that many IENs have negative experiences related to their work contract and overall support upon arrival, with many experiencing discrimination. The primary area of discontentment was the apparent communication breakdown at the recruitment stage with subsequent discrepancy in expected professional role and financial reimbursement. A number of recommendations come from this research, including early and pre-arrival support and information and the need for explicit and clear communication between employers and recruitment agencies to avoid employment contract misunderstandings as well as the need to increase supports for employers related to fostering an inclusive and diverse workplace.


The author examines whether the factors associated with the rise in the Canadian born-immigrant entry earnings gap played different roles in the 1980s, the 1990s, and the early 2000s. He finds that, for recent immigrant men, shifts in population characteristics had the most important effect in the 1980s when their earnings gap expanded the most, but this “compositional” effect diminished in the 1990s and early 2000s. The effect of changes in returns to Canadian experience and education was small for men, but stronger for women in all three periods. During the early 2000s, the IT bust, combined with a heavy concentration of immigrants in IT-related occupations, was the primary explanation of the increase in their earnings gap. Furthermore, returns to foreign experience declined in the 1980s and 1990s, but recovered moderately in the early 2000s. In contrast, the relative return to immigrant education declined in the early 2000s.


In this paper, the Longitudinal Survey of Immigrants to Canada (LSIC) is used to examine how immigrants in the 2000–2001 landing cohort subjectively assess their life in Canada. The paper provides a useful complement to other studies of immigrant outcomes that often focus on employment, income, or health. Four years after landing, about three quarters of LSIC respondents said they were satisfied or very satisfied with their life in Canada, and a comparable proportion said that their expectations of life in Canada had been met or exceeded. Nearly 9 out of 10 said that, if given the chance, they would make the same decision again to come to Canada. A broad range of demographic, social, and economic characteristics are associated with subjective assessments. Positive assessments of life in Canada are less prevalent among individuals in their thirties and forties, and university graduates and principal applicants in the skilled worker admission category, than they are among other groups. While assessments of life in Canada are correlated with economic factors such as personal income, they are also correlated with social factors such as relationships with neighbours and perceptions of discrimination.

The focus of this paper is on the role multiculturalism policy plays in creating a more inclusionary society in the twenty first century in Canada. The authors set the context by presenting a brief historical overview of multiculturalism policy since its introduction in 1971 and summarizing some of the recent Canadian discourse surrounding multiculturalism. One of the key questions explored is whether multiculturalism policy should move beyond focusing on the integration of population groups marginalized by national, racial, religious, or ethnic origins, to addressing broader social inclusionary processes that influence inequities and impact on nation building as a whole. The rest of the paper examines how multiculturalism policy can help address racism by removing systemic barriers and facilitate inclusion and shared identity in Canadian society. The paper concludes that multiculturalism policy needs to take a leadership role in developing and implementing national social inclusion policies to reduce social exclusion and ensure the full and valued participation of all Canadians (i.e., “inclusive citizenship”).


The report draws upon the findings of the Gallup World Poll, using data collected in 2009–2011 from 25,000 first-generation migrants and over 440,000 native-born individuals in over 150 countries, to assess, for the first time, the well-being of migrants worldwide. Most studies on migration tend to focus on the situation of migrants in the North. However these data yield unprecedented global insights into the experience of migrants, providing new evidence of the often understudied situation of migrants in the South, as well as more detailed information about the experiences of settlement and integration of migrants.


This paper highlights the main research findings in the Economic and Labour Market Integration Domain of Metropolis British Columbia (MBC). It is based almost entirely on working papers published in the MBC working paper series.


This paper is a critical response to the Fraser Institute’s study (Grady and Grubel 2011) on the “fiscal burden” created by immigrants arriving in Canada between 1987 and 2004, whose central claim is that “in the fiscal year 2005/2006 immigrants on average received
an excess of $6,051 in benefits over taxes paid” (or as high as $23 billion per year for the nearly four million post-1986 immigrants to Canada). This brief report identifies some of the issues related to the internal and external validity of the study performed by Grady and Grubel. Pointing to a number of errors and inconsistencies in their analysis, this report presents a “corrected” estimate of the fiscal transfer to immigrants in Canada.


According to this article, the comparisons that suggest that recent waves of immigrants are underperforming relative to previous waves over five-year cycles may not be allowing sufficient time allotments to make meaningful conclusions. It is worth noting that there are regional variations in the disparities. It is interesting to observe that, in spite of the weaker economic performances of the recent waves of immigrants, the degree of satisfaction on the part of newcomers with life in Canada remains relatively strong, even if there is also a body of evidence that suggests that, for many, expectations have not been met. The article concludes that the relationships between immigrant expectation and economic performance in Canada merits further examination to help Canada identify the way in which it chooses to modify policy in the area of immigration.


This report assembles information on the approach to services called “wraparound” and was intended to be a resource for immigrant settlement service organizations interested in an alternative model for providing services to immigrants and refugees with complex needs, as well as background for an OCASI-initiated training program for managers and supervisors of settlement services interested in looking into developing and implementing this alternative model. The wraparound model is also called “integrated case management,” “interdisciplinary,” or “circle of support” – with the central principle of coordinating service provision around an individual to help them to succeed. The report draws on what Ontario settlement organizations are already doing to assist newcomers to settle successfully, illustrating how aspects of the wraparound approach are being applied. It proposes two models for how services could be extended to incorporate more of the benefits of a wraparound approach.


Immigrant integration has become a prominent issue in contemporary political debates and public policy analysis. The objective of facilitating newcomers’ participation in the economic, social, and political life of receiving societies presents particular challenges in federal countries. The multidimensional nature of immigrant integration means that policies and programs often become issues of multilevel governance. In federations with one or
more national minorities, newcomers can alter the linguistic balance and affect sub-national communities’ efforts to obtain greater autonomy. This volume analyzes immigrant integration policies and the implications for governance in Australia, Belgium, Canada, Germany, Spain, Switzerland, and the United States. Leading experts review recent developments in their respective countries and current public policies and programs in three categories: selection/admission, economic and social integration, and civic and political integration (including naturalization). These analyses show that the integration of immigrants is an ongoing process that extends beyond the initial years of settlement in a new country, involving the actions of different governments, non-governmental organizations, and others.


The politics of austerity have pushed the third sector to the centre of attention as governments turn to non-governmental institutions to pick up the social deficits created by economic recession. Some governments have begun supporting alternative service funding through such innovations as social impact bonds (SIBs), a financial product used to encourage the upfront investment of project-oriented service delivery. This article provides an understanding of what SIBs are and traces their emergence within Canada while linking them to their cross-national origins. SIBs are situated conceptually within broader contemporary developments within the non-profit sector, particularly the agenda of public sector reform and third sector marketization. This analysis focuses on the potential impact of SIBs on non-profit policy voice and their capacity to represent and meet diverse community needs.


This master’s level Major Research Paper focuses on the experiences of international students in the transition period from temporary resident to permanent resident. The researcher conducted 15 semi-structured interviews with current international students and alumni who were either current permanent residents or had applied for permanent residency and were awaiting a decision. Research findings highlight the challenges that international students face in settling and integrating, as well as the types of support that proved to be useful. A number of policy, research, and program recommendations are made to better support the permanent settlement and transition period of international students.


This report depicts the labour market earnings of immigrants by language level. Findings show that immigrants with language skills from Level 1 to Level 3 (ranging from the lowest skills to the minimum level required to live and work in a complex environment) have slightly lower hourly earnings than their Canadian-born counterparts, whereas immigrants
with language skills at Levels 4 and 5 earn more on average than Canadian-born individuals. The report points to Level 3 language skills as the so-called “tipping point” for the improvement of immigrants’ labour market outcomes. Even still, this research highlights how recent immigrants with high levels of language proficiency still have unemployment rates three times those of Canadian-born or established immigrants and that their job-skill mismatch is also higher.


This publication hosts a collection of articles that illustrate a broad spectrum of knowledge on migrant mental health, and building and assessing evidence from a variety of sources: clinical practice, community-based research, population surveys, and health surveillance. The articles address a range of conceptual, methodological, and measurement issues and identify key data, service, and research gaps.


This study was commissioned in 2009 by the Ontario Region of Citizenship and Immigration Canada. The study revealed that the most pressing need is for intelligent collaboration among all levels of government in addressing the settlement needs of immigrants. Reviews of the literature, key informant focus groups in English and French, and a survey of agency personnel supported several critical findings related to such collaboration, particularly that the collaboration needed to avoid governmental silos in the field of settlement is also an important need among the settlement agencies themselves. A number of other findings about settlement services in Toronto revealed gaps and promising practices for service delivery are identified. The study also highlights future research needs, including evaluative research on promising practices in the settlement sector.


In this prospective cohort study, the authors examine the trajectory of general health during the first four years after new immigrants’ arrival in Canada. The study’s focus is on the change in self-rated health trajectories and their gender and ethnic disparities. Data were derived from the Longitudinal Survey of Immigrants to Canada that was conducted between April 2001 and November 2005 by Statistics Canada. The authors use weighted samples of 3,309 men and 3,351 women aged between 20 and 59 years. At arrival, only 3.5 percent of new immigrants rated their general health as poor. Significant and steady increases in poor health were revealed during the following four years, especially among ethnic minorities and women. Specifically, the authors find a higher risk of poor health among West Asian and Chinese men and among South Asian and Chinese women than among their European counterparts. Newly arrived immigrants are extremely healthy, but the health advantage dissipates rapidly during the initial years of settlement in Canada.
Women and minority ethnic groups may be more vulnerable to social changes and post-migration settlement.


Immigrant activists work within but challenge the discursive limits in the settlement sector in Toronto. The establishment and institutionalization of settlement service results from community-based ethnic activists working with changing multicultural circumstances and state policies that regulate immigrants. Consequently, immigrants have been able to obtain resources from the state but must work within ethnicized politics where ethno-specificity, cultural sensitivity, and the language of service delivery to “visible minority” immigrants are important modes of dealing with differences, racial or otherwise. Manager-activists respond to the changing discourse of ethno-specificity as the sector was “restructured”; they also have to meet the discursive imperatives of the flexible and transcendental immigrant. This paper draws from information gathered as a researcher and as a worker in this sector, from community reports and documents, and from interviews with managers of settlement organizations who also see themselves as activists.


Participation, integration, and engagement in one’s community lead to a range of individual and community benefits. However, civic and social engagement can be challenging for immigrants. The authors review the literature on community engagement and present data on barriers to and facilitators of community engagement in newcomer communities.


In this paper, the authors examine the formation of diverse social ties among international migrants in Vancouver. They look specifically at the influence of involvement in Neighbourhood Houses —a type of voluntary association — on facilitating diverse tie formations. Past research has found that membership in different types of associations can lead to more or less network diversity. The authors build on this research by considering how different types of involvement can lead to either increases or decreases in cross-ethnic or non-immigrant ties among new immigrants. They find that targeted, instrumental types of involvement in Neighbourhood Houses can lead to more diverse immigrant social ties and that general, expressive types of involvement can lead to more homogeneous social ties.


This study addresses the question of how best to ensure that national immigration policies are appropriately adjusted to meet the disparate requirements of different communities. It
argues that this is the core objective of multilevel governance, which, however, has become freighted with competing ideological objectives, objectives that are perhaps best expressed in Hooghe and Marks's distinction between type I and type II governance, the former oriented to collective decision making and the latter embodying market-oriented approaches to governance. The argument is that these competing sets of ideologically driven objectives divert multilevel governance away from its core objective of appropriateness to community circumstances. An accompanying article (Leo and Enns 2009) explores problems posed by ideologically driven, type II multilevel governance in Vancouver. The current article takes up a contrasting case, that of the Canada-Manitoba Agreement on Immigration and Settlement, focusing especially on Winnipeg. It finds that, in this case, the provincial government chose an approach to multilevel governance that did not hew to either type I or type II governance templates but drew on both to build an impressively successful system of immigration and settlement, carefully tailored to meet the requirements of disparate Manitoba communities. Success was built not on the application of a preconceived template for good governance but on resourcefulness and flexibility in working out ways of making national policies fit local circumstances.


This report focuses on the effectiveness and coordination of the immigrant settlement and integration programs. With different stakeholders engaged in the design, administration, delivery, and consumption of settlement and integration services, it examines how each defines and interprets effectiveness. This report outlines the elusive nature and conflicting meanings of the term “effectiveness” from the perspectives of different stakeholders. The overall goal of the report is to examine the different dimensions of integration, what has and has not been used in their measurement and interpretation of “effective” integration policies and practices, and hence what constitutes an effective partnership model in the process of settlement and integration. This investigation is primarily conducted through interviews and/or focus group discussions with various stakeholders. It is complemented by a historical examination of settlement and integration services in Canada, as well as statistical analysis of questions in the Longitudinal Survey of Immigrants to Canada that pertains to integration.


Conceptualized within a social inclusive framework, this study examines the availability of public infrastructure (education, employment, housing, and settlement services) for three vulnerable populations – the recent immigrants, the seniors, and the poor – living in York Region, an outer suburb of the Greater Toronto Area. These services are considered crucial to promoting the social inclusion of vulnerable populations. This study draws upon information from the 2006 Census and an inventory of service providers compiled for this
study, using GIS (geographic information systems) to identify disparities in service provision for the three vulnerable groups. The objective of this study is to enhance the capacity of policy makers, planners, and human service providers to provide the infrastructure needed in this region.


A high proportion of Canadian population growth is occurring in the suburban areas of large metropolitan areas, which are often poorly equipped, in both physical and social terms, to serve their rapidly growing and increasingly diversifying populations. As both federal and provincial spending on social services has declined significantly over the past two decades, it is crucial to explore the conditions of services to vulnerable groups in the suburbs. This paper focuses on the recent immigrant population in York Region, an outer suburb of the Greater Toronto Region. This study has two major purposes: to examine the availability of settlement services that are crucial for integrating recent immigrants into Canadian society and to learn about newcomers’ awareness of, use of, and satisfaction with the services available in the region. Analyzing 2006 census data and a list of service providers compiled for this study, the authors find a spatial mismatch in services. Some recent immigrants are better served than others. For example, those living in Newmarket and Aurora have better access to services than those in Markham and Vaughan, the two municipalities that are home to the largest numbers of recent immigrants as well as low-income recent immigrants. Using a survey specifically designed for the study, they find that less than a third of the recent immigrants interviewed have used settlement services. Nevertheless, recent immigrants are generally, but not overwhelmingly, satisfied with the services they received. Use of services is tied to awareness, which is mostly facilitated by their own social networks. The findings highlight the challenge for policy makers and service providers to raise awareness and improve service delivery in low-density suburbs.


This article explores the recent shifts in directions in immigration policy, from nation builders (permanent residents) to economic units (temporary workers), in response to the challenge of matching the selection process to the labour market and the labour market’s failure to fully utilize many of Canada’s more skilled immigrants. Through an exploration of some of the policy changes that have taken place in Canada over the past 10 years, and of the reasons policies have shifted, this article concludes that (im)migration policies are being revised and changed to address problems that are not fully understood. Without proper evaluation of current and past policies, such policy changes blur our understanding of where the gaps and issues lie in the system and how to address the real needs.

This article explores Canada’s current immigration policies to attract and retain international students as desired permanent immigrants. Juxtaposing them with the settlement and integration needs and services provided, it argues that immigration and settlement policy and practice are inextricably linked. Without adequately investing in the successful integration of all immigrants, these well-intentioned immigration policies will fail to deliver the desired results and skilled migrants may choose to settle elsewhere.


This cross-domain study attempts to measure the notion of “welcoming communities” in Canada. Research to this point has used micro-level data from the Ethnic Diversity Survey (EDS). Using descriptive statistical methods and single-variable tests of significance on data regarding individual respondents to the EDS, the researchers seek an understanding of responses to the relevant portions of the questionnaire. Specifically, the researchers have investigated how responses to individual questions vary between the identified sub-populations of interest. There are four such populations, comprised of possible combinations over two binary categories: Immigrant and non-immigrant status, and visible minority and non-visible minority. Further distinctions were made as to how the responses of these sub-populations vary between urban and rural settings. Some statistically and practically significant differences were observed between sub-populations and between urban and rural settings. Numerous small sample sizes hampered the comparisons between some categories of respondents, so a second round of analyses was applied in order to identify and apply theoretically sound yet more statistically prudent stratifications of the population for the purposes of this study. Identification of important differences in sub-population responses at the single-variable level has helped, and will continue to help, in understanding the way in which EDS data can be used to describe Canadians’ experiences of welcoming communities.


This doctoral dissertation research examines the historical development of public library services to newcomers in the context of immigration-related policies such as settlement and multiculturalism (1945–2011). The analysis focuses on the ways that immigrants have been constituted in government and library policies and on the nature of services provided to them.

Canada’s immigration policies have historically constituted a social practice of exclusion that privileges the hegemonic project of one social identity over that of another, namely, the capitalist state over other social relations in society. Using critical discourse analysis, this doctoral dissertation project examines the ways in which the state’s constitution of immigrant communities and their relationships with state institutions, such as the public library, represents one site where such hegemonic struggles unfold. This research addresses the question: As an institute of the state and product of public policy, what role has the public library played in constituting immigrants to Canada and in what ways have these practices contributed to the inclusion or exclusion of immigrants in Canadian society?


In this chapter, the authors use Census data to examine the earnings-experience profiles that show earnings at entry into the Canadian labour market and growth with additional years of Canadian experience for immigrants across a number of demographic and socio-economic dimensions. They find that age, education, labour market entry cohort, and immigrant status are all important determinants of earnings for each ethnic group, so comparing average earnings across groups may not be very informative and they suggest future research with a more disaggregated analysis of earnings differences across different visible minority groups.


Immigrant men and women in Canada from recent arrival cohorts have especially low rates of having an apprenticeship credential when compared to either their counterparts from earlier arrival cohorts or the Canadian-born. Among the native born, a second generation man is more likely to have completed an apprenticeship if his father’s generation of immigrant men in Canada (from the same source country) have a high probability of apprenticeship completion. The same effect is present for first generation men who arrived in Canada as children. However, this effect is not found for either first generation or second generation women. An analysis of earnings indicates that a strong wage return from the completion of an apprenticeship in Canada is found for men. However, women who have completed an apprenticeship in Canada actually have lower weekly earnings than women with only a high school diploma. The empirical results suggest that the increased emphasis on university education in the selection of economic immigrants is creating an imbalance between the supply of both first and second generation immigrants with an apprenticeship, and the demand for workers with these credentials.

The incomes, hours of work, and co-residency behavior of older immigrants in Canada are analyzed using data from the confidential master files of the Canadian Census for the years 1991, 1996, 2001 and 2006. Older immigrants in Canada have lower incomes than the Canadian-born of the same age range and this difference is concentrated in the immigrants who arrived older than age 50. However, there is also evidence that the effects of the lower incomes on the welfare of these immigrants are mitigated to a certain extent through co-residency, presumably with their younger relatives already resident in Canada. Immigrants reside with, on average, more family members than do the Canadian-born. A clear pattern is present of immigrant groups with relatively low average incomes being the ones living in larger economic families. Immigrants who arrive at younger ages (25-49) are more likely to be employed and if they are employed, they tend to work longer hours than their Canadian-born counterparts. For immigrants who arrived after age 50, their employment decisions do not differ greatly from their Canadian-born counterparts; however, if they work, their hours of work tend to be higher. Immigrants have relatively less income from private pensions compared with the Canadian-born. Immigrants from non-traditional source countries have low levels of CPP/QPP income relative to immigrants from traditional source countries or the Canadian-born. In terms of OAS/GIS income, immigrant men who arrived at age 60 or older have in the order of 50 percent lower incidence of receiving pension income than do immigrants who arrived at younger ages. In contrast, for immigrant men who arrived age 25-49, the authors do not see large differences in their incidence or level of income received from OAS/GIS relative to otherwise similar Canadian-born men.


Using the 2006 Canadian census, the authors analyze the incidence and returns to apprenticeship credentials for immigrant and native-born men in Canada. Both immigrant men who arrived in Canada as children and first-generation Canadian-born men are more likely to have completed an apprenticeship if their father’s generation of immigrant men in Canada (from the same source country) have a high probability of apprenticeship completion. The return to an apprenticeship (relative to high school only education) is found to result in approximately 13 percent higher earnings. A cross-cohort simulation suggests that long-run shifts in the source countries of immigrants to Canada are likely to lead to a reduction in the future fraction of school entry cohorts willing to undergo apprenticeship training.


This volume provides updates on the impacts that economic and social factors have on immigration policy and recently arrived immigrants. These 12 chapters and essays
consider a range of timely topics, including temporary foreign workers, employment, self-employment, education, and earnings trajectories.


Using a complex system perspective, this report traces the evolution of the current system of providing settlement services to new immigrants and fostering their full participation in Canadian society. It describes a complex system of partnerships that is not only constantly adapting to the contingencies of the day but also transforming itself through a continual process of self-organization resulting from the interaction of its various layers. This report is based on a pan-Canadian research effort involving 16 academic researchers and five community partners. Six separate but related programs of research or research pods investigated one or more aspects of this complex multi-level system. Each provides valuable information that assists in our understanding of the complex social system of partnerships and policies that services immigrant integration.


This article addresses three questions: (1) What were the employment dynamics of a specific cohort of immigrant and native-born workers over the 20 years from 1991 to 2010? (2) To what extent did initial differences in earnings and pension coverage between the two groups narrow during this period? (3) Which factors were associated with the narrowing of these differences? The data are from the linked 1991 Census–Longitudinal Worker File and pertain to real annual wages and salaries, and pension coverage of immigrants aged 25 to 34, in 1991, who arrived in Canada from 1985 to 1990, and native-born workers of the same age group.


This report presents detailed labor market outcomes for immigrant groups in the Czech Republic, focusing on trends according to year of arrival, country of origin, gender, level of education, and sector of employment. The analysis, based on data from the Czech Labour Force Survey, suggests that the challenge of reducing obstacles to immigrant workers’ progression into more skilled employment are worth significant policy attention. The two major groupings of migrants to the Czech Republic – immigrants from post-communist countries and immigrants from Western and developed countries – have experienced different labour market trajectories. Immigrants from Western and developed countries do not seem to face obstacles to employment in high-skilled jobs. However, immigration from post-communist countries has brought some notable challenges in a country where dedicated immigrant integration policies are virtually non-existent. On average, the employment rates of migrants from formerly communist countries are roughly similar to
those of native-born Czechs but these migrants are more likely to be employed in low-skilled jobs. There is also evidence of “brain waste” among this group – while they tend to be highly educated, their higher levels of education do not appear to have translated into highly skilled employment.


This review was undertaken in support of a research project called “Precarious Housing and Hidden Homelessness among Refugees, Asylum Seekers, and Immigrants in Montréal, Toronto, and Vancouver.” The research compares the housing situations and needs of immigrants and refugees in Montréal, Toronto, and Vancouver, the three metropolitan areas in Canada in which the majority of newcomers settle. The review focuses on documents released between 2005 and 2010. The overall finding of the research is that some immigrants and refugees progress relatively quickly towards a “positive” housing outcome with affordable, suitable, and good-quality housing, while others remain in inferior, overcrowded, and unaffordable rental accommodation, often for long periods of time. More comparative longitudinal studies are needed to track the longer-term housing experiences of Canadian immigrants. These studies also need to be large enough to capture the immense diversity of immigrant groups entering Canada and the diverse nature of the areas where they settle. At the same time, localized ethnographic studies are needed to capture the lived experiences of the variety of Canada’s immigrant groups.


This report examines Canada’s workforce development system and policies. Workforce development policy in Canada is under provincial jurisdiction. Immigrants have access to a plethora of targeted and mainstream services provided by a wide range of actors, including school boards, colleges, universities, unions, community centres, and private and non-profit organizations. Despite the many programs and interventions, evidence suggests that immigrants are underrepresented both in individual and employer-provided training. Some common barriers to immigrant participation include the complexity of service provisions, barriers to access such as language skills and child care, and difficulties in assessing whether available programs offer returns on investment. The report identifies two main areas through which these barriers may be addressed going forward. First, some policy makers and stakeholders have raised questions regarding whether mainstream and targeted services should be integrated. It seems that immigrants prefer to use immigrant-specific services, suggesting that these services may serve their needs better. But it is costly and possibly inefficient to run two parallel systems. Second, there is an emerging consensus that the system has been too supply-driven and has failed to adequately involve key stakeholders such as employers.

This paper examines the nature of the differences in the wage gap between Canadian-born males and immigrant males in Quebec and in the rest of Canada (ROC) over the period 1980–2000. Relative to Canadian-born individuals, immigrants in the ROC have been consistently and increasingly faring better in terms of wages than immigrants in Quebec. The authors do not conclude that this is a consequence of Quebec having different immigration policies from the ROC, as the wage gap would be even larger if Quebec attracted the same immigrants as the ROC, nor do they conclude that immigrants are more discriminated against in Quebec. They find that the increased differential in the Quebec-ROC immigrant wage gap mostly reflects changes in the premium earned by immigrants who become citizens over those who remain landed immigrants; this premium virtually disappeared in Quebec while remaining stable in the ROC over the period.


In this paper, the authors argue that the short-term focus of Canada’s temporary labour migration policy will not help the country realize its long-term labour market needs and is unfair to the vast majority of temporary foreign workers, who are expected to spend years in Canada without contributing to society in the long run. The authors analyze three important integration mechanisms – employment, family unity, and access to permanent residency – and make an overall conclusion that Canada encourages the integration of highly skilled workers and is indifferent to that of lower-skilled workers. They offer a number of recommendations, including that work permits need to be restructured to allow these migrants greater mobility; that enforcement mechanisms should be used to protect them from abusive practices; that communication between different governmental players be improved; that a policy be adopted to support the integration of temporary foreign workers; and that public debate about the recent changes in Canada’s labour migration policy be encouraged.


This paper evaluates the importance of social capital for political participation of native-born Canadians and immigrants. The Survey of Social Engagement in Canada, a large survey of Canadians conducted by Statistics Canada in 2003, is used in order to test the role of social relations and connections in accounting for political participation. Analyses show that although the “usual suspects” play important roles in explaining political activities, the main culprit is social capital. Among social capital measures, though all are important, associational involvement and social networks, followed by trust and volunteering, are the best predictors of political participation. Moreover, the effect of social capital varies by period of immigration. Theoretical and policy implications of findings are discussed.

The literature tends to treat immigrant settlement, health, housing, and homelessness as separate agendas. Yet, given that immigrants generally experience declining health on arrival, poor health may lead to homelessness. Conversely, appropriate housing facilitates good health. For immigrants, and particularly vulnerable populations including refugees and the elderly, the risk of homelessness may be increased for those with poor health, individuals lacking social networks and who are socially excluded, or those that are settled in marginalized areas. The following considers the health status of new arrivals and access to health care before exploring the potential linkages to housing and homelessness.


According to the 2006 Census, almost 20 percent of the Canadian population were foreign-born, a percentage that is projected to reach at least 25 percent by 2031. Studies based on age-standardized mortality rates (ASMRs) have found a healthy immigrant effect, with lower overall rates among immigrants. A duration effect has also been observed – immigrants’ mortality advantage lessened as their time in Canada increased. ASMRs based on the 1991 to 2001 census mortality follow-up study indicate a healthy immigrant effect and a duration effect at the national level for all-cause mortality for both sexes. However, at the national level, the mortality rate among women from the United States and from Sub-Saharan Africa was similar to that of Canadian-born women. For the three largest Census Metropolitan Areas (Toronto, Montreal, and Vancouver), a healthy immigrant effect was not observed among women or among most men from the United States or Sub-Saharan Africa.


This article presents a review of recent studies based on Statistics Canada’s health surveys to examine the mental health of immigrants and its changes over time, and documents factors found to influence mental health. It reviews selected studies based on population-based health surveys from Statistics Canada to establish whether the healthy immigrant effect at arrival and its loss over time extends to the mental health, reporting on important factors found to influence mental health for the overall and/or immigrant populations and highlighting recent developments in data collection within Statistics Canada that can potentially shed light on various aspects of immigrant mental health.

Koreans are one of the fastest-growing visible minority groups in Canada today. However, very few studies of their experiences in Canada or their paths of integration are available to public and academic communities. This book provides the first scholarly collection of papers on Korean immigrants and their offspring from interdisciplinary, social scientific perspectives. The contributors explore the historical, psychological, social, and economic dimensions of Korean migration, settlement, and integration across the country. A variety of important topics are covered, including the demographic profile of Korean-Canadians, immigrant entrepreneurship, mental health and stress, elder care, language maintenance, and the experiences of students and the second generation. This collection serves as a platform for future research on Koreans in Canada.


This report provides analysis and recommendations around developing service strategies to support entrepreneurial activity among immigrants living in the City of Toronto. The research included a review of literature and key informant interviews, as well as 100 one-on-one interviews with immigrant owners of small businesses in five languages. The report offers a number of insights and key findings on the experiences of immigrant entrepreneurs, including service needs and gaps. One key finding emphasized is the highly diverse group of immigrant entrepreneurs and how service providers need to offer supports that are tailored to the specific needs and characteristics (such as gender, income, language skills, and level of experience) of the wide range of immigrant entrepreneurs in Toronto.


This report shares the findings from the Ontario-wide study focused on immigrant and refugee use of settlement and integration services. Based on a survey of immigrants and refugees and a series of focus groups and key informant interviews, this study addresses the service use, satisfaction, and challenges of immigrants (including refugees, refugee claimants, migrant workers, and those without legal immigration status). The project’s purpose was to develop a deeper understanding of which immigrant and refugee needs are being met and how; which groups are well served and why; why some newcomers do not use settlement services; and how the settlement needs of immigrants and refugees across the province may best be served. It is the most comprehensive description to date of those who use settlement and integration services in Canada.


This brief is a written submission to CIC NHQ with input and suggestions on Canada’s settlement policy following the conclusion of the National Settlement Conference, Vision
2020. This submission provides recommendations in seven policy priorities for settlement in Ontario.


This is the OECD’s first ever international study of skills needed for the economy and society of the 21st century and measures skills in literacy, numeracy, and problem solving in technology-rich environments (PS-TRE) among adults between the ages of 16 and 65, in 24 countries and sub-national regions. In Canada, more than 27,000 people were surveyed to allow findings at both the pan-Canadian and provincial and territorial levels as well as among off-reserve Aboriginal peoples, immigrants, and official-language minorities.


This publication provides an analysis of recent developments in migration movements and policies in OECD countries and two analytical chapters, covering the fiscal impact of immigration in OECD countries and the discrimination against immigrants.


Thousands of résumés were sent in response to online job postings across multiple occupations in Toronto to investigate why Canadian immigrants, allowed into the country based on their skills, struggle in the labor market. Résumés were constructed to plausibly represent recent immigrants under the point system from the three largest countries of origin (China, India, and Pakistan) and Britain, as well as non-immigrants with and without ethnic-sounding names. In addition to names, the author randomized where applicants received their undergraduate degree, whether their job experience was gained in Toronto or Mumbai (or another foreign city), and whether they listed being fluent in multiple languages (including French). The study produced four main findings suggesting considerable employer discrimination against applicants with ethnic names or with experience from foreign firms.


Building off Oreopoulos (2009) findings, this study expands the resume callback experiment and then uses interviews with recruiters and human resource professionals to discuss why immigrant discrimination occurs. Findings from employers revealed that names are often treated as a signal that an applicant may lack critical language or social skills for the job – contradicting the conclusions of the earlier quantitative analysis. The
authors use the contrasting findings to describe a model of “subconscious” statistical discrimination, where employers justify name and immigrant discrimination based on language skill concerns but incorrectly overemphasize these concerns without taking into account offsetting characteristics listed on the resume. The authors describe how pressure to avoid bad hires exacerbates these effects, as does the need to review resumes quickly, offering the potential of hiding candidate names as a part of the pre-screening process to help eliminate this bias.


Abstract: Participation in community groups is argued to be an important way to create health-promoting social capital. However, relatively little attention has been paid to the ways in which gender affects the health promotion potential of participation. This paper reports on a qualitative study of women’s experiences of participation in a diverse range of community groups, and considers how such involvement can potentially have a negative impact upon mental well-being. In-depth interviews were conducted with 30 women in Adelaide, South Australia. Women’s accounts of their group involvement reflected that their identities as mothers were particularly important in shaping their participation. Some women reported difficulties in combining group involvement with their family responsibilities. Stress attached to negotiating social interaction within groups was also raised as an issue. It was found that participation can reinforce gender inequality and potentially have severe negative consequences for mental health, issues that need to be considered alongside the potential health benefits. The findings are considered in light of Bourdieu’s critical conceptualization of social capital.


Provincial Nominee Programs have increased the role of the provinces in selecting immigrants to Canada. The authors use administrative data to compare the earnings and settlement rates of Provincial Nominees (PNs) and immigrants through comparable federal programs, such as economic class immigrants (ECIs). They find that PNs experienced higher entry earnings but slower subsequent earnings growth. While differences in observable characteristics of immigrants through the two programs played a nominal role in accounting for differences in entry earnings, they were more important in accounting for differences in subsequent earnings growth. Further, the authors find that PNs were more likely than ECIs to stay in the province to which they were initially destined and that differences in observable characteristics account for most of the higher settlement rate of PNs.


This concept paper is a part of the Agency of the Future project, designed to help the settlement sector chart a more pro-active and strategic course, largely in response to growing challenges – funding being a major one – constricting the settlement sector and its ability to respond to new migrants. The project entails re-conceptualizing the opportunity landscape facing the sector and bolstering its capacity to identify and seize opportunities. The paper offers a succinct review of the current climate for settlement agencies (related to funding, partnerships, policy, and focus) and offers a number of suggestions on a business-model premise of bolstering the capacity of settlement agencies in those areas where they enjoy a comparative advantage over other organizations.


This report builds on previous studies in the Peel region that identified key demographic factors on income, diversity, education, employment, language, and poverty to identify and propose a new model for newcomer service delivery in Peel. A series of community consultations were conducted with more than 200 stakeholders, including new immigrants, employers, service providers, funders, and community partners. The report and findings consistently pointed out the need for a more coordinated, engaged, and responsive settlement and inclusion mechanism for the Peel community. This report outlines the key facets of the new vision for service provision, including community hubs, “No wrong door approach,” and a case management system.


This paper uses Census data to investigate how minority disparity in Canada has evolved over the period 1991 to 2006. Overall, this research finds that visible minority- and immigrant-based earnings disparity has increased substantially from 1990-2005 and that this pattern is observed broadly for both men and women, in Canada as a whole, and in each of its three largest CMAs. The decline in relative earnings is substantial, on the order of 10 percentage points for Canadian-born visible minorities, and 20 percentage points for both white and visible minority immigrants.


This paper asks what the recent evidence tells about the relationship between particular objectives, on one hand, and policy regarding immigration levels and immigrants’ educational attainment (or mix), on the other. The focus is on policy regarding immigrant selection. To what extent can the available evidence point in a particular policy direction.
regarding levels and the educational mix of immigration? According to the author, the evidence suggests a continued focus on highly educated and skilled immigrants for a number of reasons. Occupational projections conclude that most new jobs over the next decade will require a post-secondary education (including post-secondary educated trades) and that there will be labour surpluses in many lower skilled occupations. The longer they reside in Canada, the more likely, highly educated immigrants economically outperform the less skilled.


This paper reviews the recent research on the determinants of the educational attainment among the children of immigrants (the 2nd generation) in Canada and the United States. The focus is on the gap in educational attainment between the 2nd and 3rd, and later generations (children of domestic-born parents), as well as the intergenerational transmission of education between immigrants and their children. On average, the children of immigrants have educational levels significantly above their counterparts with domestic-born parents in Canada. In the United States, educational levels are roughly the same between these two groups. In both countries, conditional on the educational attainment of the parents and location of residence, the children of immigrants outperform the 3rd and later generation in educational attainment. The authors find that parental education and urban location are major determinants of the gap in educational attainment between the children of immigrants and those of Canadian- or American-born parents. In Canada, children of the larger and increasingly numerically important immigrant groups (Chinese, South Asians, Africans, etc.) register superior educational attainment levels to those of the 3rd and later generation – partly related to the high levels of parental education and group level “ethnic capital” among these immigrant groups.


This paper extends our understanding of the difference in university participation between students with and without immigrant backgrounds by contrasting outcomes in Switzerland and Canada, and by the use of new longitudinal data that are comparable between the countries. The research includes family socio-demographic characteristics, family aspirations regarding university education, and the student’s secondary school performance as explanatory variables of university attendance patterns. In Switzerland, compared to students with Swiss-born parents, those with immigrant backgrounds are disadvantaged regarding university participation, primarily due to poor academic performance in secondary school. In comparison, students with immigrant backgrounds in Canada display a significant advantage regarding university attendance, even among some who performed poorly in secondary school. The included explanatory variables can only partly account for this advantage but family aspirations regarding university attendance play a significant role, while traditional variables such as parental educational
attainment are less important. In both countries source region background is important. Possible reasons for the cross-country differences are discussed.


The authors use longitudinal tax data linked to immigrant landing records to estimate the earnings growth of immigrants from three entering cohorts since the early 1980s. Selective attrition by low-earning immigrants might result in lower earnings growth with years since migration in longitudinal data compared to repeated cross-sections. Existing studies on U.S. data have found exactly this result (Lubotsky 2007). The authors ask whether a similar bias is observed in the Canadian data and find that it is not. They show that while low-earnings immigrants are more likely to leave the cross-sectional samples over time, the same is true for the Canadian-born population. The paper concludes that there is no evidence of selective labour force participation patterns among immigrants in Canada compared to the native-born population.


This article provides an overview of the trends in low-income rates among immigrant groups and the Canadian-born population. The main issue is whether the change in low-income rates was associated primarily with changes in market income (mostly income from employment) or the social transfer system (for example, employment insurance benefits, social assistance, and child benefits). Analysis is conducted for immigrants as a whole, and separately for immigrant children and immigrant seniors.


Using key messages from research, conferences, and seminars conducted by the Public Policy Forum over recent years, this chapter briefly highlights the main trends of immigration in Canada. It outlines the extent and scope of immigration in Canada, possible reform, and current challenges to the system. The chapter concludes by looking at the current state of the immigration system, drawing questions and considerations regarding the future of immigration in Canada.

This report highlights the annual earning differentials of immigrant men and women compared to their Canadian-born counterparts. Findings show that while immigrants average earnings increase the longer they are in Canada, there is a large gap in annual income increases with more recent periods of immigration, for both sexes and for most countries of origin. The report also signals the heterogeneous nature of immigrants’ experiences, as immigrant annual earnings vary based on countries of origin.


This report draws lessons from the Canadian immigration experience that can contribute to improving the labour market outcomes of immigrants and alleviate barriers related to labour market information issues. Foreign-born workers often lack the necessary information to learn about opportunities in the Canadian labour market, which can prevent highly skilled workers from finding employment in their field, to the detriment of the Canadian economy. The report examines the services provided to immigrants in Canada by federal and provincial governments, and the large role played by the non-profit sector in facilitating the delivery of information and services to immigrants in order to lessen the informational barriers to immigrant employment. It further identifies best practices from Canada, which include establishing national standards for the recognition of foreign qualification; simplifying the delivery of services by using one-stop shops or single points of contact; involving local stakeholders in the development of policy and delivery of service; and maintaining a flexible immigration policy. Identifying and addressing the specific needs of newcomers to Canada has had a strong positive impact on their labour market outcomes.


Since 1996, the problem of underutilization of immigrant skills in Canada has grown significantly. University-educated immigrants are more numerous, and census analysis shows that their access to skilled occupations in the professions and management declined between 1996 and 2006. The decline in access since 2001 coincided with increased program efforts, including foreign credential assessment, bridge training, and others. Policy differences among provinces, or in occupational groups targeted, also have had little impact on aggregate trends. The value (in today’s dollars) of work lost to the Canadian economy grew from about 4.8 billion annually in 1996 to about 11.37 billion in 2006.


This Major Research Paper is a study of service needs and gaps for international students in Toronto. Based on interviews with international student office staff and other community stakeholders, the paper highlights the challenges that international students are facing to transition, after graduation, to permanent residence and work in Canada. A number of policy and program recommendations are made.
According to the 2006 Census, the proportion of foreign-born population is at the highest level it has been in 75 years. Therefore, the well-being of recent immigrants has powerful consequences for our current and future success as a nation. The process of immigration and settlement is inherently stressful, and the well-being of recent immigrants is of particular concern, primarily when migration is combined with additional risk factors such as unemployment and language barriers. There is limited Canadian research on the mental health of recent immigrants, more specifically on the disparities among immigrant sub-groups. This paper addresses these gaps, using data from the Longitudinal Survey of Immigrants to Canada. It examines different aspects related to mental health, including prevalence of emotional problems and stress levels. Potential factors that may be associated with mental health outcomes, including socio-economic variables, are also explored. Findings from this paper support the importance of mental health service provision to immigrants, which was recently one of the main focuses of the first-ever mental health strategy for Canada, prepared by the Mental Health Commission of Canada. The Commission presented five recommendations targeted at improving immigrant and refugee mental health which are discussed within this paper.


This book is a comprehensive collection of information on the Canadian immigration experience that offers a current, detailed synopsis and critical analysis of Canadian and Quebecois immigration issues. Key topics discussed include government jurisdiction over immigration and diversity; management of immigration flows; immigration and the labour market; citizenship, settlement, and socio-cultural integration; linguistic policies and linguistic pluralism; and partnerships and knowledge transfer between government, universities, and civil society. Each section of the volume features national and provincial perspectives in order to address the simultaneous processes of multiculturalism and “multinationalism” in Canada. The Introduction adds an international dimension to this collection, dialoguing with the book’s themes and chapters from a European viewpoint and drawing comparisons between both Canada and Spain and Quebec and Catalonia. The book is designed to assist instructors, researchers, and practitioners working in the areas of either Canadian immigration and diversity or comparative migration studies and is also intended for scholars and policy makers in new, fast-growing countries or regions of immigration, particularly in Southern Europe. This innovative resource includes the contributions of many of Canada’s leading experts on immigration and provides a crucial transatlantic perspective on immigration and integration themes.

This report assesses how new immigrants to Spain fare in the country's labour market, evaluating the conditions under which they are able to find employment, and their progress out of unskilled work into middle-skilled jobs. New immigrants to Spain have very different experiences entering the labour market depending on when they arrived in the country. The report analyzes Spanish Labour Force Survey data from 2000 to 2011, finding that immigrants who arrived before the 2008 recession had little trouble finding work immediately, but those who arrived after 2008 struggled to find work as Spanish unemployment rates skyrocketed. Immigrants' individual characteristics had a limited effect on their employment trajectories – all groups who arrived before the recession had higher employment rates the longer they stayed in Spain. However, some groups started out in a better position than others. Immigrants from Latin America had the easiest time finding work within their first year in Spain, while African immigrants had the lowest employment rates on arrival. Men started in a better position than women and maintained their advantage over time. Spain has a flexible secondary labour market that allows immigrants to easily find work and move up over time, but this type of employment also put them at greater risk once the recession hit. For example, although many immigrants who arrived in Spain between 2000 and 2007 were able to find work and eventually move out of the low-skilled positions, the nature of their jobs meant that they were not protected from the recession, and many became unemployed as the economy shed low- and middle-skilled jobs in sectors dominated by immigrants. In the long term, Spain will likely need immigrants to cover labour shortages because of its aging population and the emigration of native-born workers to other countries. As Spain works its way towards economic recovery, policy makers should consider the implications of this report's findings for integrating future immigrant workers. The findings suggest that for many workers, finding middle-skilled work alone is not enough, and integration policies could aim to help workers transition from the secondary to the primary labour market in order to find their way into more stable employment.


This report focuses on the integration of migrants – individuals and households from migrant communities – rather than the broader issues of social cohesion and provides background to the “Everyday Integration project” being undertaken by the IPPR in the United Kingdom. The research focuses on the processes of integration in the everyday lives of individuals and the communities in which they live. It examines understandings and definitions of integration, and analyzes past and present government policy on the issue and makes a number of recommendations for the future direction of government policy on integration.

Adjustment and resettlement of immigrants from India to Canada is often a challenging and difficult process. This study focuses on the acculturative stress experienced by South Asian women in the Atlantic Provinces in Canada. This qualitative inquiry explores the post-migratory experiences of South Asian women in the region. In-depth interviews were held with 14 South Asian women. Emerging themes consisted of forms of acculturative stress such as intergenerational conflict, discrimination, depression, and coping. The impact of the resettlement process on the mental health of South Asian women is considered. It is concluded that multi-ethnic and context-specific mental health promotion approaches and guidelines are essential for immigrant South Asian women.


This research report examines the Ontario, Manitoba, and British Columbia federal-provincial agreements and identifies a number of successes and potential improvements that should govern the renegotiation of the next Canada-Ontario Immigration Agreement (COIA). The report outlines the achievements of the COIA, including enhanced funding for settlement and integration services, expanded programming, co-funding of Ontario Bridge Training projects, increased professionalization of the settlement sector, and the successful inclusion of the municipal sector. New programs funded through COIA are also included and evaluated. A number of recommendations are put forth in this report.


This paper explores an under-examined area, namely, the role that non-profit organizations in the immigrant settlement and integration sector play in the public policy process in Canada. Using a range of qualitative interviews with non-profit and mid-level provincial policy officials in three provinces (Ontario, British Columbia, and Saskatchewan), the place of non-profit agencies in providing meaningful input and giving voice to policy issues in the area of settlement and integration services is analyzed. Issues regarding the willingness to use advocacy/voice with government funders, the usefulness of government consultations, strategies used in approaching government, the role of research in making evidence-based cases regarding policy and program change, among other considerations, are examined. The assessments of key non-profit actors and non-elected government policy officials are used to bring better understanding of non-profit organizations’ roles in the daily grounded work of policy interaction which they are engaged.

An examination of the non-profit sector provides a valuable window on the creation and institutionalization of temporariness in contemporary society. This paper outlines how temporariness has been produced and reproduced within the non-profit health, social, and human services sector at the organizational, workforce, and community levels in Canada. Examples are drawn from newcomer settlement services to illustrate trends and experiences. Temporariness is expressed through rising levels of job, organizational, and community-based insecurity, vulnerability, precarity, and marginalization. Non-profit service providers, their workforces, and the health, social, and human services that they provide to vulnerable communities (and immigrant communities in particular) have been made more temporary because of the restructuring along neoliberal lines of the relationship between the state and non-profit service providers. Delivery of public services through state–non-profit “partnering” relationships, as promoted by government funding agencies, has especially fostered temporariness and deepened its challenges. The paper also suggests policy reforms that could help to address some of the challenges to “temporariness” for organizations like settlement agencies and the immigrant communities they service.


The aim of this paper is to examine government-university-community partnerships for knowledge mobilization (KM) and knowledge transfer (KT) in the area of immigration and settlement research, using the illustrative case of the Canadian Metropolis Project. The Metropolis Project in Canada began in 1995 with the goal of enhancing policy-oriented research capacity for immigration and settlement and developing ways to better use this research in government decision-making. Core funding for this partnership was provided jointly by Citizenship Immigration Canada, a department of the Government of Canada and the primary social science granting agency, the Social Science and Humanities Research Council (SSHRC). As of 2012, and subsequent to three successful funding phases, the decision was made to end government and SSHRC core funding for this initiative. However, other non-governmental funding avenues are being explored. The longevity of this partnership and the conclusion of this specific initiative present an opportunity to reflect critically on the nature of such partnerships. This paper is an attempt to identify some of the key themes, issues, and challenges related to research partnerships, KM, and KT. Also, with the aid of an illustrative case, it aims to specify some of the possibilities and limitations of this kind of policy relevant knowledge mobilization. Special consideration is placed on the context in which the demand for knowledge mobilization and knowledge transfer has emerged. This examination has considerable international relevance as the Canadian Metropolis Project offers the leading example of a research partnership in the field of immigration and settlement.


This report shows that only small differences in levels of job satisfaction appear between the Canadian-born and immigrants, with both groups showing a decline in satisfaction with
pay and benefits compared to previous data. The report highlights that the longer immigrants reside in Canada, the higher their job satisfaction, especially with regards to benefits and pay. The only exception was for immigrants who had arrived in the early 1990s; they were the least satisfied when asked about their current job.


This report outlines how immigrant class affects labour market outcomes for immigrants. Findings show that principal applicants in the skilled worker category, both men and women, had better labour outcomes than immigrants who entered under other immigration classes. Principal applicants were more likely to be employed, and be working in their area of training/education, had taken less time to find their first job, had shorter jobless spells and earned more than other groups. Looking at other immigrant classes, refugees, both men and women, faced more difficulties in the labour market – even four years after arrival. Overall, immigrant men had better labour market outcomes than immigrant women, including higher labour force participation rates.


This study uses 2006 Canadian census data to examine the incidence of poverty in immigrant communities in Canada, both at the national and Census Metropolitan Area (CMA) scales. Using before-tax Low Income Cut-Offs (LICO) as a measure, this analysis dissects the impact of time of arrival, age, marital status, racialization, and geographic setting in describing the Canadian immigrant experience of poverty. More recent immigrants appear to face a comparatively difficult entry into the Canadian labour market, though other factors such as age and marital status complicate this conclusion. Racialization also plays a role in determining the likelihood of poverty among Canadian immigrants, though not across all categories and contexts. Geography is also a key consideration here, where poverty is usually an urban phenomenon, particularly in the major gateway cities. While the overall conclusion is that immigrants are more likely to be in poverty than the Canadian-born, the study demonstrates that this is a complex phenomenon with a number of variables that need to be considered.


This article examines Canada’s rising reliance on temporary migration to meet domestic labour market needs. The phenomenon is discussed in historical, political, and economic contexts. The article argues that temporary labour migration is problematic, and that both migrants and Canada would better be served by renewing the link between migration, permanent residency, and citizenship in Canada.

This article explores the paradoxes of Toronto’s experience of immigrant and minority political incorporation. The city once synonymous with ethnic homogeneity is now among the world’s most multicultural urban centres. The city, which proclaims “Diversity Our Strength” as its official motto, has a poor record of electing immigrants and minorities to public office. And the city, whose municipal council is overwhelmingly composed of White, European-origin politicians, has an exemplary record of promoting inclusion, equity, antiracism, and human rights in its policies and programs. The article analyzes these ambiguities of governing immigrant city Toronto.


In this paper, Myer Siemiatycki and Phil Triadafilopoulos examine the role of sub-national jurisdictions in immigrant settlement and integration in Australia, Germany, the United States, and Britain. They find that Canada has been much more active, sophisticated, and forward-looking in its immigrant settlement programs but that some of these countries are catching up in important ways. There is broad recognition that sub-national jurisdictions can more quickly respond and successfully adapt settlement programs to meet local immigrant and community needs than national governments. As a result, they see a clear trend towards devolving these programs.


Using a multi-level random effects logistic model, the authors examine the contribution of source country, individual characteristics, and post-migration experiences to the self-rated health (SRH) of 2,468 male and 2,614 female immigrants from the Longitudinal Survey of Immigrants to Canada (2001–2005). Sex/gender differences were found for all categories of health determinants. Source country characteristics explained away some ethnic differentials in health and had independent negative effects, particularly among women. Thus, women from countries lower on the development index appear at greater risk of poor SRH, and should be at the forefront of public health programmes aimed at new immigrants in Canada.

This paper posits that not only has there been a long-term decline in the average English/French language abilities of Canada’s immigrants but, as a result of broad economic structural changes or perhaps even changes in the way work is organized within sectors, the labour market value of English/French language skills has increased over time. The author makes the argument that this has contributed to the earnings shortfalls of immigrants prior to the early 1990s, but even as the average language abilities of Canada’s immigrants have stabilized, and perhaps even improved, their relative earnings have not. This study uses test score data assessing literacy, numeracy, and problem-solving skills of Canada’s adult population, finding evidence of large gaps in immigrant language skills, which appear not only strongly related to labour market earnings, but substantially larger for immigrants with a foreign mother tongue and who use a foreign language at home. With this data, the author explores the possibility of increasing returns to language skills in Canadian labour markets and finds that the deterioration in new immigrants’ earnings, relative to similarly aged and educated Canadian-born workers, has clearly been most pronounced among immigrants with a foreign mother tongue and home language. The author finds this to be true, even after controlling for the region of an immigrant’s birth, suggesting further that it reflects a change in the return to language skills, rather than a change in language skills themselves. The results of this analysis suggest a larger role for language in explaining the well-documented labour market challenges of Canada’s recent immigrants. Nonetheless, the author calls for more research in this area, especially research that uses data reflective of actual language skills, rather than proxies.


Earnings and employment differences across categories of the immigrant selection system are explored with links to the points system. Additionally, alternative approaches to analysis are discussed with respect to their relevance for different policy questions. Appreciable outcome gaps across immigrant categories are observed but with important differences in interpretation following from alternative approaches to specifying the sample and methodology for analysis. As expected, members of the economic class have superior earnings in the long run; however, employment in other immigration classes is sometimes comparable or higher. Notably, privately sponsored refugees have relatively good outcomes, particularly in the short run.


This special issue tackles the relationships between housing, neighbourhoods, and integration in a number of ways by exploring the links between immigration, housing, and homelessness in Canada. The articles in this issue are revealing of the diverse factors that influence the housing outcomes and experiences of immigrants and refugees in Canada’s urban markets, including housing affordability; low vacancy rates; a lack of knowledge about the functioning of the housing market; official language proficiency; difficulties accessing available housing information; and racism and discrimination by landlords,
private and non-private agencies, and real estate agents. A number of the articles present policy, program, and research recommendations.


Small- and medium-size cities are facing pressure to attract immigrants to counter aging trends in the population and boost economic productivity. Since immigrant businesses are often considered an engine of economic growth, this study, using Kelowna, BC as an example, attempts to explore the experiences of immigrant entrepreneurs in small- and medium-size cities. The authors look at what and how current immigrant entrepreneurs are doing today in order to offer insights into the future directions these cities should take in terms of attracting immigrant businesses. Using a mixed methods approach, consisting of a questionnaire survey and key informant interview, this study compares the experiences of immigrant to non-immigrant entrepreneurs to see if they face similar challenges and opportunities, whether they cope and strategize differently, and what the city can do to attract and retain potential immigrant entrepreneurs. The study confirms that immigrants face unique barriers in starting a business, compared to Canadian-born individuals. The study also finds that, in the absence of institutionally complete communities or strong ethnic economies, immigrants do not rely as extensively on their own community resources, which are considered instrumental in immigrant business development in major urban centres. The researchers suggest that immigrant entrepreneurs in Kelowna are more optimistic and that the city can make a number of changes to create a more welcoming community.


This research report presents the results of a fact-finding tour of non-profit immigrant settlement agencies in New Brunswick. At a time when this Maritime province needs immigration to prevent population decline, these agencies are partnering with governments to offer services of key importance for the settlement of newcomers, including those in non-urban communities. As much of the research on settlement services in Canada has focused on the larger metropolitan centres, this study contributes to filling an existing research gap. Based on semi-structured interviews with 21 key informants working in 18 organizations, the authors first draw a portrait of the services offered by the agencies and the clients they serve. They then describe the resources available to the settlement agencies and the mechanisms they use for governance and performance of their functions in an accountable and transparent manner. After paying particular attention to some gender-related issues, the researchers summarize the main challenges as reported by the agencies. They also stress that settlement issues tend to be very locally driven and that the non-profit settlement agencies can count on a number of competitive advantages to fulfill their mission. The report briefly discusses some key policy issues before concluding with a focus on the tension observed in the relationship between governments and the non-profit
sector in the delivery of settlement services. Relevant policy recommendations are listed at
the end of the document.

Residence: The Impact of Changes to Immigration Policies and Categories on Immigrant

This roundtable discussion paper is one of a series providing highlights from the
discussions at these roundtables. It contains the primer material that was sent to
roundtable participants, as well as key points that arose during discussions. The purpose of
the roundtable discussion was to consider how changes to immigration programs,
numbers, and selection criteria affect the work of service providers. A number of policy,
program, and research recommendations are presented in this paper.

TIEDI (Toronto Immigrant Employment Data Initiative). 2011b. Pathways to Permanent
Residence: The Impact of Changes to Immigration Policies and Categories on Immigrant
Service Providers. TIEDI Roundtable #1 Primer. Accessed

This Primer was put together to prepare a group of stakeholders to engage on the topic of
recent and proposed immigration policy changes and the impacts on migrant groups in
Toronto at a TIEDI roundtable discussion in 2011. This primer briefly outlines some of the
recent and proposed changes in Canada’s immigration programs and highlights some past
studies that have examined the effects of such changes on immigrant economic outcomes.

Tolley, Erin, and Robert Young (eds.). 2011. Immigrant Settlement Policy in Canadian

Immigrant settlement is a crucial policy field in Canada that involves governments,
communities, and a range of social forces. Constitutionally, immigration matters are an
area of shared jurisdiction, but the federal government has long been the dominant player.
Provinces and municipalities, however, are now pushing for an expanded policy role,
increased resources, and governance arrangements that recognize the important part they
play in immigrant settlement. Drawing on in-depth interviews with government officials and
frontline workers, contributors provide a comparative assessment of approaches to
immigrant settlement in 19 Canadian municipalities. This is complemented by a discussion
of the federal government’s role in this policy field, and by a comprehensive introduction
and conclusion, which ground the book historically and thematically, synthesize its key
findings, and provide recommendations for addressing the challenges related to
intergovernmental cooperation, settlement service delivery, and overall immigrant
outcomes. Individual chapters examine the mechanics of public policy-making but also tell
a story about diverse and innovative approaches to immigrant settlement in Canada’s
towns and cities, about gaps and problems in the system, and about the ways in which
governments and communities are working together to facilitate integration.

Torjman, Sherri. 2012. “Recreation and Resilience.” Keynote address delivered at the inaugural
National Recreational Summit, Lake Louise, Alberta, October 2011.
This keynote presentation focused on three main issues: (1) the burgeoning evidence that highlights the wide-ranging value of recreation, which is a fundamental component of social infrastructure; (2) the presentation of a framework developed by the Caledon Institute on building healthy communities; (3) the consideration of key actions and policy measures that can be taken to advance the recreation agenda.


This report finds that there are few significant differences when it comes to the labour force participation of immigrants based on language skills, but there are significant differences in earnings based on language skills – with gender differences between immigrant men and women accentuated when immigrant women have poorer language skills. The report highlights that overall, more than half of immigrants who speak English or French very well or fluently find work in a field related to their education /training, compared to less than 1 in 5 for immigrants with poor language skills. Immigrants with poorer spoken English or French are more likely to work with a higher proportion of people of their own cultural/ethnic group.


Based on an online survey and in-depth interviews conducted from 2009 to 2010, this study looks at the reality of a particular group of foreign-born and foreign-trained professionals in Ontario. These are the professionals who did not get to practise their respective professions after immigration but acquired a new profession in the form of settlement work. The study identifies their pre-immigration education and work history, the reasons they left their countries of origin (or of permanent residence) for Canada, the expectations they had, the choices they made about pursuing professional practice, the efforts they put towards that or some alternative goal, and their eventual professional reconstitution as settlement workers. Following the Canadian trajectory of these dual professionals has three contributions to research into immigrant access to professions. First, their individual experiences reveal the social processes of inclusion in, and exclusion from, professional practice. Second, unlike those immigrants who are de-professionalized in the post-immigration period, our target population reinvent themselves as practitioners of a new profession and thus provide a more nuanced immigrant experience. Third, their common practice as settlement workers gives us insight into the dynamics of an emerging profession that is settlement work.


This paper portrays the emergence of Canadian settlement work with immigrants and explores its prospects as an occupation. Currently, settlement work includes three forms of
practice: (1) a loose occupation; (2) a specialty of social work; and (3) an emerging profession. The paper argues that settlement work is likely to have a professional future. However, whether or not it will become an independent profession depends largely on the funding regime of the settlement service sector. If the existing federal and short-term funding regime continues, settlement work will still be trying to define itself in the broader field of social service work. If a provincial and long-term funding regime emerges, prospects for an independent professional settlement work will improve.


As part of the research on the “Canadian partnership model” in immigrant integration and inclusion, this POD aims to portray federal and provincial/territorial settlement services in Canada in their broad contours and brief history. Components of the portrayal include programming, funding, and delivery. Based on both secondary sources and primary sources, including archival surveys and stakeholder interviews and consultations, the research also provides an explanatory context for observable patterns of variation (convergence and divergence) across jurisdictions by examining the peculiarities of Canadian federalism, government and service sector organizational capacity, and various economic and demographic factors of limiting nature. This is complemented with an attempt to identify emerging tendencies and project possible directions in settlement service at both federal and provincial/territorial levels.


This article provides an overview of the role of temporary migration as a component of the broader labour market in the Prairie Provinces. It also looks at the links between temporary and permanent migration in the context of today’s Western economy and labour market.


While much has been written about Canada’s modern settlement program and there is a growing body of research and analysis of the settlement and integration successes and challenges of recent years, there is virtually no literature that has addressed the history of settlement services since the beginning of immigration to Canada. Some survey histories of Canadian immigration have touched on elements of settlement policy but no history of services to immigrants in Canada has been published heretofore. This book addresses this gap in the historiography of Canadian immigration. From the tentative steps taken by the pre-Confederation colonies to provide for the needs of arriving immigrants, often sick and destitute, through the provision of accommodation and free land to settlers of a century ago, to today's multi-faceted settlement program, the book traces a fascinating history that
provides an important context to today’s policies and practices. It also serves to remind us that those who preceded us did, indeed, care for immigrants and did much to make them feel welcome in Canada. The Canadian experience in integration, over the past two centuries, suggests many policy-related research themes for further exploration both in Canada and in other immigrant receiving countries.


This anthology brings together important selections that have informed debates and generated controversies about race and ethnicity from the 19th century onwards. Using an interdisciplinary approach, the collection demonstrates and analyzes a transition from Canada’s early focus on “ethnicity” to the current proliferation of sophisticated analyses of “race” as a concept. Resistances to traditional thinking about race and ethnicity by academics and activist communities are also discussed. The text demonstrates that despite claims of race-neutrality as a preferred ideal, Canada is actually a racialized society – race remains a key variable in influencing people’s identities, experiences, and outcomes.


Commissioned by Metcalf and Maytree Foundations, this report brings together existing data, scholarly research, and programs and practices on immigrant self-employment and entrepreneurship. The report identifies characteristics of self-employment and entrepreneurship among immigrants, describing the challenges faced by immigrants in starting a new business and highlighting services, programs, and supports for these immigrants in Toronto. The report puts forth a number of preliminary observations about the current services available for self-employed and entrepreneurial immigrants, pointing to some service gaps and recommendations.


This volume has a set of articles with knowledge and current analysis on the topic of Canada’s Temporary Foreign Worker (TFW) programs. The editor notes that the rapid increase in the number of temporary foreign workers indicates that it is likely that temporary migration will be a key feature of Canada’s overall immigration program for the foreseeable future. The articles presented in this volume provide analysis, critique, and alternate policy proposals and provide an excellent foundation upon which both public policy development and future research on issues related to TFW programs in Canada can be based.

This report highlights policy changes to the Temporary Foreign Worker Program that the federal government announced in mid-2013, making the argument that while these policies make sense economically, there are ongoing concerns that temporary foreign workers may take jobs from young Canadians entering the labour market and lower-skilled Canadians. The article argues for an annual cap on the number of temporary workers entering Canada, in addition to a number of other program reforms.


In this book chapter, the authors use the Longitudinal Study of Immigrants in Canada (LSIC) to study immigrant integration in Canada by class, offering a comprehensive descriptive overview of a diverse set of employment measures covering all three cycles of the LSIC.


This article provides a comprehensive analysis of immigrant mental health from a population health perspective. The result of the research conducted by the articles’ authors confirms that there is a “healthy immigrant effect” in terms of mental health outcomes. It also offers evidence of the significant role that local ethnic networks play in influencing immigrant mental health.


Given that immigrants represent a large proportion of Canadian population growth, their health status is of particular interest to researchers, policy makers, and program officials. Due to data limitations, there is little Canadian research on the disparities of health status among immigration categories, i.e., family class immigrants, economic class immigrants, and refugees. As well, there are few studies that examine the impact of social capital on immigrant health status at the quantitative level. This paper addresses these gaps through econometric analyses. Using data from the Longitudinal Survey of Immigrants to Canada (LSIC), the authors look at the dynamic changes in the health status of recent immigrants in their initial four years in Canada, focusing particularly on the effect of social capital on immigrant health. Their descriptive and regression results provide support for the “healthy immigrant effect”; however, the results show that this effect diminishes over time. The results also suggest health status disparities between recent immigrant sub-groups. Skilled worker principal applicants are more likely to be generally healthy, while refugees are more
likely to rate their health status as fair or poor. Looking at the effects of selected social capital variables, the authors confirm the connections between friendship networks and health status of recent immigrants. The density and ethnic diversity of friendship networks are positively associated with immigrants’ self-rated overall health status. For family class immigrants, the analysis reveals a positive association between organizational networks and self-rated health status. In general, social networks are found to have stronger effects on the health status of family class immigrants than for immigrants in other categories.

2. By Theme

General


Immigrant integration is currently a prominent issue in virtually all contemporary democracies, but countries in which the historic population itself is deeply divided – particularly those with sub-state nations and multiple political identities – present some interesting questions where integration is concerned. The existence of multiple and potentially competing political identities may complicate the integration process, particularly if the central government and the sub-state nation promote different conceptions of citizenship and different nation-building projects. What, then, are the implications of minority nationalism for immigrant integration? Are the added complexities a barrier to integration? Or do overlapping identities generate more points of contact between immigrants and their new home? This article addresses this question by probing immigrant and non-immigrant “sense of belonging” in Canada, both inside and outside Quebec. Data come from Statistics Canada’s Ethnic Diversity Study. The results suggest that competing nation-building projects make the integration of newcomers more, rather than less, challenging.

Bauder, Harald (ed.). 2012. Immigration and Settlement: Challenges, Experiences, and Opportunities. Toronto: Canadian Scholars’ Press.

This book is comprised of a selection of papers that were presented at the international conference “Migration and the Global City” at Ryerson University, Toronto, in October of 2010. Through the use of international and Canadian perspectives, the book examines the contemporary challenges, experiences, and opportunities of immigration and settlement in global, Canadian, and Torontonian contexts. This text approaches immigration and settlement from various thematic angles, including: rights, state, and citizenship; immigrants as labour; communities and identities; housing and residential contexts; and emerging opportunities.


Building welcoming communities is as much a local project as a national one. This volume explores the activities of provincial and municipal governments, as well as a range of other important local societal players. Case studies of each of the provinces, as well as the
territories, are included, as are chapters on the history of federal-provincial cooperation in immigration, and the development of provincial multiculturalism policies and programs. Each chapter provides an overview of immigration, settlement, and diversity in the province or territory, an examination of the key players in the integration and inclusion of newcomers and minorities, and a discussion of specific challenges. This allows comparisons and an exploratory mapping of the range of participants and the investments – both human and financial – that have been made in the integration and inclusion of newcomers and minorities at the provincial level.


This special issue brings policy-relevant empirical analyses in areas that intersect with Charles Beach’s research interests in the labour market, including the broad themes of income, immigration, and inequality. The papers span a variety of policy-relevant aspects of these themes, including: labour market outcomes in Quebec; population growth inequality; university characteristics and labour market outcomes; immigration policy and training; immigration policy design and labour market outcomes; inter-generational education mobility among immigrant children, affirmative action quotas, and skills acquisition; social networks and labour market outcomes; and the incidence of the Guaranteed Income Supplement in the retired population. The fact that many of the authors of these papers are former graduate students of Beach’s is a testament to the significant impact he has had in mentoring generations of economics researchers in Canada.


Knowledge Framework documents are the foundational building blocks of CIC’s Policy Research and Data Plan which outlines departmental priorities in policy research, data development, partnerships, and knowledge management, and also the research and data projects planned for the fiscal year. Knowledge Frameworks are evergreen documents drafted by R&E through ongoing dialogue and consultations with the CIC program and policy branches directly implicated in the associated policy/program areas. The primary objectives of a Knowledge Framework are to identify key knowledge and data gaps and frame the ensuing policy relevant research questions; support the business planning process by helping to prioritize and determine research projects and facilitate collaboration on, and leverage of, policy relevant research, data, and knowledge management/dissemination initiatives through governmental and non-governmental partnerships.


Current social and economic changes in Canada raise many questions. Will Canada’s education system be able to maintain its competitiveness when faced with increasing
globalization? Will the growing numbers of immigrants and their children be successfully integrated? How will Canada’s social institutions respond to a rapidly aging population? The book assembles answers from many of Canada’s most distinguished scholars, who reassess the current state of society and Canada’s preparedness for the challenges of the future. Analyzing the authoritative information of recent census data, contributors present a comprehensive overview of crucial issues, including employment, family arrangements, internal migration, population distribution, urbanization, language, ethnicity, and religion. An invaluable reference for understanding the direction of Canadian society, the book synthesizes the monumental information contained in the census in accessible and clarifying chapters.


This report addresses the challenge of integrating new citizens into Canada through a careful review of the literature on the role and effectiveness of government policies in immigrant integration and inclusion outcomes as well as the perspectives of multiple stakeholders on the role of policies, partnerships, and programs in addressing structural barriers. The results of this investigation indicate that the transformation of the liberal state in the face of globalization has led to well documented changes in the relationship between the state and civil society actors, which have resulted in a more complex path towards integration for immigrants in Canada. The report outlines a number of policy and research recommendations related to the successful integration of immigrants.


Based on a four-year ethnography and informed by poststructuralist theories of identity and language, this article examines how, through lived settlement experiences in Canada, a young man from Mainland China gradually became an immigrant in the folk sense of the term. Though he was considered a success in terms of the diaspora community, he was disempowered in the host society. Highlighting one vignette, the author illustrates how the young man came to understand that language, in the form of various texts and everyday interactions, constitutes an important terrain upon which socioeconomic inequality and immigrant identity are negotiated, resisted but reproduced.


The focus of this paper is on the role multiculturalism policy plays in creating a more inclusionary society in the twenty first century in Canada. The authors set the context by presenting a brief historical overview of multiculturalism policy since its introduction in 1971
and summarizing some of the recent Canadian discourse surrounding multiculturalism. One of the key questions explored is whether multiculturalism policy should move beyond focusing on the integration of population groups marginalized by national, racial, religious, or ethnic origins, to addressing broader social inclusionary processes that influence inequities and impact on nation building as a whole. The rest of the paper examines how multiculturalism policy can help address racism by removing systemic barriers and facilitate inclusion and shared identity in Canadian society. The paper concludes that multiculturalism policy needs to take a leadership role in developing and implementing national social inclusion policies to reduce social exclusion and ensure the full and valued participation of all Canadians (i.e., “inclusive citizenship”).


Koreans are one of the fastest-growing visible minority groups in Canada today. However, very few studies of their experiences in Canada or their paths of integration are available to public and academic communities. This book provides the first scholarly collection of papers on Korean immigrants and their offspring from interdisciplinary, social scientific perspectives. The contributors explore the historical, psychological, social, and economic dimensions of Korean migration, settlement, and integration across the country. A variety of important topics are covered, including the demographic profile of Korean-Canadians, immigrant entrepreneurship, mental health and stress, elder care, language maintenance, and the experiences of students and the second generation. This collection serves as a platform for future research on Koreans in Canada.


Using key messages from research, conferences, and seminars conducted by the Public Policy Forum over recent years, this chapter briefly highlights the main trends of immigration in Canada. It outlines the extent and scope of immigration in Canada, possible reform, and current challenges to the system. The chapter concludes by looking at the current state of the immigration system, drawing questions and considerations regarding the future of immigration in Canada.


This book is a comprehensive collection of information on the Canadian immigration experience that offers a current, detailed synopsis and critical analysis of Canadian and Quebeccois immigration issues. Key topics discussed include government jurisdiction over immigration and diversity; management of immigration flows; immigration and the labour market; citizenship, settlement, and socio-cultural integration; linguistic policies and linguistic pluralism; and partnerships and knowledge transfer between government, universities, and civil society. Each section of the volume features national and provincial
perspectives in order to address the simultaneous processes of multiculturalism and "multinationalism" in Canada. The Introduction adds an international dimension to this collection, dialoguing with the book’s themes and chapters from a European viewpoint and drawing comparisons between both Canada and Spain and Quebec and Catalonia. The book is designed to assist instructors, researchers, and practitioners working in the areas of either Canadian immigration and diversity or comparative migration studies and is also intended for scholars and policy makers in new, fast-growing countries or regions of immigration, particularly in Southern Europe. This innovative resource includes the contributions of many of Canada’s leading experts on immigration and provides a crucial transatlantic perspective on immigration and integration themes.


The aim of this paper is to examine government-university-community partnerships for knowledge mobilization (KM) and knowledge transfer (KT) in the area of immigration and settlement research, using the illustrative case of the Canadian Metropolis Project. The Metropolis Project in Canada began in 1995 with the goal of enhancing policy-oriented research capacity for immigration and settlement and developing ways to better use this research in government decision-making. Core funding for this partnership was provided jointly by Citizenship Immigration Canada, a department of the Government of Canada and the primary social science granting agency, the Social Science and Humanities Research Council (SSHRC). As of 2012, and subsequent to three successful funding phases, the decision was made to end government and SSHRC core funding for this initiative. However, other non-governmental funding avenues are being explored. The longevity of this partnership and the conclusion of this specific initiative present an opportunity to reflect critically on the nature of such partnerships. This paper is an attempt to identify some of the key themes, issues, and challenges related to research partnerships, KM, and KT. Also, with the aid of an illustrative case, it aims to specify some of the possibilities and limitations of this kind of policy relevant knowledge mobilization. Special consideration is placed on the context in which the demand for knowledge mobilization and knowledge transfer has emerged. This examination has considerable international relevance as the Canadian Metropolis Project offers the leading example of a research partnership in the field of immigration and settlement.


This anthology brings together important selections that have informed debates and generated controversies about race and ethnicity from the 19th century onwards. Using an interdisciplinary approach, the collection demonstrates and analyzes a transition from Canada’s early focus on “ethnicity” to the current proliferation of sophisticated analyses of “race” as a concept. Resistances to traditional thinking about race and ethnicity by academics and activist communities are also discussed. The text demonstrates that despite claims of race-neutrality as a preferred ideal, Canada is actually a racialized society – race remains a key variable in influencing people’s identities, experiences, and outcomes.
Labour Market Participation and Earnings


This paper provides preliminary results from the IMDB panel database on the earnings distribution and earnings mobility of Canadian immigrants over their first post-landing decade in Canada. The study examines only the 1982 landing cohort of immigrants and follows them through to 1992. It examines earnings outcomes by four immigrant admission categories (independent economic immigrants, accompanying economic immigrants, family class immigrants, and refugees) and separately for men and women. There was indeed a substantial increase in the real earnings of 1982 immigrants over their first 10 post-landing years in Canada. Annual earnings were initially highest for independent economic immigrants (all of whom are principal applicants) and lowest for refugees. But the growth rate of earnings was highest among refugees, so that by the 10th post-landing year refugees had the second-highest annual earnings levels after independent economic immigrants. Earnings inequality among immigrants in the 1982 landing cohort changed over the ensuing decade in a manner consistent with onward migration beyond Canada from the top end of the immigrant earnings distribution. In fact, sample attrition in the IMDB database was greatest among independent economic immigrants, followed by refugees. Earnings mobility was substantially greater for immigrants than for earners as a whole in the Canadian labour market, and declined with years since landing for both male and female immigrants. Earnings mobility was also greater among immigrant women than among immigrant men. The results indicate that the point system is effective in admitting higher-earning immigrants who succeed in moving ahead in the Canadian labour market, but suggest that onward (or through) migration among the most skilled immigrant workers may be a policy concern.


This study uses longitudinal IMDB micro data to document the annual earnings outcomes of Canadian immigrants in four major admission categories (skill-assessed independent economic principal applicants, accompanying economic immigrants, family class immigrants, and refugees) and three annual landing cohorts (those for the years 1982, 1988, and 1994) over the first 10 years following their landing in Canada as permanent residents. The findings provide a 10-year earnings signature for the four broad immigrant admission categories in Canada. The study’s first major finding is that skill-assessed economic immigrants had consistently and substantially the highest annual earnings levels among the four admission categories for both male and female immigrants in all three landing cohorts. Family class immigrants or refugees generally had the lowest earnings levels. An important related finding is that refugees exhibited substantially the highest earnings growth rates for both male and female immigrants in all three landing cohorts, while independent economic or family class immigrants generally had the lowest earnings growth rates over their first post-landing decade in Canada. The study’s second major
finding is that economic recessions appear to have had clearly discernible negative effects on immigrants’ earnings levels and growth rates. Moreover, these adverse effects were much more pronounced for male immigrants than for female immigrants.


This study examines the earnings mobility of Canadian immigrants using the large IMDB microdata file. It examines earnings transition matrices of immigrants over 10 years after landing in Canada for three landing cohorts – 1982, 1988, and 1994. Immigrants also arrive under four separate admission classes: independent economic, other economic, family class, and refugees. The study reports five major empirical findings. First, overall earnings mobility was slightly greater for male immigrant earners than for male workers as a whole in the Canadian labour market, but was considerably greater for female immigrant earners than for all female earners in Canada. But both male and female immigrants over their first decade in Canada were much more likely to experience downward earnings mobility than were all earners of the same gender in Canada. Second, across the four immigrant admission classes, independent economic immigrants have markedly the highest average probability of moving up and the lowest probability of moving down the earnings distribution. Third, overall earnings mobility is slightly higher for female than male immigrants – opposite to the situation for workers as whole in Canada. Fourth, the degree of immigrant earnings mobility declines over immigrants’ first 10 post-landing years in Canada as they integrate into the Canadian labour market. Fifth, overall earnings mobility across landing cohorts has shown only minor changes between the 1982 and 1994 cohorts, where the average probability of moving up has significantly increased and the average probability of moving down has significantly decreased. The early 1990s economic recession is seen to have had substantial negative or dampening effects on immigrant earnings mobility for the 1988 landing cohort.


This study looks at how newcomers survive poor labour market access, adverse working conditions, and the broader conditions that make them vulnerable to exploitation. This research looks at immigrants’ resiliency and use of informal economic activities to survive as a response to being denied and shut out of traditional formal economic avenues. The collaborative community-led project conducted 453 surveys and a series of in-depth semi-structured interviews with newcomers in Toronto’s East end. The findings highlight the prevalence of poor employment conditions and the reliance on informal economic activity in the cash economy for survival.

This report highlights the impact evaluation conducted by Accenture of mentoring programs on skilled immigrants’ ability to integrate into the labour market. Key findings show that mentees significantly improved their economic standing 12 months after mentoring. On average, unemployment decreased from 73 percent at the time of mentoring to 19 percent 12 months later. Full-time earnings increased from $36,905 to $59,944, an improvement of 62 percent. This report is based on 292 survey respondents (mentees) who completed mentorship programs.


In this paper, the authors document the economic outcomes of elderly immigrants to Canada. Specifically, they aim to describe the extent to which elderly immigrants may have low income (are “in poverty”) and their interactions with the Canadian income transfer system. The study has two main parts. First, using a combination of administrative and survey data, the authors describe the age dimensions of immigration to Canada since 1980, and the evolution of policies directed towards older immigrants (i.e., immigration selection, and eligibility for age-related social security programs). Second, using the SCF and SLID surveys spanning 1981 through 2006, they document the composition and levels of income for immigrants to Canada. They estimate the degree to which older immigrants support themselves, either through working, or living with relatives, as well as the degree that they rely on various income transfer programs, especially OAS, GIS, and Social Assistance (SA). The authors also summarize older immigrants’ overall living standards, and the extent to which they live in poverty (have “low incomes”). Throughout the paper, the authors also explore the family dimensions to the outcomes of older immigrants: distinguishing between individual and family sources of income, as well as outlining differences in the living arrangements (family structure) of older immigrants, and the implications for measures of their well-being. The evidence suggests that older immigrants, especially those in Canada less than 10 years, have very poor economic outcomes. These poor outcomes are compounded (though not caused) by ineligibility for age-related transfer programs.

Bishop, Neil. 2013. “Canadian Immigrant Economic Integration: Do Overseas Policy Interventions Work?” A research essay submitted in fulfillment of the requirements for PAPM 4908 as credit towards the degree of Bachelor of Public Affairs and Policy Management [Honours], Arthur Kroeger College of Public Affairs, Carleton University, Ottawa.

This paper examines why newcomers to Canada are unable to access the same employment opportunities as native-born Canadians and explores whether or not these barriers to economic integration are addressed in overseas policy interventions such as the
Canadian Immigrant Integration Program (CIIP) and the Canadian Orientation Abroad program. The paper argues that immigrants’ economic and social outcomes can be improved through overseas policy interventions that equip them with the tools and knowledge necessary to move beyond the minimal threshold of economic integration once they arrive in Canada. Drawing on public records (including evaluations) of two overseas programs, government publications, academic research, and interviews with a CIIP project manager and a federal official, the paper also includes recommendations based on whether or not each program sufficiently addresses identified barriers to economic integration.


In this paper, the authors show that the decline in the relative wages of immigrants in Canada is far from homogenous over different points of the wage distribution. The well-documented decline in the immigrant-Canadian born mean wage gap hides a much larger decline at the low end of the wage distribution, while the gap hardly changed at the top end of the distribution. Using standard OLS regressions and new unconditional quantile regressions, the authors show that both the changes in the mean wage gap and in the gap at different quantiles are well explained by standard factors such as experience, education, and country of origin of immigrants. Interestingly, the most important source of change in the wages of immigrants relative to the Canadian-born is the aging of the baby boom generation that has resulted in a relative increase in the labour market experience, and thus, in the wages, of Canadian-born workers relative to immigrants.


This paper studies the role played by linguistic enclaves on the economic integration of immigrants to Canada. Linguistic enclaves are defined as groups of people who are similar with respect to languages used on their jobs. A five-category classification of major types of linguistic enclaves is produced, using responses to two questions on the Canadian 2006 census of population: language most often used on the job and language(s) regularly used at work. Two core questions are asked: 1) What factors influence the likelihood of employment in linguistic enclaves; and 2) What are the impacts of working in linguistic enclaves on earnings? These questions are answered by examining the economic integration of immigrant allophone women and men age 26-64 who were employed in 2005 or 2006 and who were enumerated in the 2006 Canadian census of population. The investigation shows that levels of language proficiency are important factors determining the type of language enclave where individuals are employed. Further language at work mediates much of the observed impacts of language proficiency on earnings. Wage determination models also confirm that employment in linguistic enclaves conditions weekly earnings; allophone immigrants who use non-official languages at work have lower wages than those who use only English at work.

The research project highlights how social enterprise business model provide a compelling framework through which to mobilize and enhance newcomers’ skills as they ease and accelerate the settlement process. Research highlights from an online survey and in-depth case studies profile these experiences and immigrant characteristics, affirming that having an array of effective community partnerships, particularly with business development and settlement organizations, has been the primary condition for successfully developing an immigrant social enterprise. The research identifies a number of conditions for enterprise success, the most important being direct support from settlement organizations and business development organizations helping with business plan development, management skills, and marketing. Partnerships and networking are also cited as a key factor in overcoming the many challenges immigrants face in starting a social enterprise. A number of other factors and examples are detailed in this study.


Research comparing the labour market performance of recent cohorts of immigrants to Australia and Canada points to superior employment and earnings outcomes in Australia. Examining Australian and Canadian Census data between 1986 and 2006, the authors find that this performance advantage is not driven by differences in broader structural and macroeconomic labour market conditions affecting all new labour market entrants. Rather, the results from comparing immigrants from a common source country – either the U.K., India, or China – suggest that the advantage, particularly in earnings, primarily reflects a difference in the source country distribution of Australian immigrants. Moreover, the recent tightening of Australian selection policy, most notably its use of mandatory pre-migration English-language testing, appears to be having an effect primarily by further shifting the source country distribution of immigrants away from non-English-speaking source countries, rather than in identifying higher-quality migrants within source countries.


Researchers have long posited that immigrant social structures play an important role in the settlement and adaptation of immigrants in most host countries, including Canada. Recent studies report that immigrant organizations can have divergent effects on the economic outcomes of the communities they serve. However, the topic has yet to be addressed adequately for lack of systematic information on immigrant organizations. This article proposes to partially fill this gap by measuring the impact of several new variables drawn from infrequently used, but readily available administrative data collected by the
Canadian government on three census labour market variables: income, unemployment, and self-employment. This addresses a specific part of the labour market impact of immigrant social structures: the role of officially recognized charitable organizations serving specific ethno-immigrant communities in fostering their labour market integration. The results of descriptive analysis and regression models show that organizational density is positively associated with self-employment and negatively associated with income and unemployment.


This study explores the economic impact of the official language (English or French) capacity of adult immigrants and the impacts this has on their social integration in Canada. Findings show that language skills have a significant effect on the economic integration of Canada’s immigrants, including their employment levels and incomes. The authors review a range of literature and recent research findings on immigrant language and integration. One of the findings notes that some immigrant groups face considerably more linguistic and cultural challenges than others and suggests that current approaches to language training do not necessarily help immigrants develop the “soft skills” they need to find employment and integrate successfully into the workplace. The authors conclude that, although language proficiency is important, so are pragmatic skills and opportunities to interact with those who speak English or French. The report presents a number of policy recommendations, including expanding eligibility for language training funded by the federal government and increasing the focus on oral language ability and pragmatics; expanding the Community Connections program administered by CIC so that more immigrants can benefit from informal dialogue and networking experiences; involving immigrant parents in school district activities to promote social integration; sharing lessons from successful social integration activities among the various orders of government, Local Immigration Partnerships, and others; and developing awareness-raising activities for native-born Canadians, some of whom hesitate to engage in conversation with those whose mother tongue is not English or French.


Theories of subtle prejudice imply that personnel decision makers might inadvertently discriminate against immigrant employees, in particular immigrant employees from racial minority groups. The argument is that the ambiguities that are associated with immigrant status (e.g., quality of foreign credentials) release latent biases against minorities. Hence, upon removal of these ambiguities (e.g., recognition of foreign credentials as equivalent to local credentials), discrimination against immigrant employees from minority groups should no longer occur. Experimental research largely confirmed these arguments, showing that participants evaluated the credentials of black immigrant employees less favorably only
when the participants harbored latent racial biases and the foreign credentials of the applicants had not been accredited. The results suggest the importance of the official recognition of foreign credentials for the fair treatment of immigrant employees.


This study examines whether source-country gender roles affect the paid and unpaid (i.e., housework) labour of immigrant women in Canada. The results show that the female-male labour activity ratio and female-male secondary education ratio in source countries – two indicators of source-country gender roles – are both positively associated with immigrant women’s labour supply and negatively associated with the amount of housework that they perform. Furthermore, the effect of source-country female-male labour activity on immigrant women’s labour supply remains stable over time, and the effect on housework declines slightly with years after landing in Canada. The effect of source-country female-male labour activity is enhanced when immigrant couples are from the same source country, but remains significant even when immigrant wives and their husbands are from different source countries. The effect of source-country female-male secondary education is generally smaller than that of source-country female-male labour activity.


Drawing on data from the Longitudinal Survey of Immigrants to Canada, the authors analyze factors shaping new immigrants’ month-by-month employment trajectories over their first four years of settlement. They treat trajectories as multidimensional and holistic entities, seeking to predict the correlates of a set of typical pathways identified via optimal matching techniques and cluster analysis. Human capital attributes and household context shape trajectories in important ways, but patterns related to bias and discrimination are not straightforward and social ties have little impact.


The number of immigrants working in regulated and unregulated occupations is unknown. A major contribution of this study is that it uses Statistics Canada data to classify occupations, across provinces, into regulated and unregulated categories and then to examine the covariates of membership in a regulated occupation. In aggregate, immigrants are not less likely to work in a regulated occupation. Immigrants educated in Asia prove to be much less likely to secure access to a regulated occupation than either the native-born or other immigrants.
The authors investigate the sources of declines in entry earnings for Canadian immigrants in the 1980s, 1990s, and early 2000s. They find that these declines are not unique to immigrants; native-born new entrants also faced declines in entry earnings. Differencing immigrant entry earnings relative to those of native-born workers entering the labour market at the same time provides a means of removing the effects of changes in the Canadian economy that are not specific to immigrants. After doing this, the authors find that substantial declines in returns to foreign experience play an important role in declines in entry earnings across immigrant cohorts. The declining return to foreign experience is strongly related to shifts in the source country composition of immigration. In the end, the authors account for 74 percent of the decline in entry earnings between the 1980–82 immigrant cohort and the 2000–02 cohort with a combination of general new entrant effects (39 percent), shifts in the source country composition (16 percent), and flattening of the foreign experience profile (24 percent). The substantial increase in the 1990s in the points allocated to immigrant applicants with university education actually worked in the opposite direction, meaning that immigrant entry earnings would have been even lower in the absence of the resulting shift in educational composition (equivalent to 5 percent of the decline in entry earnings).

Using detailed information on employment trajectory provided by the Longitudinal Survey of Immigrants to Canada, this study examines labour market outcomes of recent immigrants in terms of duration of access to the first job in their intended occupation, as determined by a question in the first wave interview on labour market intentions. The matching between actual and intended occupations is obtained from the first two digits of National Occupational Classification codes, which consider successively occupation type and skill level. Using a Cox proportional hazards model, the study investigates the roles of factors related to human and social capital in speeding up the matching process of actual and intended occupations. It is found that the initial year in Canada is critical for an immigrant to land a job in intended field; after that period, the hazards of finding employment in intended occupation flatten down. In general, those with intention to work in non-professional jobs, such as sales and services, trades, transport and equipment operators, primary industry, and processing and manufacturing occupations, enter the first job in intended occupation more quickly. The results also show that education, English language ability, Canadian work experience, and friendship networks facilitate access to intended occupation.
Beyond well-documented credentialing issues, internationally educated nurses (IENs) may need considerable support in transitioning into new social and health care environments. This focused ethnographic study explores the transitioning experiences of IENs upon relocation to Canada, and provides policy and practice recommendations for improving the quality of transitioning and the retention of IENs in Canada. This study reports that many IENs have negative experiences related to their work contract and overall support upon arrival, with many experiencing discrimination. The primary area of discontentment was the apparent communication breakdown at the recruitment stage with subsequent discrepancy in expected professional role and financial reimbursement. A number of recommendations come from this research, including early and pre-arrival support and information and the need for explicit and clear communication between employers and recruitment agencies to avoid employment contract misunderstandings as well as the need to increase supports for employers related to fostering an inclusive and diverse workplace.


The author examines whether the factors associated with the rise in the Canadian born-immigrant entry earnings gap played different roles in the 1980s, the 1990s, and the early 2000s. He finds that, for recent immigrant men, shifts in population characteristics had the most important effect in the 1980s when their earnings gap expanded the most, but this “compositional” effect diminished in the 1990s and early 2000s. The effect of changes in returns to Canadian experience and education was small for men, but stronger for women in all three periods. During the early 2000s, the IT bust, combined with a heavy concentration of immigrants in IT-related occupations, was the primary explanation of the increase in their earnings gap. Furthermore, returns to foreign experience declined in the 1980s and 1990s, but recovered moderately in the early 2000s. In contrast, the relative return to immigrant education declined in the early 2000s.


This paper highlights the main research findings in the Economic and Labour Market Integration Domain of Metropolis British Columbia (MBC). It is based almost entirely on working papers published in the MBC working paper series.


This paper is a critical response to the Fraser Institute’s study (Grady and Grubel 2011) on the “fiscal burden” created by immigrants arriving in Canada between 1987 and 2004, whose central claim is that “in the fiscal year 2005/2006 immigrants on average received
an excess of $6,051 in benefits over taxes paid” (or as high as $23 billion per year for the nearly four million post-1986 immigrants to Canada). This brief report identifies some of the issues related to the internal and external validity of the study performed by Grady and Grubel. Pointing to a number of errors and inconsistencies in their analysis, this report presents a “corrected” estimate of the fiscal transfer to immigrants in Canada.


According to this article, the comparisons that suggest that recent waves of immigrants are underperforming relative to previous waves over five-year cycles may not be allowing sufficient time allotments to make meaningful conclusions. It is worth noting that there are regional variations in the disparities. It is interesting to observe that, in spite of the weaker economic performances of the recent waves of immigrants, the degree of satisfaction on the part of newcomers with life in Canada remains relatively strong, even if there is also a body of evidence that suggests that, for many, expectations have not been met. The article concludes that the relationships between immigrant expectation and economic performance in Canada merits further examination to help Canada identify the way in which it chooses to modify policy in the area of immigration.


This report depicts the labour market earnings of immigrants by language level. Findings show that immigrants with language skills from Level 1 to Level 3 (ranging from the lowest skills to the minimum level required to live and work in a complex environment) have slightly lower hourly earnings than their Canadian-born counterparts, whereas immigrants with language skills at Levels 4 and 5 earn more on average than Canadian-born individuals. The report points to Level 3 language skills as the so-called “tipping point” for the improvement of immigrants’ labour market outcomes. Even still, this research highlights how recent immigrants with high levels of language proficiency still have unemployment rates three times those of Canadian-born or established immigrants and that their job-skill mismatch is also higher.


In this chapter, the authors use Census data to examine the earnings-experience profiles that show earnings at entry into the Canadian labour market and growth with additional years of Canadian experience for immigrants across a number of demographic and socio-economic dimensions. They find that age, education, labour market entry cohort, and immigrant status are all important determinants of earnings for each ethnic group, so comparing average earnings across groups may not be very informative and they suggest
future research with a more disaggregated analysis of earnings differences across different visible minority groups.


Immigrant men and women in Canada from recent arrival cohorts have especially low rates of having an apprenticeship credential when compared to either their counterparts from earlier arrival cohorts or the Canadian-born. Among the native born, a second generation man is more likely to have completed an apprenticeship if his father’s generation of immigrant men in Canada (from the same source country) have a high probability of apprenticeship completion. The same effect is present for first generation men who arrived in Canada as children. However, this effect is not found for either first generation or second generation women. An analysis of earnings indicates that a strong wage return from the completion of an apprenticeship in Canada is found for men. However, women who have completed an apprenticeship in Canada actually have lower weekly earnings than women with only a high school diploma. The empirical results suggest that the increased emphasis on university education in the selection of economic immigrants is creating an imbalance between the supply of both first and second generation immigrants with an apprenticeship, and the demand for workers with these credentials.


The incomes, hours of work, and co-residency behavior of older immigrants in Canada are analyzed using data from the confidential master files of the Canadian Census for the years 1991, 1996, 2001 and 2006. Older immigrants in Canada have lower incomes than the Canadian-born of the same age range and this difference is concentrated in the immigrants who arrived older than age 50. However, there is also evidence that the effects of the lower incomes on the welfare of these immigrants are mitigated to a certain extent through co-residency, presumably with their younger relatives already resident in Canada. Immigrants reside with, on average, more family members than do the Canadian-born. A clear pattern is present of immigrant groups with relatively low average incomes being the ones living in larger economic families. Immigrants who arrive at younger ages (25-49) are more likely to be employed and if they are employed, they tend to work longer hours than their Canadian-born counterparts. For immigrants who arrived after age 50, their employment decisions do not differ greatly from their Canadian-born counterparts; however, if they work, their hours of work tend to be higher. Immigrants have relatively less income from private pensions compared with the Canadian-born. Immigrants from non-traditional source countries have low levels of CPP/QPP income relative to immigrants from traditional source countries or the Canadian-born. In terms of OAS/GIS income, immigrant men who arrived at age 60 or older have in the order of 50 percent lower incidence of receiving pension income than do immigrants who arrived at younger ages. In
contrast, for immigrant men who arrived age 25-49, the authors do not see large differences in their incidence or level of income received from OAS/GIS relative to otherwise similar Canadian-born men.


Using the 2006 Canadian census, the authors analyze the incidence and returns to apprenticeship credentials for immigrant and native-born men in Canada. Both immigrant men who arrived in Canada as children and first-generation Canadian-born men are more likely to have completed an apprenticeship if their father’s generation of immigrant men in Canada (from the same source country) have a high probability of apprenticeship completion. The return to an apprenticeship (relative to high school only education) is found to result in approximately 13 percent higher earnings. A cross-cohort simulation suggests that long-run shifts in the source countries of immigrants to Canada are likely to lead to a reduction in the future fraction of school entry cohorts willing to undergo apprenticeship training.


This volume provides updates on the impacts that economic and social factors have on immigration policy and recently arrived immigrants. These 12 chapters and essays consider a range of timely topics, including temporary foreign workers, employment, self-employment, education, and earnings trajectories.


This article addresses three questions: (1) What were the employment dynamics of a specific cohort of immigrant and native-born workers over the 20 years from 1991 to 2010? (2) To what extent did initial differences in earnings and pension coverage between the two groups narrow during this period? (3) Which factors were associated with the narrowing of these differences? The data are from the linked 1991 Census–Longitudinal Worker File and pertain to real annual wages and salaries, and pension coverage of immigrants aged 25 to 34, in 1991, who arrived in Canada from 1985 to 1990, and native-born workers of the same age group.


This paper examines the nature of the differences in the wage gap between Canadian-born males and immigrant males in Quebec and in the rest of Canada (ROC) over the period 1980–2000. Relative to Canadian-born individuals, immigrants in the ROC have been
consistently and increasingly faring better in terms of wages than immigrants in Quebec. The authors do not conclude that this is a consequence of Quebec having different immigration policies from the ROC, as the wage gap would be even larger if Quebec attracted the same immigrants as the ROC, nor do they conclude that immigrants are more discriminated against in Quebec. They find that the increased differential in the Quebec-ROC immigrant wage gap mostly reflects changes in the premium earned by immigrants who become citizens over those who remain landed immigrants; this premium virtually disappeared in Quebec while remaining stable in the ROC over the period.


This report provides analysis and recommendations around developing service strategies to support entrepreneurial activity among immigrants living in the City of Toronto. The research included a review of literature and key informant interviews, as well as 100 one-on-one interviews with immigrant owners of small businesses in five languages. The report offers a number of insights and key findings on the experiences of immigrant entrepreneurs, including service needs and gaps. One key finding emphasized is the highly diverse group of immigrant entrepreneurs and how service providers need to offer supports that are tailored to the specific needs and characteristics (such as gender, income, language skills, and level of experience) of the wide range of immigrant entrepreneurs in Toronto.


Thousands of résumés were sent in response to online job postings across multiple occupations in Toronto to investigate why Canadian immigrants, allowed into the country based on their skills, struggle in the labor market. Résumés were constructed to plausibly represent recent immigrants under the point system from the three largest countries of origin (China, India, and Pakistan) and Britain, as well as non-immigrants with and without ethnic-sounding names. In addition to names, the author randomized where applicants received their undergraduate degree, whether their job experience was gained in Toronto or Mumbai (or another foreign city), and whether they listed being fluent in multiple languages (including French). The study produced four main findings suggesting considerable employer discrimination against applicants with ethnic names or with experience from foreign firms.


Building off Oreopoulos (2009) findings, this study expands the resume callback experiment and then uses interviews with recruiters and human resource professionals to
discuss why immigrant discrimination occurs. Findings from employers revealed that names are often treated as a signal that an applicant may lack critical language or social skills for the job – contradicting the conclusions of the earlier quantitative analysis. The authors use the contrasting findings to describe a model of “subconscious” statistical discrimination, where employers justify name and immigrant discrimination based on language skill concerns but incorrectly overemphasize these concerns without taking into account offsetting characteristics listed on the resume. The authors describe how pressure to avoid bad hires exacerbates these effects, as does the need to review resumes quickly, offering the potential of hiding candidate names as a part of the pre-screening process to help eliminate this bias.


Provincial Nominee Programs have increased the role of the provinces in selecting immigrants to Canada. The authors use administrative data to compare the earnings and settlement rates of Provincial Nominees (PNs) and immigrants through comparable federal programs, such as economic class immigrants (ECIs). They find that PNs experienced higher entry earnings but slower subsequent earnings growth. While differences in observable characteristics of immigrants through the two programs played a nominal role in accounting for differences in entry earnings, they were more important in accounting for differences in subsequent earnings growth. Further, the authors find that PNs were more likely than ECIs to stay in the province to which they were initially destined and that differences in observable characteristics account for most of the higher settlement rate of PNs.


This paper uses Census data to investigate how minority disparity in Canada has evolved over the period 1991 to 2006. Overall, this research finds that visible minority- and immigrant-based earnings disparity has increased substantially from 1990-2005 and that this pattern is observed broadly for both men and women, in Canada as a whole, and in each of its three largest CMAs. The decline in relative earnings is substantial, on the order of 10 percentage points for Canadian-born visible minorities, and 20 percentage points for both white and visible minority immigrants.


The authors use longitudinal tax data linked to immigrant landing records to estimate the earnings growth of immigrants from three entering cohorts since the early 1980s. Selective attrition by low-earning immigrants might result in lower earnings growth with years since migration in longitudinal data compared to repeated cross-sections. Existing studies on U.S. data have found exactly this result (Lubotsky 2007). The authors ask whether a similar
bias is observed in the Canadian data and find that it is not. They show that while low-
earnings immigrants are more likely to leave the cross-sectional samples over time, the
same is true for the Canadian-born population. The paper concludes that there is no
evidence of selective labour force participation patterns among immigrants in Canada
compared to the native-born population.

Picot, Garnett, Yuqian Lu, and Feng Hou. 2009. “Immigrant Low-income Rates: The Role of
2014.

This article provides an overview of the trends in low-income rates among immigrant
groups and the Canadian-born population. The main issue is whether the change in low-
inecome rates was associated primarily with changes in market income (mostly income from
employment) or the social transfer system (for example, employment insurance benefits,
social assistance, and child benefits). Analysis is conducted for immigrants as a whole, and
separately for immigrant children and immigrant seniors.

Preston, Valerie, Nina Damsbaek, Philip Kelly, Maryse Lemoine, Lucia Lo, John Shields, and

This report highlights the annual earning differentials of immigrant men and women
compared to their Canadian-born counterparts. Findings show that while immigrants
average earnings increase the longer they are in Canada, there is a large gap in annual
income increases with more recent periods of immigration, for both sexes and for most
countries of origin. The report also signals the heterogeneous nature of immigrants’
experiences, as immigrant annual earnings vary based on countries of origin.

Rai, Vikram. 2013. “Labour Market Information for Employers and Economic Immigrants in

This report draws lessons from the Canadian immigration experience that can contribute to
improving the labour market outcomes of immigrants and alleviate barriers related to labour
market information issues. Foreign-born workers often lack the necessary information to
learn about opportunities in the Canadian labour market, which can prevent highly skilled
workers from finding employment in their field, to the detriment of the Canadian economy.
The report examines the services provided to immigrants in Canada by federal and
provincial governments, and the large role played by the non-profit sector in facilitating the
delivery of information and services to immigrants in order to lessen the informational
barriers to immigrant employment. It further identifies best practices from Canada, which
include establishing national standards for the recognition of foreign qualification;
simplifying the delivery of services by using one-stop shops or single points of contact;
involving local stakeholders in the development of policy and delivery of service; and
maintaining a flexible immigration policy. Identifying and addressing the specific needs of
newcomers to Canada has had a strong positive impact on their labour market outcomes.
Since 1996, the problem of underutilization of immigrant skills in Canada has grown significantly. University-educated immigrants are more numerous, and census analysis shows that their access to skilled occupations in the professions and management declined between 1996 and 2006. The decline in access since 2001 coincided with increased program efforts, including foreign credential assessment, bridge training, and others. Policy differences among provinces, or in occupational groups targeted, also have had little impact on aggregate trends. The value (in today’s dollars) of work lost to the Canadian economy grew from about 4.8 billion annually in 1996 to about 11.37 billion in 2006.


This report shows that only small differences in levels of job satisfaction appear between the Canadian-born and immigrants, with both groups showing a decline in satisfaction with pay and benefits compared to previous data. The report highlights that the longer immigrants reside in Canada, the higher their job satisfaction, especially with regards to benefits and pay. The only exception was for immigrants who had arrived in the early 1990s; they were the least satisfied when asked about their current job.


This report outlines how immigrant class affects labour market outcomes for immigrants. Findings show that principal applicants in the skilled worker category, both men and women, had better labour outcomes than immigrants who entered under other immigration classes. Principal applicants were more likely to be employed, and be working in their area of training/education, had taken less time to find their first job, had shorter jobless spells and earned more than other groups. Looking at other immigrant classes, refugees, both men and women, faced more difficulties in the labour market – even four years after arrival. Overall, immigrant men had better labour market outcomes than immigrant women, including higher labour force participation rates.


This study uses 2006 Canadian census data to examine the incidence of poverty in immigrant communities in Canada, both at the national and Census Metropolitan Area (CMA) scales. Using before-tax Low Income Cut-Offs (LICO) as a measure, this analysis dissects the impact of time of arrival, age, marital status, racialization, and geographic
setting in describing the Canadian immigrant experience of poverty. More recent immigrants appear to face a comparatively difficult entry into the Canadian labour market, though other factors such as age and marital status complicate this conclusion. Racialization also plays a role in determining the likelihood of poverty among Canadian immigrants, though not across all categories and contexts. Geography is also a key consideration here, where poverty is usually an urban phenomenon, particularly in the major gateway cities. While the overall conclusion is that immigrants are more likely to be in poverty than the Canadian-born, the study demonstrates that this is a complex phenomenon with a number of variables that need to be considered.


This paper posits that not only has there been a long-term decline in the average English/French language abilities of Canada’s immigrants but, as a result of broad economic structural changes or perhaps even changes in the way work is organized within sectors, the labour market value of English/French language skills has increased over time. The author makes the argument that this has contributed to the earnings shortfalls of immigrants prior to the early 1990s, but even as the average language abilities of Canada’s immigrants have stabilized, and perhaps even improved, their relative earnings have not. This study uses test score data assessing literacy, numeracy, and problem-solving skills of Canada’s adult population, finding evidence of large gaps in immigrant language skills, which appear not only strongly related to labour market earnings, but substantially larger for immigrants with a foreign mother tongue and who use a foreign language at home. With this data, the author explores the possibility of increasing returns to language skills in Canadian labour markets and finds that the deterioration in new immigrants’ earnings, relative to similarly aged and educated Canadian-born workers, has clearly been most pronounced among immigrants with a foreign mother tongue and home language. The author finds this to be true, even after controlling for the region of an immigrant’s birth, suggesting further that it reflects a change in the return to language skills, rather than a change in language skills themselves. The results of this analysis suggest a larger role for language in explaining the well-documented labour market challenges of Canada’s recent immigrants. Nonetheless, the author calls for more research in this area, especially research that uses data reflective of actual language skills, rather than proxies.


Earnings and employment differences across categories of the immigrant selection system are explored with links to the points system. Additionally, alternative approaches to analysis are discussed with respect to their relevance for different policy questions. Appreciable outcome gaps across immigrant categories are observed but with important differences in interpretation following from alternative approaches to specifying the sample and methodology for analysis. As expected, members of the economic class have superior earnings in the long run; however, employment in other immigration classes is sometimes
comparable or higher. Notably, privately sponsored refugees have relatively good outcomes, particularly in the short run.


Small- and medium-size cities are facing pressure to attract immigrants to counter aging trends in the population and boost economic productivity. Since immigrant businesses are often considered an engine of economic growth, this study, using Kelowna, BC as an example, attempts to explore the experiences of immigrant entrepreneurs in small- and medium-size cities. The authors look at what and how current immigrant entrepreneurs are doing today in order to offer insights into the future directions these cities should take in terms of attracting immigrant businesses. Using a mixed methods approach, consisting of a questionnaire survey and key informant interview, this study compares the experiences of immigrant to non-immigrant entrepreneurs to see if they face similar challenges and opportunities, whether they cope and strategize differently, and what the city can do to attract and retain potential immigrant entrepreneurs. The study confirms that immigrants face unique barriers in starting a business, compared to Canadian-born individuals. The study also finds that, in the absence of institutionally complete communities or strong ethnic economies, immigrants do not rely as extensively on their own community resources, which are considered instrumental in immigrant business development in major urban centres. The researchers suggest that immigrant entrepreneurs in Kelowna are more optimistic and that the city can make a number of changes to create a more welcoming community.


This report finds that there are few significant differences when it comes to the labour force participation of immigrants based on language skills, but there are significant differences in earnings based on language skills – with gender differences between immigrant men and women accentuated when immigrant women have poorer language skills. The report highlights that overall, more than half of immigrants who speak English or French very well or fluently find work in a field related to their education /training, compared to less than 1 in 5 for immigrants with poor language skills. Immigrants with poorer spoken English or French are more likely to work with higher proportion of people of their own cultural/ethnic group.


Based on an online survey and in-depth interviews conducted from 2009 to 2010, this study looks at the reality of a particular group of foreign-born and foreign-trained professionals in Ontario. These are the professionals who did not get to practise their
respective professions after immigration but acquired a new profession in the form of settlement work. The study identifies their pre-immigration education and work history, the reasons they left their countries of origin (or of permanent residence) for Canada, the expectations they had, the choices they made about pursuing professional practice, the efforts they put towards that or some alternative goal, and their eventual professional reconstitution as settlement workers. Following the Canadian trajectory of these dual professionals has three contributions to research into immigrant access to professions. First, their individual experiences reveal the social processes of inclusion in, and exclusion from, professional practice. Second, unlike those immigrants who are de-professionalized in the post-immigration period, our target population reinvent themselves as practitioners of a new profession and thus provide a more nuanced immigrant experience. Third, their common practice as settlement workers gives us insight into the dynamics of an emerging profession that is settlement work.


Commissioned by Metcalf and Maytree Foundations, this report brings together existing data, scholarly research, and programs and practices on immigrant self-employment and entrepreneurship. The report identifies characteristics of self-employment and entrepreneurship among immigrants, describing the challenges faced by immigrants in starting a new business and highlighting services, programs, and supports for these immigrants in Toronto. The report puts forth a number of preliminary observations about the current services available for self-employed and entrepreneurial immigrants, pointing to some service gaps and recommendations.


In this book chapter, the authors use the Longitudinal Study of Immigrants in Canada (LSIC) to study immigrant integration in Canada by class, offering a comprehensive descriptive overview of a diverse set of employment measures covering all three cycles of the LSIC.

**Education and Training**


The education outcomes of children born in Canada to immigrants are only weakly associated with the education levels of their parents. The intergenerational association in schooling levels is about three times as strong for the general population. The authors also find that the intergenerational transmission of education has not changed across the birth cohorts of the postwar period, and that upward mobility of educational attainment is more
likely among second-generation Canadians raised by immigrant parents with low education than among Canadians with native-born parents. This overall positive view of mobility across the generations among immigrants is tempered by the fact that some children, particularly boys from certain communities, face significant challenges in making progress.


This study investigates post-migration educational investment among newly arrived immigrants and examines the effect of post-migration education on new immigrants’ labour market integration, as measured by earnings and occupational status. The results indicate that younger immigrants who are already well educated, fluent in English or French, and worked in a professional or managerial occupation prior to migration are most likely to enroll in Canadian education. But acceptance of previous work experience by Canadian employers lowers the likelihood of enrolling in further education. Financial capital was not found to affect participation in post-migration education. Those immigrants who did enroll in post-migration education enjoyed an earnings advantage and were more likely to work in a professional or managerial job. The effect of post-migration education was greater for immigrants whose previous work experience was not accepted in Canada.


This chapter aims to discuss Canadian youth’s perceptions of their identifications in a society increasingly influenced by the forces of globalization and the relevance of the findings to identity formation, knowledge construction, and citizenship education curriculum. Of particular interest are second generation youth, born in Canada, whose parents moved across national and territorial boundaries to settle in the new world, as these youth are called upon to construct and situate themselves in terms of multiple frames of reference. In this light, the authors examine second generation Canadian youth’s patterns of interaction, deliberation, and influence, where mobilities and transcultural modes of belonging are created and lived in three cities, namely, Winnipeg, Calgary, and Toronto.


This report examines Canada’s workforce development system and policies. Workforce development policy in Canada is under provincial jurisdiction. Immigrants have access to a plethora of targeted and mainstream services provided by a wide range of actors, including school boards, colleges, universities, unions, community centres, and private and non-
profit organizations. Despite the many programs and interventions, evidence suggests that immigrants are underrepresented both in individual and employer-provided training. Some common barriers to immigrant participation include the complexity of service provisions, barriers to access such as language skills and child care, and difficulties in assessing whether available programs offer returns on investment. The report identifies two main areas through which these barriers may be addressed going forward. First, some policy makers and stakeholders have raised questions regarding whether mainstream and targeted services should be integrated. It seems that immigrants prefer to use immigrant-specific services, suggesting that these services may serve their needs better. But it is costly and possibly inefficient to run two parallel systems. Second, there is an emerging consensus that the system has been too supply-driven and has failed to adequately involve key stakeholders such as employers.


This paper reviews the recent research on the determinants of the educational attainment among the children of immigrants (the 2nd generation) in Canada and the United States. The focus is on the gap in educational attainment between the 2nd and 3rd, and later generations (children of domestic-born parents), as well as the intergenerational transmission of education between immigrants and their children. On average, the children of immigrants have educational levels significantly above their counterparts with domestic-born parents in Canada. In the United States, educational levels are roughly the same between these two groups. In both countries, conditional on the educational attainment of the parents and location of residence, the children of immigrants outperform the 3rd and later generation in educational attainment. The authors find that parental education and urban location are major determinants of the gap in educational attainment between the children of immigrants and those of Canadian- or American-born parents. In Canada, children of the larger and increasingly numerically important immigrant groups (Chinese, South Asians, Africans, etc.) register superior educational attainment levels to those of the 3rd and later generation – partly related to the high levels of parental education and group level “ethnic capital” among these immigrant groups.


This paper extends our understanding of the difference in university participation between students with and without immigrant backgrounds by contrasting outcomes in Switzerland and Canada, and by the use of new longitudinal data that are comparable between the countries. The research includes family socio-demographic characteristics, family aspirations regarding university education, and the student’s secondary school performance as explanatory variables of university attendance patterns. In Switzerland, compared to students with Swiss-born parents, those with immigrant backgrounds are disadvantaged regarding university participation, primarily due to poor academic
performance in secondary school. In comparison, students with immigrant backgrounds in Canada display a significant advantage regarding university attendance, even among some who performed poorly in secondary school. The included explanatory variables can only partly account for this advantage but family aspirations regarding university attendance play a significant role, while traditional variables such as parental educational attainment are less important. In both countries source region background is important. Possible reasons for the cross-country differences are discussed.

**Housing**


In this paper, the author argues for an increase in research activity in the area of immigrant residential crowding in Canada. Using the 2006 Census of Canada, the author suggests that crowding is too complex to label as “good” or “bad,” and that future work should try to identify how we can distinguish when crowding actually reflects economic constraint.


In this paper, the author compares the ability of assimilation and stratification theories of immigrant integration to explain differences in home ownership levels of seven recently arrived immigrant visible minority groups in Canada. The paper uses event history analysis, bootstrap sampling, and three waves of the Longitudinal Survey of Immigrants to Canada (LSIC) to model the home ownership status of the October 2000-September 2001 arrival cohort in their first four years after arrival. Given the richness of LSIC data, it is possible to determine if differentiation between groups occurs because of either credit constraints or entry wealth. The author finds these factors to have surprisingly little effect on the home ownership propensities of Arab, black, Filipino, Latin American, South Asian, and white immigrants.


This report outlines several aspects of the residential experiences of recent immigrants to Canada. It uses the Longitudinal Survey of Immigrants to Canada to document the experiences of newcomers as they learn how to navigate Canada’s housing market. After describing the historical context of immigration in Canada in section one, section two elaborates on housing affordability, and how this varies by census metropolitan area, category of admission, country of origin, and visible minority status. Most analysis in section two is broken down by owners and renters. In section three, multivariate analysis is used to identify the factors that allow those who rented in wave 1 to become owners by wave 3. The report closes by discussing some policy implications and making some
suggestions for future research. Report findings by and large suggest that immigrants settle in to the housing market very quickly and, although many face adversity in their early years, they appear to be determined to not let these hardships prevent their residential mobility.


This review was undertaken in support of a research project called “Precarious Housing and Hidden Homelessness among Refugees, Asylum Seekers, and Immigrants in Montréal, Toronto, and Vancouver.” The research compares the housing situations and needs of immigrants and refugees in Montréal, Toronto, and Vancouver, the three metropolitan areas in Canada in which the majority of newcomers settle. The review focuses on documents released between 2005 and 2010. The overall finding of the research is that some immigrants and refugees progress relatively quickly towards a “positive” housing outcome with affordable, suitable, and good-quality housing, while others remain in inferior, overcrowded, and unaffordable rental accommodation, often for long periods of time. More comparative longitudinal studies are needed to track the longer-term housing experiences of Canadian immigrants. These studies also need to be large enough to capture the immense diversity of immigrant groups entering Canada and the diverse nature of the areas where they settle. At the same time, localized ethnographic studies are needed to capture the lived experiences of the variety of Canada’s immigrant groups.


The literature tends to treat immigrant settlement, health, housing, and homelessness as separate agendas. Yet, given that immigrants generally experience declining health on arrival, poor health may lead to homelessness. Conversely, appropriate housing facilitates good health. For immigrants, and particularly vulnerable populations including refugees and the elderly, the risk of homelessness may be increased for those with poor health, individuals lacking social networks and who are socially excluded, or those that are settled in marginalized areas. The following considers the health status of new arrivals and access to health care before exploring the potential linkages to housing and homelessness.


This special issue tackles the relationships between housing, neighbourhoods, and integration in a number of ways by exploring the links between immigration, housing, and homelessness in Canada. The articles in this issue are revealing of the diverse factors that
influence the housing outcomes and experiences of immigrants and refugees in Canada’s urban markets, including housing affordability; low vacancy rates; a lack of knowledge about the functioning of the housing market; official language proficiency; difficulties accessing available housing information; and racism and discrimination by landlords, private and non-private agencies, and real estate agents. A number of the articles present policy, program, and research recommendations.

Health, Mental Health, and Well-being


This paper explores the fertility patterns of immigrant children to Canada, using the 20 percent sample of the Canadian Census from 1991 through 2006. Fertility increases with age at immigration, with a sharp rise for those immigrating in their late teens and this pattern is similar for all countries of origin. Proficiency in official languages does not seem a key mechanism through which age at immigration affects fertility – fertility of immigrants with an official mother tongue also differs from that of natives. Formal education, however, matters as college graduates who arrived to Canada at any age before adulthood show similar fertility patterns as their native peers, whereas fertility of those who did not reach tertiary education rises with age at migration.


Au Canada, l’immigrant récent est souvent en meilleure santé que le non-immigrant. L’état de santé des sous-groupes d’immigrants (ethniques, culturels, linguistiques) est moins bien connu. En utilisant des données de l’Enquête sur la santé dans les collectivités canadiennes 2005 (Cycle 3.1), les associations entre trois caractéristiques des immigrants (1-temps écoulé depuis l’immigration, 2-être une minorité visible, 3-parler une langue officielle) et trois indicateurs de santé (1-santé générale perçue, 2-santé mentale perçue, 3-indice de masse corporelle (IMC)) ont été modélisées à l’aide de régressions logistiques multiples pour les immigrants des régions métropolitaines de recensement de Montréal, Toronto et Vancouver. Elles ont été ajustées pour des facteurs sociodémographiques. Les immigrants récemment arrivés qui appartiennent à une minorité visible sont moins susceptibles d’avoir une mauvaise santé perçue, tant générale que mentale que les non-immigrants. Ceux qui n’appartiennent pas à une minorité visible ne présentent pas ces associations. Les immigrants qui ne parlent pas une langue officielle sont plus susceptibles d’avoir une mauvaise santé générale perçue que les non-immigrants. À Toronto et Vancouver, les immigrants tendent à être associés à un IMC moindre que les non-immigrants alors que ce n’est pas le cas à Montréal. Cette étude témoigne de la présence du phénomène de l’immigrant en bonne santé au Canada mais démontre qu’une grande variabilité existe entre les sous-groupes d’immigrants. Ces constats sont importants pour une planification adéquate des services aux immigrants.
The concept of access to mental health services includes cultural responsiveness and effectiveness as well as mental health promotion and prevention. Research on immigrant access must consider cultural factors which affect the next generation and must examine mental health outcomes. Improving immigrant access will ultimately benefit all Canadians.


Violence against women is a serious health and social problem for women worldwide. Research has looked broadly at the physical and mental health consequences of violence but little attention has been focused on immigrant and refugee women. The authors examined history of violence and presence of physical and mental health impairment prior to, during, and after migration for 60 women participants from the Iranian and Sri Lankan Tamil immigrant and refugee communities in Toronto. The survey results show that immigrant and refugee women experience various types of violence throughout their lifespan, with psychological abuse occurring most frequently in the past year. The study shows that a substantial proportion of abused immigrant and refugee women in Canada may also experience physical and mental health impairment. Women in the sample reported higher rates of post-traumatic stress, which may be due to current situations of abuse, leaving countries where civil war was the norm, or injustice during transit to Canada.


In this paper, the Longitudinal Survey of Immigrants to Canada (LSIC) is used to examine how immigrants in the 2000–2001 landing cohort subjectively assess their life in Canada. The paper provides a useful complement to other studies of immigrant outcomes that often focus on employment, income, or health. Four years after landing, about three quarters of LSIC respondents said they were satisfied or very satisfied with their life in Canada, and a comparable proportion said that their expectations of life in Canada had been met or exceeded. Nearly 9 out of 10 said that, if given the chance, they would make the same decision again to come to Canada. A broad range of demographic, social, and economic characteristics are associated with subjective assessments. Positive assessments of life in Canada are less prevalent among individuals in their thirties and forties, and university graduates and principal applicants in the skilled worker admission category, than they are among other groups. While assessments of life in Canada are correlated with economic factors such as personal income, they are also correlated with social factors such as relationships with neighbours and perceptions of discrimination.
This publication hosts a collection of articles that illustrate a broad spectrum of knowledge on migrant mental health, and building and assessing evidence from a variety of sources: clinical practice, community-based research, population surveys, and health surveillance. The articles address a range of conceptual, methodological, and measurement issues and identify key data, service, and research gaps.


In this prospective cohort study, the authors examine the trajectory of general health during the first four years after new immigrants’ arrival in Canada. The study’s focus is on the change in self-rated health trajectories and their gender and ethnic disparities. Data were derived from the Longitudinal Survey of Immigrants to Canada that was conducted between April 2001 and November 2005 by Statistics Canada. The authors use weighted samples of 3,309 men and 3,351 women aged between 20 and 59 years. At arrival, only 3.5 percent of new immigrants rated their general health as poor. Significant and steady increases in poor health were revealed during the following four years, especially among ethnic minorities and women. Specifically, the authors find a higher risk of poor health among West Asian and Chinese men and among South Asian and Chinese women than among their European counterparts. Newly arrived immigrants are extremely healthy, but the health advantage dissipates rapidly during the initial years of settlement in Canada. Women and minority ethnic groups may be more vulnerable to social changes and post-migration settlement.


According to the 2006 Census, almost 20 percent of the Canadian population were foreign-born, a percentage that is projected to reach at least 25 percent by 2031. Studies based on age-standardized mortality rates (ASMRs) have found a healthy immigrant effect, with lower overall rates among immigrants. A duration effect has also been observed – immigrants’ mortality advantage lessened as their time in Canada increased. ASMRs based on the 1991 to 2001 census mortality follow-up study indicate a healthy immigrant effect and a duration effect at the national level for all-cause mortality for both sexes. However, at the national level, the mortality rate among women from the United States and from Sub-Saharan Africa was similar to that of Canadian-born women. For the three largest Census Metropolitan Areas (Toronto, Montreal, and Vancouver), a healthy immigrant effect was not observed among women or among most men from the United States or Sub-Saharan Africa.

This article presents a review of recent studies based on Statistics Canada’s health surveys to examine the mental health of immigrants and its changes over time, and documents factors found to influence mental health. It reviews selected studies based on population-based health surveys from Statistics Canada to establish whether the healthy immigrant effect at arrival and its loss over time extends to the mental health, reporting on important factors found to influence mental health for the overall and/or immigrant populations and highlighting recent developments in data collection within Statistics Canada that can potentially shed light on various aspects of immigrant mental health.


According to the 2006 Census, the proportion of foreign-born population is at the highest level it has been in 75 years. Therefore, the well-being of recent immigrants has powerful consequences for our current and future success as a nation. The process of immigration and settlement is inherently stressful, and the well-being of recent immigrants is of particular concern, primarily when migration is combined with additional risk factors such as unemployment and language barriers. There is limited Canadian research on the mental health of recent immigrants, more specifically on the disparities among immigrant sub-groups. This paper addresses these gaps, using data from the Longitudinal Survey of Immigrants to Canada. It examines different aspects related to mental health, including prevalence of emotional problems and stress levels. Potential factors that may be associated with mental health outcomes, including socio-economic variables, are also explored. Findings from this paper support the importance of mental health service provision to immigrants, which was recently one of the main focuses of the first-ever mental health strategy for Canada, prepared by the Mental Health Commission of Canada. The Commission presented five recommendations targeted at improving immigrant and refugee mental health which are discussed within this paper.


Adjustment and resettlement of immigrants from India to Canada is often a challenging and difficult process. This study focuses on the acculturative stress experienced by South Asian women in the Atlantic Provinces in Canada. This qualitative inquiry explores the post-migratory experiences of South Asian women in the region. In-depth interviews were held with 14 South Asian women. Emerging themes consisted of forms of acculturative stress such as intergenerational conflict, discrimination, depression, and coping. The impact of the resettlement process on the mental health of South Asian women is considered. It is concluded that multi-ethnic and context-specific mental health promotion approaches and guidelines are essential for immigrant South Asian women.

Using a multi-level random effects logistic model, the authors examine the contribution of source country, individual characteristics, and post-migration experiences to the self-rated health (SRH) of 2,468 male and 2,614 female immigrants from the Longitudinal Survey of Immigrants to Canada (2001–2005). Sex/gender differences were found for all categories of health determinants. Source country characteristics explained away some ethnic differentials in health and had independent negative effects, particularly among women. Thus, women from countries lower on the development index appear at greater risk of poor SRH, and should be at the forefront of public health programmes aimed at new immigrants in Canada.


This article provides a comprehensive analysis of immigrant mental health from a population health perspective. The result of the research conducted by the article’s authors confirms that there is a “healthy immigrant effect” in terms of mental health outcomes. It also offers evidence of the significant role that local ethnic networks play in influencing immigrant mental health.


Given that immigrants represent a large proportion of Canadian population growth, their health status is of particular interest to researchers, policy makers, and program officials. Due to data limitations, there is little Canadian research on the disparities of health status among immigration categories, i.e., family class immigrants, economic class immigrants, and refugees. As well, there are few studies that examine the impact of social capital on immigrant health status at the quantitative level. This paper addresses these gaps through econometric analyses. Using data from the Longitudinal Survey of Immigrants to Canada (LSIC), the authors look at the dynamic changes in the health status of recent immigrants in their initial four years in Canada, focusing particularly on the effect of social capital on immigrant health. Their descriptive and regression results provide support for the “healthy immigrant effect”; however, the results show that this effect diminishes over time. The results also suggest health status disparities between recent immigrant sub-groups. Skilled worker principal applicants are more likely to be generally healthy, while refugees are more likely to rate their health status as fair or poor. Looking at the effects of selected social capital variables, the authors confirm the connections between friendship networks and health status of recent immigrants. The density and ethnic diversity of friendship networks are positively associated with immigrants’ self-rated overall health status. For family class
immigrants, the analysis reveals a positive association between organizational networks and self-rated health status. In general, social networks are found to have stronger effects on the health status of family class immigrants than for immigrants in other categories.

**Civic and Political Participation**


This project assesses the relationship between language proficiency and civic participation, comparing immigrants to the Canadian-born. Two core questions are addressed: 1) what are the relationships between language knowledge and the level and type of civic participation within the immigrant population? More specifically, do knowledge and use of English and/or French increase the likelihood of civic engagement by immigrants? 2) Do immigrants, particularly those with low levels of proficiency differ from the Canadian-born in the type of civic participation? These questions are answered with information from the 2002 Ethnic Diversity Survey, focusing on rates of associational participation, volunteering, voting, and sense of belonging. The data show that official language skills are associated with the levels and types of civic participation among the foreign-born.


Participation, integration, and engagement in one’s community lead to a range of individual and community benefits. However, civic and social engagement can be challenging for immigrants. The authors review the literature on community engagement and present data on barriers to and facilitators of community engagement in newcomer communities.


In this paper, the authors examine the formation of diverse social ties among international migrants in Vancouver. They look specifically at the influence of involvement in Neighbourhood Houses – a type of voluntary association – on facilitating diverse tie formations. Past research has found that membership in different types of associations can lead to more or less network diversity. The authors build on this research by considering how different types of involvement can lead to either increases or decreases in cross-ethnic or non-immigrant ties among new immigrants. They find that targeted, instrumental types of involvement in Neighbourhood Houses can lead to more diverse immigrant social ties and that general, expressive types of involvement can lead to more homogeneous social ties.

This paper evaluates the importance of social capital for political participation of native-born Canadians and immigrants. The Survey of Social Engagement in Canada, a large survey of Canadians conducted by Statistics Canada in 2003, is used in order to test the role of social relations and connections in accounting for political participation. Analyses show that although the “usual suspects” play important roles in explaining political activities, the main culprit is social capital. Among social capital measures, though all are important, associational involvement and social networks, followed by trust and volunteering, are the best predictors of political participation. Moreover, the effect of social capital varies by period of immigration. Theoretical and policy implications of findings are discussed.


This article explores the paradoxes of Toronto’s experience of immigrant and minority political incorporation. The city once synonymous with ethnic homogeneity is now among the world’s most multicultural urban centres. The city, which proclaims “Diversity Our Strength” as its official motto, has a poor record of electing immigrants and minorities to public office. And the city, whose municipal council is overwhelmingly composed of White, European-origin politicians, has an exemplary record of promoting inclusion, equity, antiracism, and human rights in its policies and programs. The article analyzes these ambiguities of governing immigrant city Toronto.


This keynote presentation focused on three main issues: (1) the burgeoning evidence that highlights the wide-ranging value of recreation, which is a fundamental component of social infrastructure; (2) the presentation of a framework developed by the Caledon Institute on building healthy communities; (3) the consideration of key actions and policy measures that can be taken to advance the recreation agenda.

(Im)migrant Selection


This report describes, details, and examines changes to Canadian policies affecting immigration, temporary entry to Canada, and citizenship, as well as the way in which reform was undertaken, including a dramatic increase in ministerial powers and the use of omnibus legislation. This report critically analyzes the individual and cumulative impact of these changes for Canada, arguing that the future of Canada will be negatively affected by the recent emphasis on short-term labour market needs, the lack of evidence-based policies, a retreat from traditional democratic processes, and a less welcoming environment for immigrants and refugees. The authors propose that it is time for a national conversation on the kind of country Canada wants to be and how immigration and related policies can help us get there.

The authors first describe examples of immigration point systems which allocate points based on spousal characteristics (Canada's Federal Skilled Worker Program, the Quebec selection system, and the Australian point system). Next, they review the literature on the selection of skilled immigrants with a focus on papers differentiating between the performances of skilled worker principal applicants (PAs) and their spouses. They then develop an economic model based on the immigrant selection model of Kugler and Sauer (2005) that has been extended to consider the covariance between the skills of the PA and the skills of the spouse. A number of different point systems are considered which can be differentiated based on whether and how the spouse’s skill level is a factor in determining the PA's admission. The study shows that including the spouse’s skill level can raise the average skill level of both the PAs and the spouses but that this will reduce the size of the immigrant intake. The authors also argue that including the spouse’s skill level can reduce the likelihood of spouses being admitted with very low levels of skill (likely due to language) who are unlikely to integrate effectively into the Canadian labour market. Finally, the authors describe how their model could be extended and then used with actual applications data to help develop an optimal selection system with the goal of maximizing the average skills levels of immigrants admitted (Skilled Worker PAs and their spouses) for a given level of annual intake in the program.


This note focuses on the rapidly evolving role of provinces in immigrant selection through Provincial Nominee Programs (PNPs). While past years have seen their significant expansion and diversification, research and policy response seem to lag behind: literature on PNPs remains scarce. This note offers preliminary observations on the new dynamics in the immigration system arising as a result of the nominee programs. It sets out background on PNPs, situating them vis-à-vis federal skilled worker and Canadian Experience Class, outlines emerging trends, and discusses challenges associated with the increasingly complex policy landscape of the two-tiered immigrant selection system.


Canada’s approach to immigration faces major challenges, and requires reform if Canada is to meet the international competition for skilled immigrants, according to this policy study. The authors assess the strengths and weaknesses of the current point system used to screen new arrivals. They identify the policy levers that affect the attributes and success rates of new arrivals, and break new ground by providing a tool to measure those impacts. Their policy recommendations make essential reading for all who care about the tough questions of immigration policy.

*Facts and Figures 2012* presents the annual intake of permanent residents by category of immigration and of temporary residents by yearly status from 1988 to 2012. The report also shows the number of temporary residents present on December 1 of each year for the same period. The main body of the publication consists of a series of statistical tables and charts covering the 10-year period from 2003 to 2012. The report is divided into two main sections, one depicting selected characteristics for permanent residents, and the other for temporary residents. All statistical information provided in this publication is derived from CIC’s administrative data files where transactions with the department are recorded. In this report, however, the key reporting unit is the individual rather than the number of visas or permits issued.


This article discusses the implications of the recent increase in temporary migration for a country that relies on immigration for its development. The shift from nation building towards temporary migration has serious implications. It affects the workers, as their status makes them more vulnerable to exploitation and Canadian society as a whole, and the workers cannot integrate and contribute to their full potential.


The objectives of Canada’s business immigration program are to promote economic development and employment by attracting people with venture capital, business acumen, and entrepreneurial skills; to develop new commercial opportunities and to improve access to growing foreign markets by “importing” people who are familiar with those markets and their special requirements and customs; and to support provincial and territorial economic objectives. In brief, to support the development of a strong and prosperous Canadian economy, Canada welcomes three classes of business immigrants: entrepreneurs, investors, and self-employed persons.


The authors use a macro-econometric forecasting model to simulate the impact on the Canadian economy of a hypothetical increase in immigration. Their simulations generally yield positive impacts on such factors as real GDP and GDP per capita, aggregate
demand, investment, productivity, and government expenditures, taxes and especially net
government balances, with essentially no impact on unemployment. This is generally
buttressed by conclusions reached in the existing literature. The paper’s analysis suggests
that concern should be with respect to immigrants themselves as they are having an
increasingly difficult time assimilating into the Canadian labour market, and new immigrants
are increasingly falling into poverty.


Canada’s immigration system is currently undergoing significant change driven by several
goals that include: (1) a desire to improve the economic outcomes of entering immigrants,
given the deterioration in labour market outcomes over the past several decades; (2) an
attempt to better respond to short-term regional labour market shortages often associated
with commodity booms, and (3) a desire to shift immigration away from the three largest
cities to other regions of the country. These goals are reflected in the modification of the
point system in 2002 and the implementation of a series of new immigrant programs. The
paper discusses the recent changes to Canadian immigration policy and examines the
preliminary results achieved by the new programs.

Goldring, Luin. 2010. “Temporary Worker Programs as Precarious Status: Implications for
Citizenship, Inclusion and Nation-Building in Canada.” Canadian Issues (Spring):50–54.
http://s3.amazonaws.com/migrants_heroku_production/datas/278/cdn_issues_CITC_mar1

This article is based on the premise that immigration and citizenship policy play a
fundamental role in nation building. The concept of precarious status is presented, and
temporary worker programs are situated in relation to precarious status. The discussion is
intended to contribute to public debate in Canada (and elsewhere) regarding the
implications of temporary worker programs for citizenship as an institution, set of practices,
social inclusion more generally, and nation building. In doing so, it raises questions about
policy choices that both affect and reflect the ongoing work of nation building.

Grubel, Herbert. 2013. “Canada’s Immigrant Selection Policies: Recent Record, Marginal
Changes, and Needed Reforms.” Fraser Institute Studies in Immigration Policy.
http://www.fraserinstitute.org/uploadedFiles/fraser-ca/Content/research-
25, 2014.

This paper reviews the history of Canadian immigration policies and documents that the
present policies impose on Canadians a fiscal burden of $20 billion annually. The existence
of this burden is attributed to flaws in the current immigrant selection process, some of
which are addressed through recent changes in policies adopted by the government.
These changes are discussed and viewed likely to reduce the fiscal burden by only small
amounts. The paper proposes more radical reforms to the selection system to eliminate the
fiscal burden in the future.

This article explores the recent shifts in directions in immigration policy, from nation builders (permanent residents) to economic units (temporary workers), in response to the challenge of matching the selection process to the labour market and the labour market’s failure to fully utilize many of Canada’s more skilled immigrants. Through an exploration of some of the policy changes that have taken place in Canada over the past 10 years, and of the reasons policies have shifted, this article concludes that (im)migration policies are being revised and changed to address problems that are not fully understood. Without proper evaluation of current and past policies, such policy changes blur our understanding of where the gaps and issues lie in the system and how to address the real needs.


This paper asks what the recent evidence tells about the relationship between particular objectives, on one hand, and policy regarding immigration levels and immigrants’ educational attainment (or mix), on the other. The focus is on policy regarding immigrant selection. To what extent can the available evidence point in a particular policy direction regarding levels and the educational mix of immigration? According to the author, the evidence suggests a continued focus on highly educated and skilled immigrants for a number of reasons. Occupational projections conclude that most new jobs over the next decade will require a post-secondary education (including post-secondary educated trades) and that there will be labour surpluses in many lower skilled occupations. The longer they reside in Canada, the more likely, highly educated immigrants economically outperform the less skilled.


This article examines Canada’s rising reliance on temporary migration to meet domestic labour market needs. The phenomenon is discussed in historical, political, and economic contexts. The article argues that temporary labour migration is problematic, and that both migrants and Canada would better be served by renewing the link between migration, permanent residency, and citizenship in Canada.

This volume has a set of articles with knowledge and current analysis on the topic of Canada’s Temporary Foreign Worker (TFW) programs. The editor notes that the rapid increase in the number of temporary foreign workers indicates that it is likely that temporary migration will be a key feature of Canada’s overall immigration program for the foreseeable future. The articles presented in this volume provide analysis, critique, and alternate policy proposals and provide an excellent foundation upon which both public policy development and future research on issues related to TFW programs in Canada can be based.


This report highlights policy changes to the Temporary Foreign Worker Program that the federal government announced in mid-2013, making the argument that while these policies make sense economically, there are ongoing concerns that temporary foreign workers may take jobs from young Canadians entering the labour market and lower-skilled Canadians. The article argues for an annual cap on the number of temporary workers entering Canada, in addition to a number of other program reforms.

**Temporary Residents**


This issue of *Canadian Diversity* offers a series of articles focusing on issues related to international students and immigration policies in Canada and other countries. The studies included in the issue address the topic on the basis of both empirical and qualitative research. The first section presents the Canadian experience. The overall picture which emerges is that the recruitment and retention of international students depend on several factors going beyond the role of governments and universities. In the context of economic migration, it is not enough to attract the desired clientele; there is also the need to develop mechanisms for greater collaboration between the various actors involved in immigration issues, including provinces, Canadian municipalities, the educational institutions, and economic stakeholders.


This paper reviews the various Canadian immigration policy changes related to international students – specifically the provincial nominee programs – and the experiences of international students settling and working in Canada after graduation. Based on an extensive literature review and analysis of the settlement needs and services available, the paper outlines key gaps and policy challenges.

This report examines the Seasonal Agricultural Worker Program and the Low Skill Pilot Temporary Foreign Worker Program in the agricultural sector in Canada. Using empirical data, interviews, and research on the situation in Ontario, the province with the largest number of agricultural migrants, the author examines the degree of integration of migrant farm workers. She finds that their inclusion in the communities where they live and work is poor and suggests new ways of conceptualizing and evaluating integration as the concept applies to temporary labour migration. The author proposes the Labour Migrant Integration Scale to evaluate the results of temporary labour migration programs with respect to factors such as human and labour rights, access to social and medical services, and social/community engagement and belonging.


This master’s level Major Research Paper focuses on the experiences of international students in the transition period from temporary resident to permanent resident. The researcher conducted 15 semi-structured interviews with current international students and alumni who were either current permanent residents or had applied for permanent residency and were awaiting a decision. Research findings highlight the challenges that international students face in settling and integrating, as well as the types of support that proved to be useful. A number of policy, research, and program recommendations are made to better support the permanent settlement and transition period of international students.


This article explores Canada’s current immigration policies to attract and retain international students as desired permanent immigrants. Juxtaposing them with the settlement and integration needs and services provided, it argues that immigration and settlement policy and practice are inextricably linked. Without adequately investing in the successful integration of all immigrants, these well-intentioned immigration policies will fail to deliver the desired results and skilled migrants may choose to settle elsewhere.


In this paper, the authors argue that the short-term focus of Canada’s temporary labour migration policy will not help the country realize its long-term labour market needs and is unfair to the vast majority of temporary foreign workers, who are expected to spend years in Canada without contributing to society in the long run. The authors analyze three
important integration mechanisms – employment, family unity, and access to permanent residency – and make an overall conclusion that Canada encourages the integration of highly skilled workers and is indifferent to that of lower-skilled workers. They offer a number of recommendations, including that work permits need to be restructured to allow these migrants greater mobility; that enforcement mechanisms should be used to protect them from abusive practices; that communication between different governmental players be improved; that a policy be adopted to support the integration of temporary foreign workers; and that public debate about the recent changes in Canada’s labour migration policy be encouraged.


This Major Research Paper is a study of service needs and gaps for international students in Toronto. Based on interviews with international student office staff and other community stakeholders, the paper highlights the challenges that international students are facing to transition, after graduation, to permanent residence and work in Canada. A number of policy and program recommendations are made.


This roundtable discussion paper is one of a series providing highlights from the discussions at these roundtables. It contains the primer material that was sent to roundtable participants, as well as key points that arose during discussions. The purpose of the roundtable discussion was to consider how changes to immigration programs, numbers, and selection criteria affect the work of service providers. A number of policy, program, and research recommendations are presented in this paper.


This Primer was put together to prepare a group of stakeholders to engage on the topic of recent and proposed immigration policy changes and the impacts on migrant groups in Toronto at a TIEDI roundtable discussion in 2011. This primer briefly outlines some of the recent and proposed changes in Canada’s immigration programs and highlights some past studies that have examined the effects of such changes on immigrant economic outcomes.

This article provides an overview of the role of temporary migration as a component of the broader labour market in the Prairie Provinces. It also looks at the links between temporary and permanent migration in the context of today’s Western economy and labour market.

Community Reception


This descriptive report uses three different data sources, the CIC landings data, the Longitudinal Survey (IMDB), and the 2011 National Household Survey (NHS), to provide highlights and an overview of francophone immigrants in Ontario, including immigrant programs, geographic location, and labour market experiences and outcomes.


This paper considers how Philippine migrants prepare themselves and are prepared by others for immigration to Canada. In particular, it emphasizes how class-differentiated migrants are rendered socially homogenous as they are encouraged to be “grateful” transnational citizen subjects throughout their migration trajectories, commencing with initial decisions to migrate. Preparations for migration include individual decisions to increase marketability by acquiring particular kinds of skill sets matched to one of a variety of immigration streams. Despite such individual projects, the inequalities associated with gendered and racialized characteristics of Philippine migration trajectories and class dynamics are enduring for many migrants, though not all. Historical structural processes shaping the contours of global migration in the example of Philippine-Canada migration are compounded by the contradictory practices and outcomes associated with various preparations for migration. Current reforms to Canada’s immigration system to a “just-in-time” model promise to cause major disruptions to long-held migrant plans. Meanwhile, migrants are preconditioned to accept uncritically the multiple forms of subordination encouraged through the policies of multiple states and to accommodate themselves to new immigrant/citizen social identities which are devalued in a multiplicity of ways. This paper shows how, through the collusion of agents that migrants encounter in multiple sites, the disciplining of mobile citizens becomes more formalized and the contradictions between migrant ambition and neoliberal imperatives more visible.


The author reviews developments on the immigration issue in the Greater Moncton Area of Southeastern New Brunswick. Over the last few years, political, economic, and community stakeholders have become more sensitive to the issue and have launched new initiatives to make immigration a lever for economic development. However, a number of major hurdles remain in a city that is not accustomed to ethnic diversity and difference. The article outlines key challenges for the area, as older immigrant groups and “historical” actors are reluctant to embrace plurality and welcome new immigrants.

This research uses various sources of information to learn more about the diversity of Francophone minority communities (FMCs) in Canada and the factors that determine their vitality by establishing a typology for FMCs and a classification system based on the identified criteria. The objective is also to gain insight from the communities themselves with respect to the factors that contribute to their vitality and the differences between them. The results are summarized into three sets of portraits: 1 – key departments concerned; 2 – specialized Francophone organizations; and 3 – portrait of five Francophone communities.


This report highlights the importance of the immigrant population for the growth of Ottawa as a city and discusses and highlights key challenges that immigrants face in achieving social and economic integration. This report presents a social and economic portrait of immigrants and their experiences in Ottawa, using data from the 2006 Census.


This presentation highlights how immigrants experience discrimination based on language, accent, and race, looking at findings from the Ethnic Diversity Survey and focusing on how ethnic and linguistic communities perceive their circumstances in Canada regarding discrimination. Findings highlight how visible minority immigrants experience the most discrimination in Canada, with 3rd generation visible minorities (42%) experiencing even more discrimination than 2nd (36%) and 1st generation (34%) visible minority immigrants. Visible minorities who are Black and 3rd generation (61%) experience the most discrimination relative to all other visible minorities across Canada. Across Canada, discrimination is experienced mostly because of race; in Quebec, it is visible minorities who have a mother tongue other than French who experience the most discrimination.


This paper outlines CIC’s Community Connections program and the importance of local-level place-based and twofold settlement approaches. Looking specifically at the Local Immigration Partnerships (LIPs) and the two-way approach for settlement that fosters active and meaningful connections between newcomers and host communities, and
enables newcomers to develop a sense of belonging while helping communities better understand the interests and potential contributions of newcomers.


This document provides a brief overview of the January 27, 2011 conference, which highlighted projects that have utilized community engagement and community organizing practices to enhance access, equity, and inclusion and ultimately to pursue real systemic change in the province of Ontario. The session “Smart Settlement: Current Dispersion Policies and Community Engagement Model for Sustainable Immigrant Settlement in Ontario’s Smaller Communities” highlighted the importance of having an engaged participation of newcomer and immigrant communities in programs, services, and policies that impact them.


This research report is the result of a pan-Canadian study conducted by the CCCBET that focused on the integration of immigrants into the labour market outside of major urban centres. Since the research began in January 2010, 152 immigrants as well as employment counsellors and executive directors from 12 organizations located in British Columbia, Ontario, Quebec, and the Atlantic Region have participated in the project. The goal of the research is to contribute to a better understanding of immigrants’ pathway towards social and occupational integration as well as to share best practices pertaining to the employment integration of newcomers outside urban hubs. The chosen methodology dictated that data be collected through two self-administered surveys, 60 semi-structured interviews with open-ended questions, and four regional roundtables. Analysis of the data shows that very recent immigrants and employability training organizations located outside the major Canadian cities face a double challenge that pairs typical integration difficulties with region-specific obstacles. The constraints encountered vary from one province to another and even from one community to another, a heterogeneity reflected in the rich diversity of intervention approaches rooted in the realities of unique local socioeconomic profiles. The implementation of the potential solutions that emerged from this study – whose goal is to address the many challenges catalogued and thereby facilitate the social and professional integration of foreign-trained individuals – will require the concerted involvement of all stakeholders.


This study can be seen as a response to this growing national conversation and a reflection of CCMW’s values and continued commitment to the plurality of Muslim communities. It represents an attempt to cast light on the existing agency of and provide space for Canadian Muslim women who wear the niqab to speak for themselves. The findings of this report paint a dynamic, engaging picture of Canadian women who wear the niqab and challenge many of the mainstream presumptions and stereotypes that are
presented in the media, policy circles, and the wider public. A total of 81 women who wore the niqab participated in this study, 38 of whom responded to online surveys, 35 who participated in focus groups in Mississauga, Montreal, Ottawa, and Waterloo, and 8 who participated in in-depth individual interviews. It is the researcher's hope that this paper will help build a more inclusive Canada by developing a greater understanding among policy officials, the media, and the public, by providing them with knowledge about Muslim women and the niqab that is rooted in the voices of Muslim women themselves.


This report provides a review of the current state of knowledge concerning welcoming communities and a description of key characteristics of a welcoming community. It is based on an extensive survey of the relevant scholarly literature, government (federal, provincial/territorial, and municipal) and community reports, and descriptions of best practices and case examples from the public and private sectors. There are many gaps in this literature that need filling, and this report does not attempt to speculate on these issues. Instead, it describes the current consensus regarding characteristics and indicators of a welcoming community based on the current state of knowledge in this area, while acknowledging the many gaps in supporting evidence. Then, in the concluding section on Policy Implications, it proposes a strategy for filling these gaps by using the indicators described in this report to develop baseline snapshots of communities, and to implement and conduct research to evaluate targeted programs and policies that build on these indicators.


Immigration policies and the treatment of immigrants and refugees are contentious issues involving uncertainty and unease. The media may take advantage of this uncertainty to create a crisis mentality in which immigrants and refugees are portrayed as “enemies at the gate” who are attempting to invade Western nations. Although it has been suggested that such depictions promote the dehumanization of immigrants and refugees, there has been little direct evidence for this claim. This program of research addresses this gap by examining the effects of common media portrayals of immigrants and refugees on dehumanization and its consequences. These portrayals include depictions that suggest that immigrants spread infectious diseases, that refugee claimants are often bogus, and that terrorists may gain entry to Western nations disguised as refugees. The paper concludes by discussing the implications of the findings for understanding how uncertainty may lead to dehumanization, and for establishing government policies and practices that counteract such effects.

Federation of Canadian Municipalities. 2009. “Immigration and Diversity in Canadian Cities and Communities.”
This report focuses on the trends and issues related to immigration and diversity in Canada’s largest municipalities, regional municipalities, and metropolitan communities from 2001 to 2006. The report compares social and economic data and indicators of integration, using the Quality of Life Reporting System (QOLRS).


This report highlights research evidencing municipal governments’ role in helping newcomers settle into Canadian life, putting forth recommendations to explicitly focus settlement dollars and strategies with the municipal role in mind. Highlighting how municipal governments are the nation’s frontline, first responders when it comes to immigrant settlement, the overarching recommendations are to see the importance of municipalities in settlement and bring them into national and provincial settlement conversations. Key recommendations are also made about housing and transportation – two areas that research evidence shows are critical challenges that newcomers are feeling.


This report is designed to contribute to our understanding of existing and emergent partnerships in providing services needed for the integration and inclusion of newcomers. Towards that end, the report provides an overview and analysis of three select cases of partnerships involving municipal governments that deal with the integration and inclusion of immigrants. The cases are the “Toronto-Ontario-Canada Immigration Partnership,” “Local Immigration Partnerships in Ontario,” and “Immigrant Sector Council of Calgary Partnership.” In addition to adding to our basic knowledge of these particular partnerships, the case studies are also intended to serve “lesson drawing” and “heuristic” purposes. In other words, they are intended to provide a basis of information not only for understanding these three particular partnerships but also for drawing particular lessons from them and thinking about an array of issues and options regarding the creation, operation, evolution, transformation, and termination of existing or emergent partnerships. Whereas one case study focuses on a trilateral inter-governmental partnership involving only the municipal, provincial, and federal governments, the other two focus on multilateral partnerships involving an array of governmental and non-governmental stakeholders.


This study is designed to be a kind of preliminary step, laying down a set of basic points that are primarily factual in nature. The analysis is confined to the three metropolitan centres with the largest immigrant and visible minority populations: Montréal, Toronto, and Vancouver. A relatively new approach has been adopted, based on neighbourhood typology that was introduced by Poulson, Johnston, and Forrest (2001) and adapted for Canada by Walks and Bourne (2006). Each Census Tract in these three urban regions is assigned one of five neighbourhood types, which range from areas that are mainly White to ethno–specific visible minority enclaves. There are two particularly useful elements of the neighbourhood typology system. First, it enables a quick identification of enclave areas using a common-sense definition. Secondly, a number of other researchers inspired by this method have documented the neighbourhood structure of large cities across several relevant countries, and Canadian statistics can be set in an international comparative framework. In general, the degree of ethno-cultural mixing in the residential spaces of Canadian cities is less than that found in Australia or New Zealand, approximately equivalent to that found in the United Kingdom, and more than that found in the United States.


This report presents the third phase of a study of the changing ethno-cultural landscapes of Montreal, Toronto, and Vancouver. Based on adaptations of the ethno-demographic projections made by Statistics Canada for 2031, a number of ethno-cultural changes are projected. One startling projection is that, for Toronto and Vancouver, the degree of separation between Whites and Visible Minorities is projected to rise considerably, beginning to approach that in the average U.S. city in 2010 between Whites and African Americans.

This cross-domain study attempts to measure the notion of “welcoming communities” in Canada. Research to this point has used micro-level data from the Ethnic Diversity Survey (EDS). Using descriptive statistical methods and single-variable tests of significance on data regarding individual respondents to the EDS, the researchers seek an understanding of responses to the relevant portions of the questionnaire. Specifically, the researchers have investigated how responses to individual questions vary between the identified sub-populations of interest. There are four such populations, comprised of possible combinations over two binary categories: Immigrant and non-immigrant status, and visible minority and non-visible minority. Further distinctions were made as to how the responses of these sub-populations vary between urban and rural settings. Some statistically and practically significant differences were observed between sub-populations and between urban and rural settings. Numerous small sample sizes hampered the comparisons between some categories of respondents, so a second round of analyses was applied in order to identify and apply theoretically sound yet more statistically prudent stratifications of the population for the purposes of this study. Identification of important differences in sub-population responses at the single-variable level has helped, and will continue to help, in understanding the way in which EDS data can be used to describe Canadians’ experiences of welcoming communities.

Settlement Service Organization


Canada has the second highest rate of immigration in the world and retains a very high rate of conversion of new immigrants into citizens. But naturalization rates are now beginning to fall at a time when the federal government approach both to the operation of multicultural policies and to the funding of civil society has been subject to a profound restructuring of welfare institutions that has downplayed group claims to civic entitlements and emphasized the insertion of immigrants into the labour market. This article draws on documentary evidence and interviews with chief executives of immigrant serving organizations in an Ontario city to show how these changes have affected the role of civil society in immigrant settlement. It argues that the Canadian case provides strong support for the view that the impact of civil society on immigrant political integration is governed by opportunities and constraints in the political environment in which it operates. The article explores recent changes in immigration and settlement policy – in particular a “withdrawal of symbolic support for immigrant organizations” from the federal government and what this means for collective settlement and integration – and Canadian citizenship. The author argues that Canadian immigration policy and the role of civil society in implementing that policy have changed to accommodate a citizenship that is more “individualistic and contractarian,” and that policies that focus on “settlement service delivery” effectively turn immigrant civil society into “an enterprise concerned with the integration of individual new immigrants into the labour market, making it harder to articulate group claims on the basis of ethnicity, religion or language."

This chapter explores questions related to political and administrative actors’ roles in decision making on settlement and integration activities and policy, looking specifically at the growing role of municipal governments in settlement policy and activities. The chapter also examines the role of social actors in influencing government policy on immigration settlement, looking specifically at the role of francophone minorities and associations attempting to influence federal settlement policies. The chapter focuses on the emerging role of municipal governments and minority francophone interests in federal immigration and settlement policy, and makes the argument that the collaboration among these levels of government will lead to improved policies.


This manuscript offers an examination of the increasingly precarious nature of the non-profit service providing sector in Canada, with insights into the effects of employment precarity among non-profit providers themselves, as well as the impact of precarity within the broader communities they service. Through the use of in-depth qualitative interviews with non-profit management and workers, and a review of recent empirically based studies and emerging non-profit literature, this study describes how the sector is strategically situated to reflect upon the impact that employment precarity has on clients and respond to it, and how the workforce itself is one that is characterized by high levels of precarity due to such factors as inadequate and unstable government funding. This analysis highlights the manifestations of precarity at multiple levels and their layered interactions.


This report examines scholarly literature from 2000–2010 in order to explore how bonding and bridging activities of ethno-specific organizations (ESO) and multi-cultural organizations (MSO) might help immigrants to integrate into Canadian society. The report discusses markers of economic, social, cultural, and civic integration of immigrants and what is known regarding the pathways between integration and social capital available through ESO and MSO immigrant-serving organizations. The authors suggest that there are important differences in the social capital provided by ESOs and MSOs, and that integration outcomes also differ for clients. They point to the fact that services and activities provided by ESOs often have unique informational, moral, and emotional supports that are not always available through the multi-cultural and mainstream organizations.

The study was designed to help settlement service providers anticipate new developments and bolster their capacities so they are better able to partner with governments and other stakeholders to meet the challenges facing newcomers and the communities where they reside. The report argues that the settlement sector’s strategic capacities are unique and that the sector’s strengths cannot be replicated by other agencies, thus constituting a durable, strategic advantage. The report offers 15 recommendations aimed at clarifying the sector’s strategic directions and capacities.


The core of this report is based on a detailed analysis of 19 case studies of settlement initiatives from across Canada with the aim of identifying excellent practices in settlement service delivery and a process for replicating them. Detailed face-to-face interviews were then conducted with senior agency officials responsible for the initiatives using a specially developed interview guide that focused on the underlying features that contributed to the effectiveness of these initiatives. This approach sought to understand and explain the success of such promising initiatives by understanding the internal (within the organization) and external (environmental) at play. In understanding this, the authors propose an innovation cycle to equip the settlement sector with “a machinery for capitalizing on its ingenuity and leadership” – that would, over time, “improve newcomer integration outcomes and host community receptivity.” This study and recommendations underpin how success in institutionalizing innovation is still premised on a shared interest by the settlement sector and by government agencies to develop and support the sector’s capacity.


The objective of this evaluation is to provide an evidence-based assessment of the relevance, design, delivery, and performance of the CIC-funded Immigrant Settlement and Adaptation Program (ISAP). The evaluation identifies opportunities to improve the ISAP and to inform future developments. Program review and evaluation included key informant interviews with CIC management, CIC staff, and provincial/territorial representatives; surveys with SPO managers and staff who delivered ISAP A and ISAP B projects, and with clients (814 survey respondents), as well as focus groups, a document and literature review, and an analysis of CIC administrative data. A number of findings are revealed, with one of the most prevalent positive impacts of ISAP being that it improved newcomers’ ability to identify and address their settlement needs and to learn about other services in their community that can help them – including support in finding employment. The report offers a number of recommendations to improve the ISAP, including enhancing coordination between partners, investing in building the capacity of delivery partners, and strengthen performance measurement.

This literature review explores current research and available reports describing existing partnerships and collaborations across levels of government and community in Canada in support of immigrant settlement and integration. A review of existing policies and frameworks affecting service delivery are also included in the report. This review is presented in two parts. Part One explores existing regional policy, partnerships, and collaborative relationships. Part Two focuses on initiatives and partnerships that have been developed to provide settlement services in key sectors: health care, housing, the labour market (employment), education, language, libraries, and research.


This report describes the results of a telephone survey conducted in 2012 with recent immigrants to Alberta, concerning their experiences with settlement services in the province, their information needs, and their economic and social integration outcomes. The report highlights a number of key findings about the scope of settlement use, when services are most used and by whom, as well as information-gathering techniques for new immigrants in Alberta and before they arrive. The report also outlines the social and economic integration experiences and outcomes of recent immigrants in Alberta.


The provision of information is a fundamental component of assisting immigrants with their settlement and integration needs. This report is a synthesis of recent literature (2005–2011) on how information can be used to address settlement and integration barriers experienced by newcomers to Canada in six main domains of life in Canada: the education system and language learning, housing, health care, money and finances, the justice system, and cultural adaptation and community involvement. The research available suggested the specific types of information that should be provided to newcomers, and overall indicated that newcomers would benefit from information provided in their native languages to ensure comprehension and from information provided in a variety of formats and venues to optimize access and utilization. The specific types of information most needed by newcomers may be classified as fitting into two main categories: 1) information on the Canadian system and way of life, and 2) information to increase awareness of services and resources available to newcomers. The review points to many gaps in our knowledge of how best to provide information to newcomers to Canada.

The settlement sector in Canada has undergone significant transformations in recent times, most notably the imposition of neoliberal principles on service providers that has transferred a substantial amount of the immigrant selection and recruitment process from governmental agencies to third parties. This trend of devolution has accelerated with recent developments associated with Provincial Nominee Programs. By reviewing the literature related to Provincial Nominee Programs and their implementation, the authors illustrate how private employers and institutions of higher education are not only involved in immigrant selection but also increasingly in settlement service delivery.


This paper outlines the complex system that supports newcomer settlement and integration in British Columbia, and how the system has evolved considerably in recent years. From a European perspective, this is a story of “making the small big,” that is, using a limited set of resources to generate an elaborate system that is quite comprehensive. Much of this has been built on a foundation of voluntary activities; in recent years, however, the state has become more fully committed to improving the reception of newcomers, and a surprisingly large number of new programs have been introduced, in partnership with either non-government organizations or branches of municipal government.


This report assembles information on the approach to services called “wraparound” and was intended to be a resource for immigrant settlement service organizations interested in an alternative model for providing services to immigrants and refugees with complex needs, as well as background for an OCASI-initiated training program for managers and supervisors of settlement services interested in looking into developing and implementing this alternative model. The wraparound model is also called “integrated case management,” “interdisciplinary,” or “circle of support” – with the central principle of coordinating service provision around an individual to help them to succeed. The report draws on what Ontario settlement organizations are already doing to assist newcomers to settle successfully, illustrating how aspects of the wraparound approach are being applied. It proposes two models for how services could be extended to incorporate more of the benefits of a wraparound approach.

The politics of austerity have pushed the third sector to the centre of attention as governments turn to non-governmental institutions to pick up the social deficits created by economic recession. Some governments have begun supporting alternative service funding through such innovations as social impact bonds (SIBs), a financial product used to encourage the upfront investment of project-oriented service delivery. This article provides an understanding of what SIBs are and traces their emergence within Canada while linking them to their cross-national origins. SIBs are situated conceptually within broader contemporary developments within the non-profit sector, particularly the agenda of public sector reform and third sector marketization. This analysis focuses on the potential impact of SIBs on non-profit policy voice and their capacity to represent and meet diverse community needs.


This study was commissioned in 2009 by the Ontario Region of Citizenship and Immigration Canada. The study revealed that the most pressing need is for intelligent collaboration among all levels of government in addressing the settlement needs of immigrants. Reviews of the literature, key informant focus groups in English and French, and a survey of agency personnel supported several critical findings related to such collaboration, particularly that the collaboration needed to avoid governmental silos in the field of settlement is also an important need among the settlement agencies themselves. A number of other findings about settlement services in Toronto revealed gaps and promising practices for service delivery are identified. The study also highlights future research needs, including evaluative research on promising practices in the settlement sector.


Immigrant activists work within but challenge the discursive limits in the settlement sector in Toronto. The establishment and institutionalization of settlement service results from community-based ethnic activists working with changing multicultural circumstances and state policies that regulate immigrants. Consequently, immigrants have been able to obtain resources from the state but must work within ethnicized politics where ethno-specificity, cultural sensitivity, and the language of service delivery to “visible minority” immigrants are important modes of dealing with differences, racial or otherwise. Manager-activists respond to the changing discourse of ethno-specificity as the sector was “restructured”; they also have to meet the discursive imperatives of the flexible and transcendental immigrant. This paper draws from information gathered as a researcher and as a worker in this sector, from community reports and documents, and from interviews with managers of settlement organizations who also see themselves as activists.

This study addresses the question of how best to ensure that national immigration policies are appropriately adjusted to meet the disparate requirements of different communities. It argues that this is the core objective of multilevel governance, which, however, has become freighted with competing ideological objectives, objectives that are perhaps best expressed in Hooghe and Marks's distinction between type I and type II governance, the former oriented to collective decision making and the latter embodying market-oriented approaches to governance. The argument is that these competing sets of ideologically driven objectives divert multilevel governance away from its core objective of appropriateness to community circumstances. An accompanying article (Leo and Enns 2009) explores problems posed by ideologically driven, type II multilevel governance in Vancouver. The current article takes up a contrasting case, that of the Canada-Manitoba Agreement on Immigration and Settlement, focusing especially on Winnipeg. It finds that, in this case, the provincial government chose an approach to multilevel governance that did not hew to either type I or type II governance templates but drew on both to build an impressively successful system of immigration and settlement, carefully tailored to meet the requirements of disparate Manitoba communities. Success was built not on the application of a preconceived template for good governance but on resourcefulness and flexibility in working out ways of making national policies fit local circumstances.


This report focuses on the effectiveness and coordination of the immigrant settlement and integration programs. With different stakeholders engaged in the design, administration, delivery, and consumption of settlement and integration services, it examines how each defines and interprets effectiveness. This report outlines the elusive nature and conflicting meanings of the term “effectiveness” from the perspectives of different stakeholders. The overall goal of the report is to examine the different dimensions of integration, what has and has not been used in their measurement and interpretation of “effective” integration policies and practices, and hence what constitutes an effective partnership model in the process of settlement and integration. This investigation is primarily conducted through interviews and/or focus group discussions with various stakeholders. It is complemented by a historical examination of settlement and integration services in Canada, as well as statistical analysis of questions in the Longitudinal Survey of Immigrants to Canada that pertains to integration.

Conceptualized within a social inclusive framework, this study examines the availability of public infrastructure (education, employment, housing, and settlement services) for three vulnerable populations – the recent immigrants, the seniors, and the poor – living in York Region, an outer suburb of the Greater Toronto Area. These services are considered crucial to promoting the social inclusion of vulnerable populations. This study draws upon information from the 2006 Census and an inventory of service providers compiled for this study, using GIS (geographic information systems) to identify disparities in service provision for the three vulnerable groups. The objective of this study is to enhance the capacity of policy makers, planners, and human service providers to provide the infrastructure needed in this region.


A high proportion of Canadian population growth is occurring in the suburban areas of large metropolitan areas, which are often poorly equipped, in both physical and social terms, to serve their rapidly growing and increasingly diversifying populations. As both federal and provincial spending on social services has declined significantly over the past two decades, it is crucial to explore the conditions of services to vulnerable groups in the suburbs. This paper focuses on the recent immigrant population in York Region, an outer suburb of the Greater Toronto Region. This study has two major purposes: to examine the availability of settlement services that are crucial for integrating recent immigrants into Canadian society and to learn about newcomers’ awareness of, use of, and satisfaction with the services available in the region. Analyzing 2006 census data and a list of service providers compiled for this study, the authors find a spatial mismatch in services. Some recent immigrants are better served than others. For example, those living in Newmarket and Aurora have better access to services than those in Markham and Vaughan, the two municipalities that are home to the largest numbers of recent immigrants as well as low-income recent immigrants. Using a survey specifically designed for the study, they find that less than a third of the recent immigrants interviewed have used settlement services. Nevertheless, recent immigrants are generally, but not overwhelmingly, satisfied with the services they received. Use of services is tied to awareness, which is mostly facilitated by their own social networks. The findings highlight the challenge for policy makers and service providers to raise awareness and improve service delivery in low-density suburbs.


This doctoral dissertation research examines the historical development of public library services to newcomers in the context of immigration-related policies such as settlement and multiculturalism (1945–2011). The analysis focuses on the ways that immigrants have been constituted in government and library policies and on the nature of services provided to them.

Canada’s immigration policies have historically constituted a social practice of exclusion that privileges the hegemonic project of one social identity over that of another, namely, the capitalist state over other social relations in society. Using critical discourse analysis, this doctoral dissertation project examines the ways in which the state’s constitution of immigrant communities and their relationships with state institutions, such as the public library, represents one site where such hegemonic struggles unfold. This research addresses the question: As an institute of the state and product of public policy, what role has the public library played in constituting immigrants to Canada and in what ways have these practices contributed to the inclusion or exclusion of immigrants in Canadian society?


Using a complex system perspective, this report traces the evolution of the current system of providing settlement services to new immigrants and fostering their full participation in Canadian society. It describes a complex system of partnerships that is not only constantly adapting to the contingencies of the day but also transforming itself through a continual process of self-organization resulting from the interaction of its various layers. This report is based on a pan-Canadian research effort involving 16 academic researchers and five community partners. Six separate but related programs of research or research pods investigated one or more aspects of this complex multi-level system. Each provides valuable information that assists in our understanding of the complex social system of partnerships and policies that services immigrant integration.


This report shares the findings from the Ontario-wide study focused on immigrant and refugee use of settlement and integration services. Based on a survey of immigrants and refugees and a series of focus groups and key informant interviews, this study addresses the service use, satisfaction, and challenges of immigrants (including refugees, refugee claimants, migrant workers, and those without legal immigration status). The project’s purpose was to develop a deeper understanding of which immigrant and refugee needs are being met and how; which groups are well served and why; why some newcomers do not use settlement services; and how the settlement needs of immigrants and refugees across the province may best be served. It is the most comprehensive description to date of those who use settlement and integration services in Canada.

This brief is a written submission to CIC NHQ with input and suggestions on Canada’s settlement policy following the conclusion of the National Settlement Conference, Vision 2020. This submission provides recommendations in seven policy priorities for settlement in Ontario.


This concept paper is a part of the Agency of the Future project, designed to help the settlement sector chart a more pro-active and strategic course, largely in response to growing challenges – funding being a major one – constraining the settlement sector and its ability to respond to new migrants. The project entails re-conceptualizing the opportunity landscape facing the sector and bolstering its capacity to identify and seize opportunities. The paper offers a succinct review of the current climate for settlement agencies (related to funding, partnerships, policy, and focus) and offers a number of suggestions on a business-model premise of bolstering the capacity of settlement agencies in those areas where they enjoy a comparative advantage over other organizations.


This report builds on previous studies in the Peel region that identified key demographic factors on income, diversity, education, employment, language, and poverty to identify and propose a new model for newcomer service delivery in Peel. A series of community consultations were conducted with more than 200 stakeholders, including new immigrants, employers, service providers, funders, and community partners. The report and findings consistently pointed out the need for a more coordinated, engaged, and responsive settlement and inclusion mechanism for the Peel community. This report outlines the key facets of the new vision for service provision, including community hubs, “No wrong door approach,” and a case management system.


This research report examines the Ontario, Manitoba, and British Columbia federal-provincial agreements and identifies a number of successes and potential improvements that should govern the renegotiation of the next Canada-Ontario Immigration Agreement (COIA). The report outlines the achievements of the COIA, including enhanced funding for settlement and integration services, expanded programming, co-funding of Ontario Bridge
Training projects, increased professionalization of the settlement sector, and the successful inclusion of the municipal sector. New programs funded through COIA are also included and evaluated. A number of recommendations are put forth in this report.


This paper explores an under-examined area, namely, the role that non-profit organizations in the immigrant settlement and integration sector play in the public policy process in Canada. Using a range of qualitative interviews with non-profit and mid-level provincial policy officials in three provinces (Ontario, British Columbia, and Saskatchewan), the place of non-profit agencies in providing meaningful input and giving voice to policy issues in the area of settlement and integration services is analyzed. Issues regarding the willingness to use advocacy/voice with government funders, the usefulness of government consultations, strategies used in approaching government, the role of research in making evidence-based cases regarding policy and program change, among other considerations, are examined. The assessments of key non-profit actors and non-elected government policy officials are used to bring better understanding of non-profit organizations’ roles in the daily grounded work of policy interaction which they are engaged.


An examination of the non-profit sector provides a valuable window on the creation and institutionalization of temporariness in contemporary society. This paper outlines how temporariness has been produced and reproduced within the non-profit health, social, and human services sector at the organizational, workforce, and community levels in Canada. Examples are drawn from newcomer settlement services to illustrate trends and experiences. Temporariness is expressed through rising levels of job, organizational, and community-based insecurity, vulnerability, precarity, and marginalization. Non-profit service providers, their workforces, and the health, social, and human services that they provide to vulnerable communities (and immigrant communities in particular) have been made more temporary because of the restructuring along neoliberal lines of the relationship between the state and non-profit service providers. Delivery of public services through state – non-profit “partnering” relationships, as promoted by government funding agencies, has especially fostered temporariness and deepened its challenges. The paper also suggests policy reforms that could help to address some of the challenges to “temporariness” for organizations like settlement agencies and the immigrant communities they service.

This research report presents the results of a fact-finding tour of non-profit immigrant settlement agencies in New Brunswick. At a time when this Maritime province needs immigration to prevent population decline, these agencies are partnering with governments to offer services of key importance for the settlement of newcomers, including those in non-urban communities. As much of the research on settlement services in Canada has focused on the larger metropolitan centres, this study contributes to filling an existing research gap. Based on semi-structured interviews with 21 key informants working in 18 organizations, the authors first draw a portrait of the services offered by the agencies and the clients they serve. They then describe the resources available to the settlement agencies and the mechanisms they use for governance and performance of their functions in an accountable and transparent manner. After paying particular attention to some gender-related issues, the researchers summarize the main challenges as reported by the agencies. They also stress that settlement issues tend to be very locally driven and that the non-profit settlement agencies can count on a number of competitive advantages to fulfill their mission. The report briefly discusses some key policy issues before concluding with a focus on the tension observed in the relationship between governments and the non-profit sector in the delivery of settlement services. Relevant policy recommendations are listed at the end of the document.


Immigrant settlement is a crucial policy field in Canada that involves governments, communities, and a range of social forces. Constitutionally, immigration matters are an area of shared jurisdiction, but the federal government has long been the dominant player. Provinces and municipalities, however, are now pushing for an expanded policy role, increased resources, and governance arrangements that recognize the important part they play in immigrant settlement. Drawing on in-depth interviews with government officials and frontline workers, contributors provide a comparative assessment of approaches to immigrant settlement in 19 Canadian municipalities. This is complemented by a discussion of the federal government’s role in this policy field, and by a comprehensive introduction and conclusion, which ground the book historically and thematically, synthesize its key findings, and provide recommendations for addressing the challenges related to intergovernmental cooperation, settlement service delivery, and overall immigrant outcomes. Individual chapters examine the mechanics of public policy-making but also tell a story about diverse and innovative approaches to immigrant settlement in Canada’s towns and cities, about gaps and problems in the system, and about the ways in which governments and communities are working together to facilitate integration.


This paper portrays the emergence of Canadian settlement work with immigrants and explores its prospects as an occupation. Currently, settlement work includes three forms of practice: (1) a loose occupation; (2) a specialty of social work; and (3) an emerging
profession. The paper argues that settlement work is likely to have a professional future. However, whether or not it will become an independent profession depends largely on the funding regime of the settlement service sector. If the existing federal and short-term funding regime continues, settlement work will still be trying to define itself in the broader field of social service work. If a provincial and long-term funding regime emerges, prospects for an independent professional settlement work will improve.


As part of the research on the “Canadian partnership model” in immigrant integration and inclusion, this POD aims to portray federal and provincial/territorial settlement services in Canada in their broad contours and brief history. Components of the portrayal include programming, funding, and delivery. Based on both secondary sources and primary sources, including archival surveys and stakeholder interviews and consultations, the research also provides an explanatory context for observable patterns of variation (convergence and divergence) across jurisdictions by examining the peculiarities of Canadian federalism, government and service sector organizational capacity, and various economic and demographic factors of limiting nature. This is complemented with an attempt to identify emerging tendencies and project possible directions in settlement service at both federal and provincial/territorial levels.


While much has been written about Canada’s modern settlement program and there is a growing body of research and analysis of the settlement and integration successes and challenges of recent years, there is virtually no literature that has addressed the history of settlement services since the beginning of immigration to Canada. Some survey histories of Canadian immigration have touched on elements of settlement policy but no history of services to immigrants in Canada has been published heretofore. This book addresses this gap in the historiography of Canadian immigration. From the tentative steps taken by the pre-Confederation colonies to provide for the needs of arriving immigrants, often sick and destitute, through the provision of accommodation and free land to settlers of a century ago, to today’s multi-faceted settlement program, the book traces a fascinating history that provides an important context to today’s policies and practices. It also serves to remind us that those who preceded us did, indeed, care for immigrants and did much to make them feel welcome in Canada. The Canadian experience in integration, over the past two centuries, suggests many policy-related research themes for further exploration both in Canada and in other immigrant receiving countries.

International
The potential role of the public library in the lives of immigrant women is explored by in-depth interviews with nine female immigrants to Norway from Iran, Afghanistan, and Kurdistan. The research utilizes social capital theory, the concepts of communities of practice and legitimate peripheral participation, as well as the concepts of high intensive versus low intensive meeting places. The results indicate that the library plays different roles in the different stages in the respondents’ experiences as immigrants. It allows for legitimate peripheral participation when the immigrants move from observing at a distance to more active participation. The library functions as a high intensive as well as a low intensive meeting place and seems to contribute to building social capital in a variety of ways.


This report examines how the skills needs of immigrants differ from those of the native-born, identifying a set of immigrant-specific challenges. It provides a review and critique of the various targeted, mainstream, and employer-led skills development policies and interventions, and presents recommendations for the best return on investment with regards to these policies for immigrants. This report is a part of a series of reports on workforce development issues and planning.


This report assesses how new immigrants to Sweden fare in the country’s labour market. The report shows that employment rates during newcomers’ initial years in Sweden are relatively depressed for low-educated refugees and migrants who come based on family ties, in comparison to natives and labour migrants from EU countries. Since Sweden’s refugees and family arrivals are not selected through employment-related criteria, they are likely to lack locally in-demand skills and are often out of work in the years immediately after arrival. The obstacles these groups face can be exacerbated by certain features of Sweden’s labour market, such as high minimum wages, a relatively small pool of low-skilled jobs, and stringent employment protection for permanent work. Non-EU labour migrants are also more concentrated in low-skilled jobs and have lower average annual earnings than both EU migrants and natives. Over time, however, all newcomers to Sweden have on the whole improved their employment rates, displayed income growth similar to natives, and moved into middle-skilled positions.

The publication investigates information strategies and channels most commonly used for employment matching through migration. It identifies the main information-related obstacles facing respectively, employers willing to hire migrant workers – both from abroad and inside the country – and prospective and resident migrants looking for available job opportunities. It proposes appropriate policy responses, including at the pre-departure stage, to overcome those obstacles and enhance the potential of international migration to address labour and skill shortages.


The countries that were chosen for this cross-national survey are Australia, New Zealand, United States, United Kingdom, Ireland, Germany, France, Netherlands, Sweden, Denmark, Belgium, Italy, and Spain. While Canada has been in the lead in the employment of non-profit providers in settlement and integration services, there is still much to be learned from the experiences of other jurisdictions. This study points to common challenges and opportunities that face non-profit providers in a world of greater austerity and where market-led rationality continues to play a dominant role in the future of publically supported services to immigrants and others in society. Many of the specific issues experienced in the Canadian case are also evident in the countries considered in the cross-national comparison, reinforcing their salience. The common difficulties that non-profits face servicing the immigrant community point to the need to make inter-sectoral partnerships work better.


This paper uses detailed administrative data from one of the largest community colleges in the United States to quantify the extent to which academic performance depends on students being of similar race or ethnicity to their instructors. To address the concern of endogenous sorting, the authors use both student and classroom fixed effects and focus on those with limited course enrollment options. They also compare sensitivity in the results from using within versus across section instructor type variation. Given the computational complexity of the two-way fixed effects model with a large set of fixed effects, the authors rely on numerical algorithms that exploit the particular structure of the model’s normal equations. They find that the performance gap in terms of class dropout and pass rates between white and minority students falls by roughly half when taught by a minority instructor. In models that allow for a full set of ethnic and racial interactions between students and instructors, we find African-American students perform particularly better when taught by African-American instructors.

This book brings together scholars from around the world to discuss and critique contemporary contexts of international education as well as the internationalization of knowledge. It tries to understand how views of knowledge, positioned at the heart of globalization, redefine international education; explores mobility in its positive and negative dimensions (but as a route to knowledge); and goes beyond complacency by exploring critical perspectives using concrete examples.


The report draws upon the findings of the Gallup World Poll, using data collected in 2009–2011 from 25,000 first-generation migrants and over 440,000 native-born individuals in over 150 countries, to assess, for the first time, the well-being of migrants worldwide. Most studies on migration tend to focus on the situation of migrants in the North. However these data yield unprecedented global insights into the experience of migrants, providing new evidence of the often understudied situation of migrants in the South, as well as more detailed information about the experiences of settlement and integration of migrants.


Immigrant integration has become a prominent issue in contemporary political debates and public policy analysis. The objective of facilitating newcomers’ participation in the economic, social, and political life of receiving societies presents particular challenges in federal countries. The multidimensional nature of immigrant integration means that policies and programs often become issues of multilevel governance. In federations with one or more national minorities, newcomers can alter the linguistic balance and affect sub-national communities’ efforts to obtain greater autonomy. This volume analyzes immigrant integration policies and the implications for governance in Australia, Belgium, Canada, Germany, Spain, Switzerland, and the United States. Leading experts review recent developments in their respective countries and current public policies and programs in three categories: selection/admission, economic and social integration, and civic and political integration (including naturalization). These analyses show that the integration of immigrants is an ongoing process that extends beyond the initial years of settlement in a new country, involving the actions of different governments, non-governmental organizations, and others.

This report presents detailed labor market outcomes for immigrant groups in the Czech Republic, focusing on trends according to year of arrival, country of origin, gender, level of education, and sector of employment. The analysis, based on data from the Czech Labour Force Survey, suggests that the challenge of reducing obstacles to immigrant workers' progression into more skilled employment are worth significant policy attention. The two major groupings of migrants to the Czech Republic – immigrants from post-communist countries and immigrants from Western and developed countries – have experienced different labour market trajectories. Immigrants from Western and developed countries do not seem to face obstacles to employment in high-skilled jobs. However, immigration from post-communist countries has brought some notable challenges in a country where dedicated immigrant integration policies are virtually non-existent. On average, the employment rates of migrants from formerly communist countries are roughly similar to those of native-born Czechs but these migrants are more likely to be employed in low-skilled jobs. There is also evidence of “brain waste” among this group – while they tend to be highly educated, their higher levels of education do not appear to have translated into highly skilled employment.


This is the OECD’s first ever international study of skills needed for the economy and society of the 21st century and measures skills in literacy, numeracy, and problem solving in technology-rich environments (PS-TRE) among adults between the ages of 16 and 65, in 24 countries and sub-national regions. In Canada, more than 27,000 people were surveyed to allow findings at both the pan-Canadian and provincial and territorial levels as well as among off-reserve Aboriginal peoples, immigrants, and official-language minorities.


This publication provides an analysis of recent developments in migration movements and policies in OECD countries and two analytical chapters, covering the fiscal impact of immigration in OECD countries and the discrimination against immigrants.


Participation in community groups is argued to be an important way to create health-promoting social capital. However, relatively little attention has been paid to the ways in which gender affects the health promotion potential of participation. This paper reports on a qualitative study of women’s experiences of participation in a diverse range of community groups, and considers how such involvement can potentially have a negative impact upon mental well-being. In-depth interviews were conducted with 30 women in Adelaide, South Australia. Women’s accounts of their group involvement reflected that their identities as mothers were particularly important in shaping their participation. Some women reported difficulties in combining group involvement with their family responsibilities. Stress attached
to negotiating social interaction within groups was also raised as an issue. It was found that participation can reinforce gender inequality and potentially have severe negative consequences for mental health, issues that need to be considered alongside the potential health benefits. The findings are considered in light of Bourdieu’s critical conceptualization of social capital.


This report assesses how new immigrants to Spain fare in the country’s labour market, evaluating the conditions under which they are able to find employment, and their progress out of unskilled work into middle-skilled jobs. New immigrants to Spain have very different experiences entering the labour market depending on when they arrived in the country. The report analyzes Spanish Labour Force Survey data from 2000 to 2011, finding that immigrants who arrived before the 2008 recession had little trouble finding work immediately, but those who arrived after 2008 struggled to find work as Spanish unemployment rates skyrocketed. Immigrants’ individual characteristics had a limited effect on their employment trajectories – all groups who arrived before the recession had higher employment rates the longer they stayed in Spain. However, some groups started out in a better position than others. Immigrants from Latin America had the easiest time finding work within their first year in Spain, while African immigrants had the lowest employment rates on arrival. Men started in a better position than women and maintained their advantage over time. Spain has a flexible secondary labour market that allows immigrants to easily find work and move up over time, but this type of employment also put them at greater risk once the recession hit. For example, although many immigrants who arrived in Spain between 2000 and 2007 were able to find work and eventually move out of the low-skilled positions, the nature of their jobs meant that they were not protected from the recession, and many became unemployed as the economy shed low- and middle-skilled jobs in sectors dominated by immigrants. In the long term, Spain will likely need immigrants to cover labour shortages because of its aging population and the emigration of native-born workers to other countries. As Spain works its way towards economic recovery, policy makers should consider the implications of this report’s findings for integrating future immigrant workers. The findings suggest that for many workers, finding middle-skilled work alone is not enough, and integration policies could aim to help workers transition from the secondary to the primary labour market in order to find their way into more stable employment.


This report focuses on the integration of migrants – individuals and households from migrant communities – rather than the broader issues of social cohesion and provides background to the “Everyday Integration project” being undertaken by the IPPR in the United Kingdom. The research focuses on the processes of integration in the everyday
lives of individuals and the communities in which they live. It examines understandings and definitions of integration, and analyzes past and present government policy on the issue and makes a number of recommendations for the future direction of government policy on integration.


In this paper, Myer Siemiatycki and Phil Triadafilopoulos examine the role of sub-national jurisdictions in immigrant settlement and integration in Australia, Germany, the United States, and Britain. They find that Canada has been much more active, sophisticated, and forward-looking in its immigrant settlement programs but that some of these countries are catching up in important ways. There is broad recognition that sub-national jurisdictions can more quickly respond and successfully adapt settlement programs to meet local immigrant and community needs than national governments. As a result, they see a clear trend towards devolving these programs.