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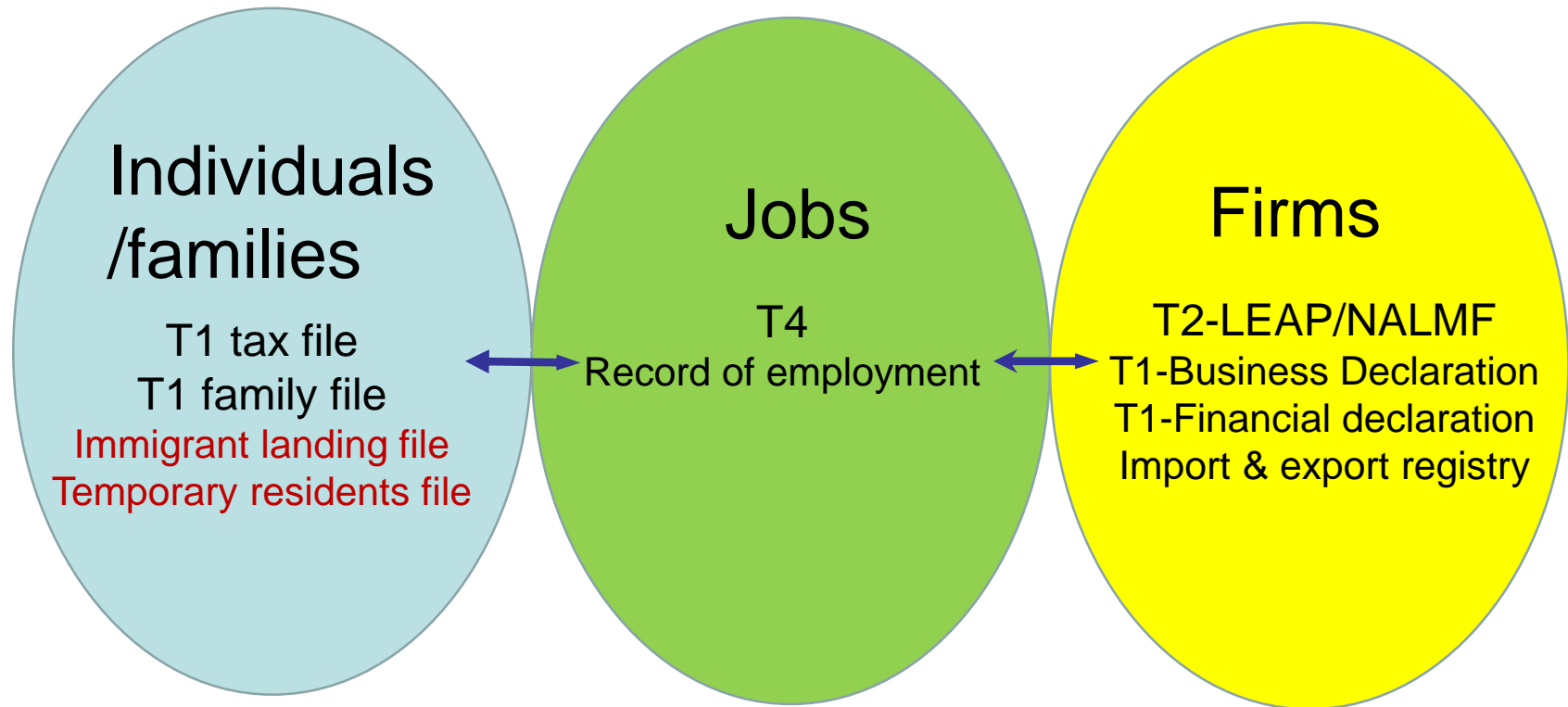


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The Canadian Employer-Employee Dynamics Database and New Opportunities for Immigration Research

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The CEEDD as a linkage environment



Advantages and Challenges

- **Complete coverage of businesses and workers:** 100% firms, all tax filers and their identifiable family members. It is possible to identify the workforce of each firm and the business for which each worker worked.
- **Connectedness:**
 - Longitudinal: at the firm and individual level
 - vertical, e.g. individual-family-job-firm;
 - horizontal, e.g., multiple data sources at each level
- **Complexity:** multiple data structures
- **Attritions:** multiple linkages are sensitive to matching rates, longitudinal follow-up
- **Lack of socio-demographic covariates:** no education, work hours, part-time status, contract job info, etc.

Opportunities for immigration research

- Immigrants as employers
- Immigrant job dynamics
- Firm characteristics and immigrant labour market outcomes
- Immigrants and firm performance

Immigrants as employers

Identify immigrant business owners:

Incorporated business owners: Schedule 50 in T2 and link to T1 using SIN. Unincorporated business owners: unincorporated self-employment income in T1 (business, professional, farm, rental, etc.)

Picot, Ostrovsky, Green et. al:

- Immigration, business ownership and employment
- Immigrant businesses in knowledge-based industries
- The exit & survival patterns of immigrant businesses
- The financial success of immigrant owned firms

Immigrant job dynamics

- The role of immigrants in labour market adjustment: mobility across firms, industries, and locations
- Immigrants' earnings trajectories: Job shopping or internal labour markets (Townsend, ongoing)
- How do immigrants differ from the Canadian-born workers in response to layoff (Ci, ongoing)

Firm characteristics and immigrant labour market outcomes

- Immigrant initial firm allocation and earnings growth (Ci & Hou 2016)
- Immigrant concentration and immigrant earnings (Ostrovsky 2015)
- Immigrant earnings gap between and within firms – international comparison (COIN ongoing)
- The effects of other firm-level characteristics (e.g. Tomaskovic-Devey et al. AJS 2015)

Immigrants and firm performance

Immigrant workers and firm productivity

- if a large supply of immigrant labour reduces employment costs, and the labour factor of production becomes more intensive in an economy, productivity may fall.
- if immigrants bring skills complementary to native-born workers, or highly educated immigrants are more innovative than the domestic-born, the increase in immigration may increase specialization both within the firm and across firms in a local labour market, and stimulate innovation and the adoption of new technology in the firm

The effect on firm export/import

The effect on firm innovation

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