

The difference that 'race', gender and immigration status make: diverse labour market outcomes in Ottawa-Gatineau's services economy

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Detailed report
available on
BMRC website

Many Versions of Work in Ottawa-
Gatineau's Labour Market: A profile of
immigrant workers and their economic
status in a post-industrial city

Research Report

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https://bmrc-irmu.info.yorku.ca/files/2021/04/FINAL-Research-Report-on-O-G-Employment-Profile_Revisions.pdf?x15611

Objectives

- Highlight key characteristics of immigrant employment in Ottawa-Gatineau metropolitan area
- Disaggregate analysis by gender, immigration status, visible minority status & education

Ottawa- Gatineau context

- Employment characteristics in Ottawa-Gatineau:
 - A post-industrial city – almost no manufacturing employment
 - High-technology sector, subject to boom-bust cycles
 - Almost all employment in consumer and business services
 - Strong limitations on employment with the largest employer in the region: the federal government
 - In some sectors, emphasis placed on French-English bilingualism
 - High median employment earnings
 - High levels of education overall

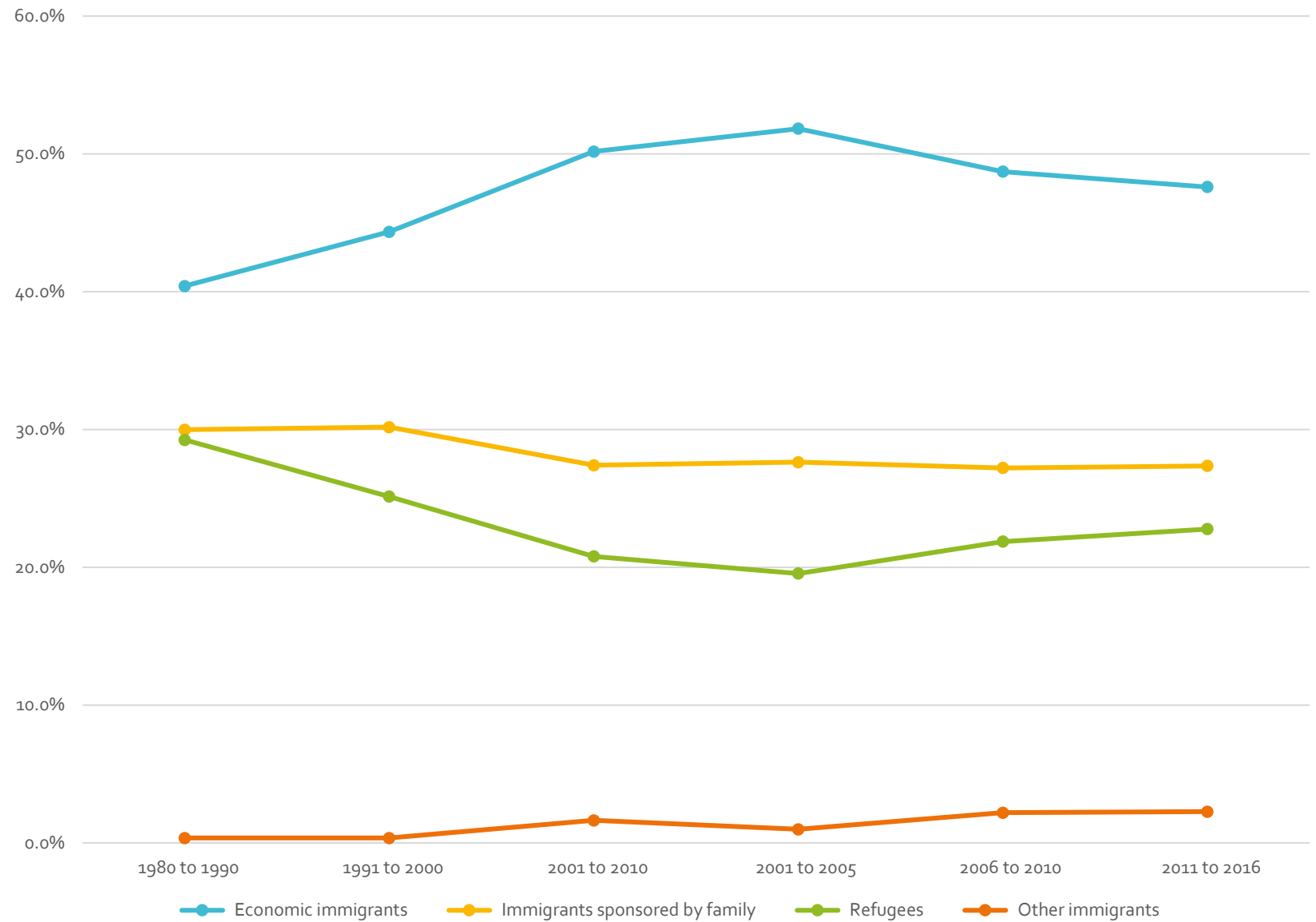
Methodological notes

- Analysis based on tabulations made available to Canadian universities by Statistics Canada – exclusively a descriptive analysis
- Focus on immigrant population residing in Canada ‘permanently’
- As much as possible, analysis focuses on population that is working age – 25 to 54 years old
 - Working full-time, full year
- Recent immigrants: 2001 – 2014/2016
- *Entire immigrant population & Canadian-born presented for purposes of comparison*

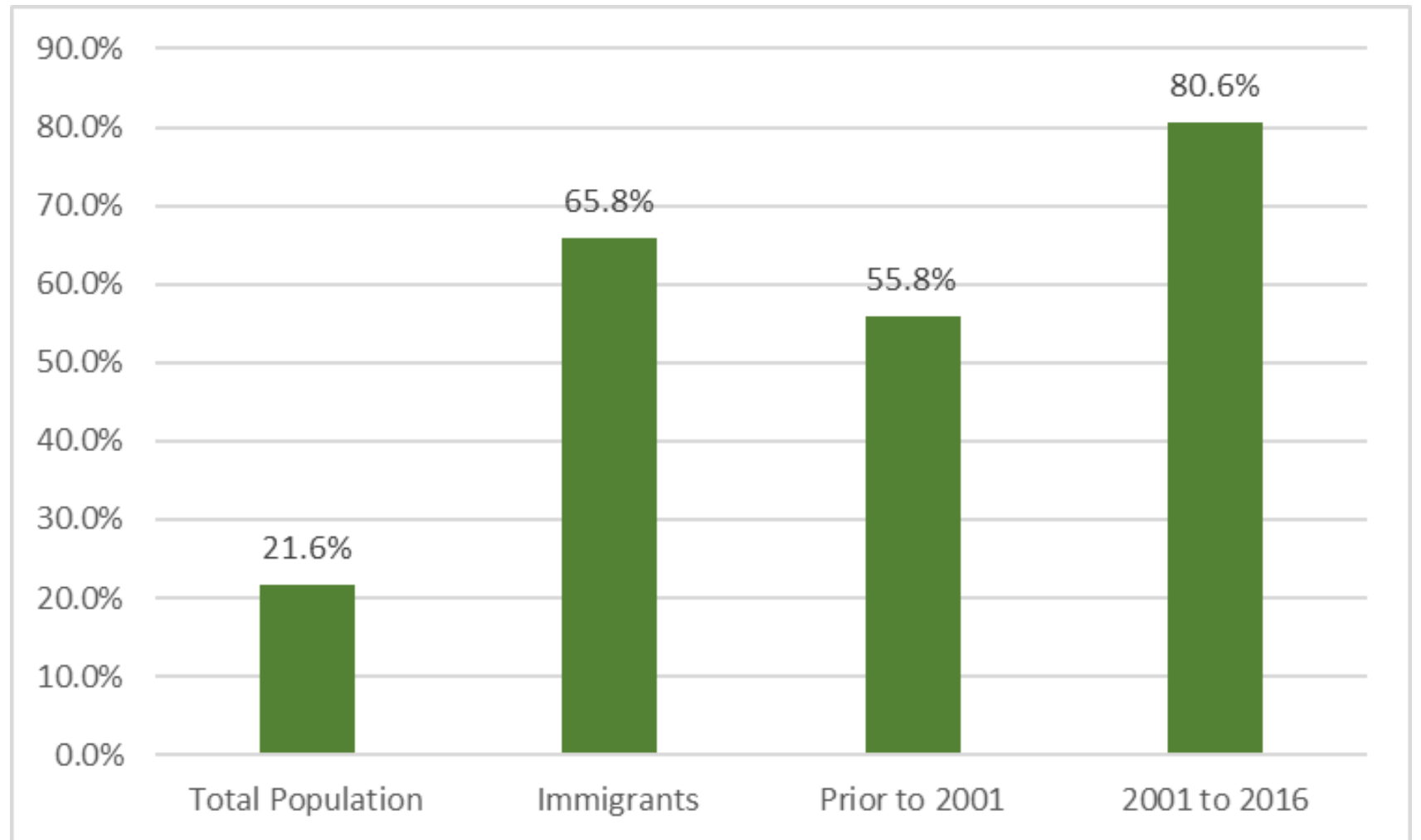
Key characteristics of the immigrant population

- In 2016, out of the total Ottawa-Gatineau population of slightly more than 1.3 million people
 - ~ 255,800 were permanent residents
 - Another 17,200 were non-permanent or temporary residents.
- Immigrants: 19.7% of the metropolitan population overall
 - 22.6% ON portion of CMA population
 - 11.0% QC portion
 - Non-permanent residents less than 2% of Ottawa's population
 - Less than 1% of Gatineau residents

Immigrants by Admission Category, 1980 to 2016, Ottawa-Gatineau CMA

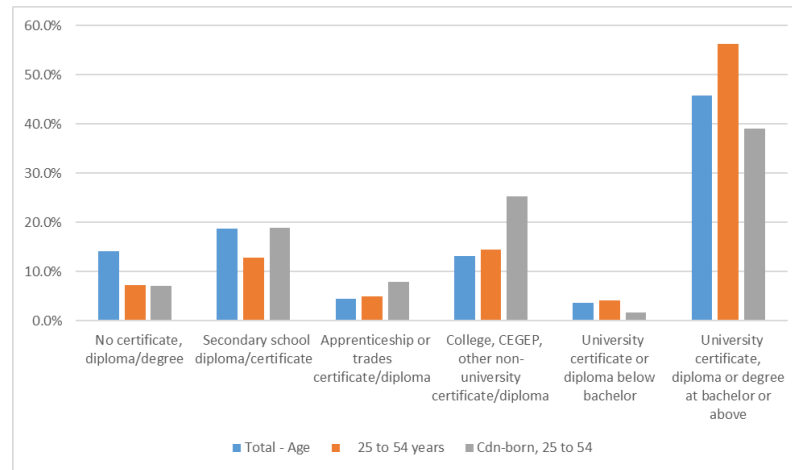


Visible Minority Population by Period of Immigration, Ottawa-Gatineau CMA, 2016

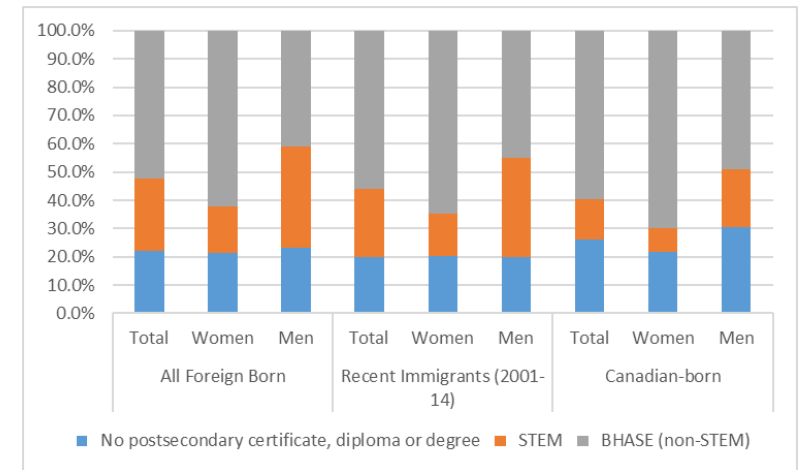


Educational Attainment

Highest educational attainment of recent (2001 - 2014) Immigrants and Canadian-born



Field of Study of Immigrant and Canadian-born Individuals (25-54) holding Post-Secondary Certificate, Diploma or Degree by Gender



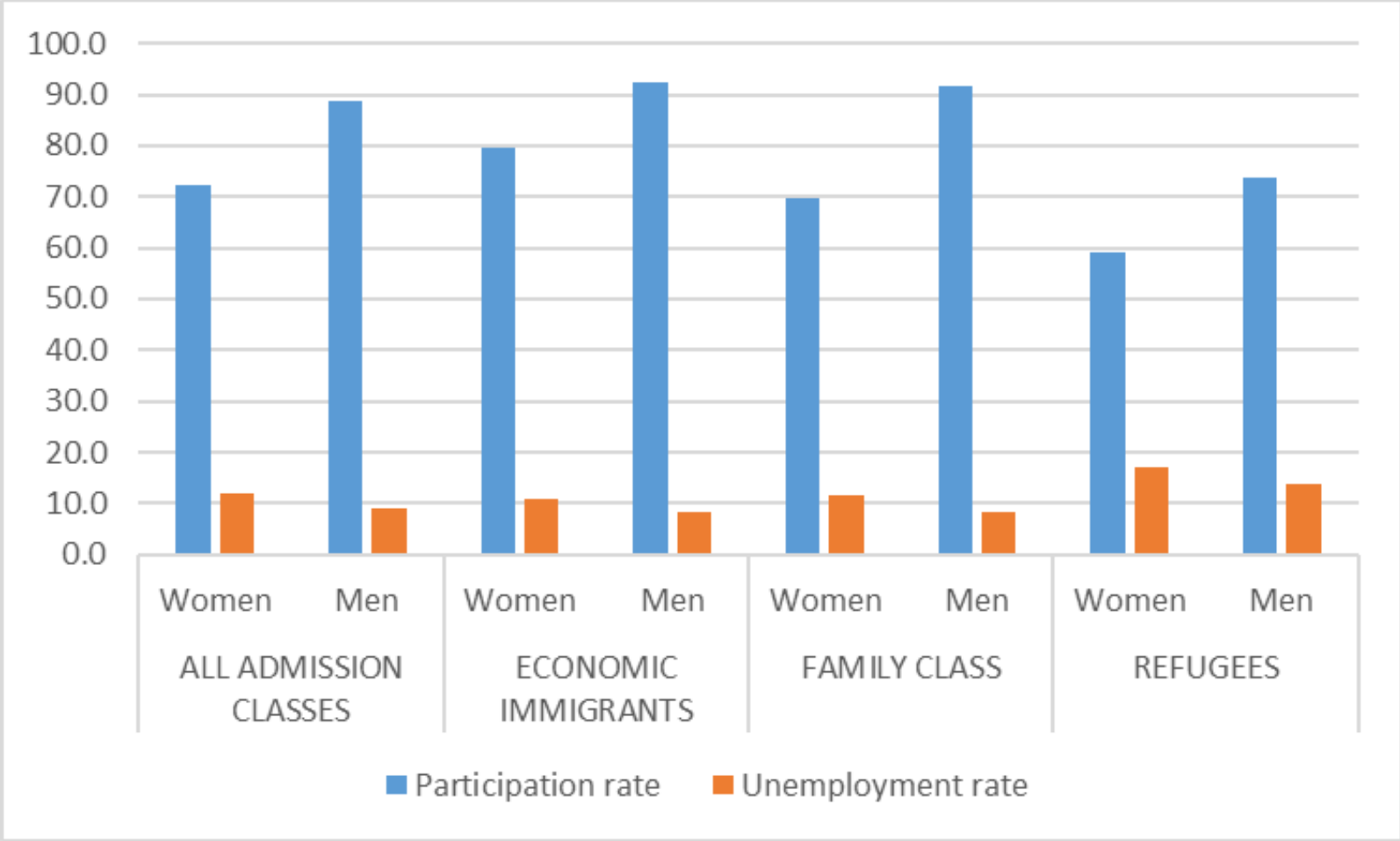
STEM: Science, Technology, Engineering, Mathematics

BHASE: Range of specializations in humanities & social sciences, health, & legal disciplines

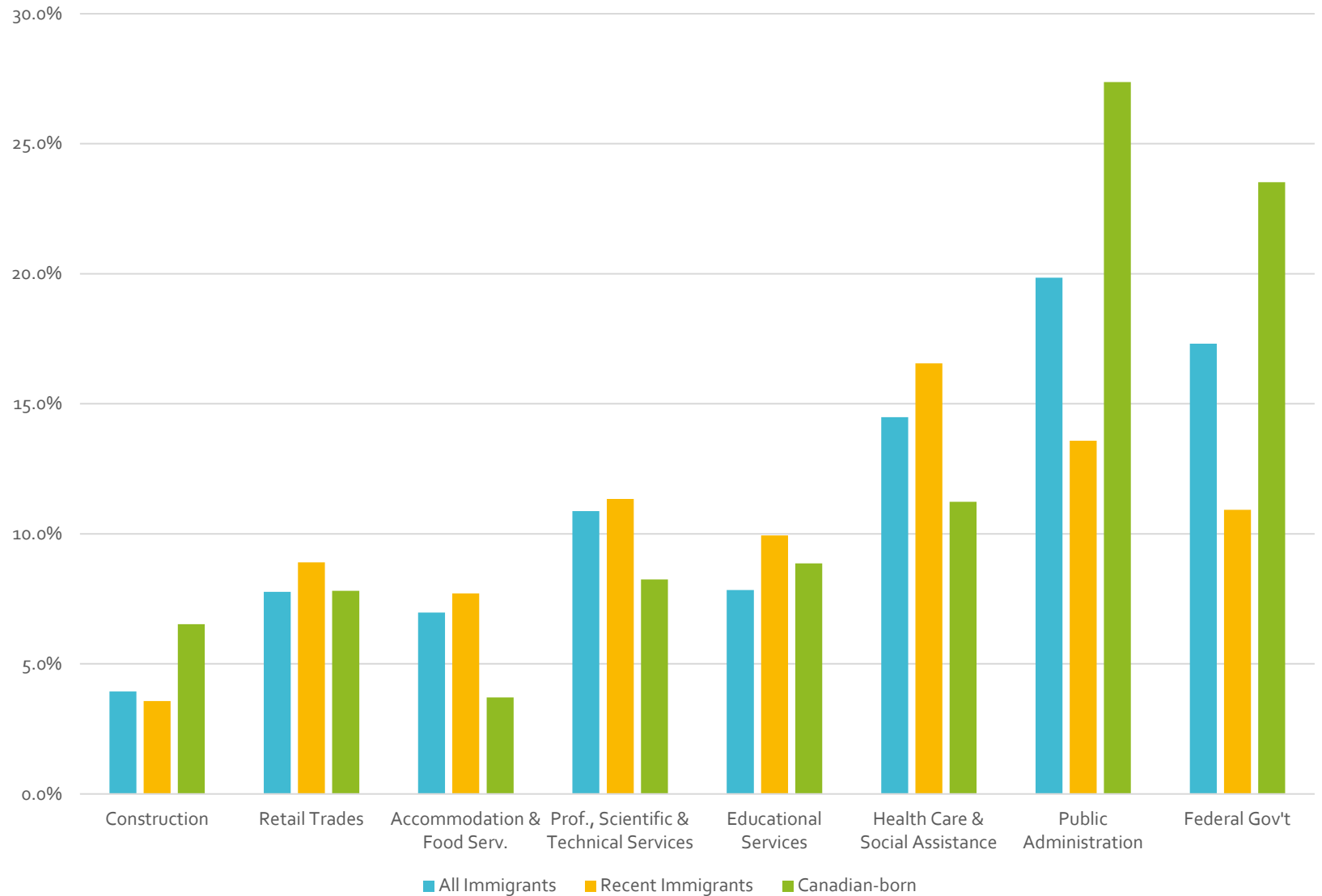


Labour Market Characteristics

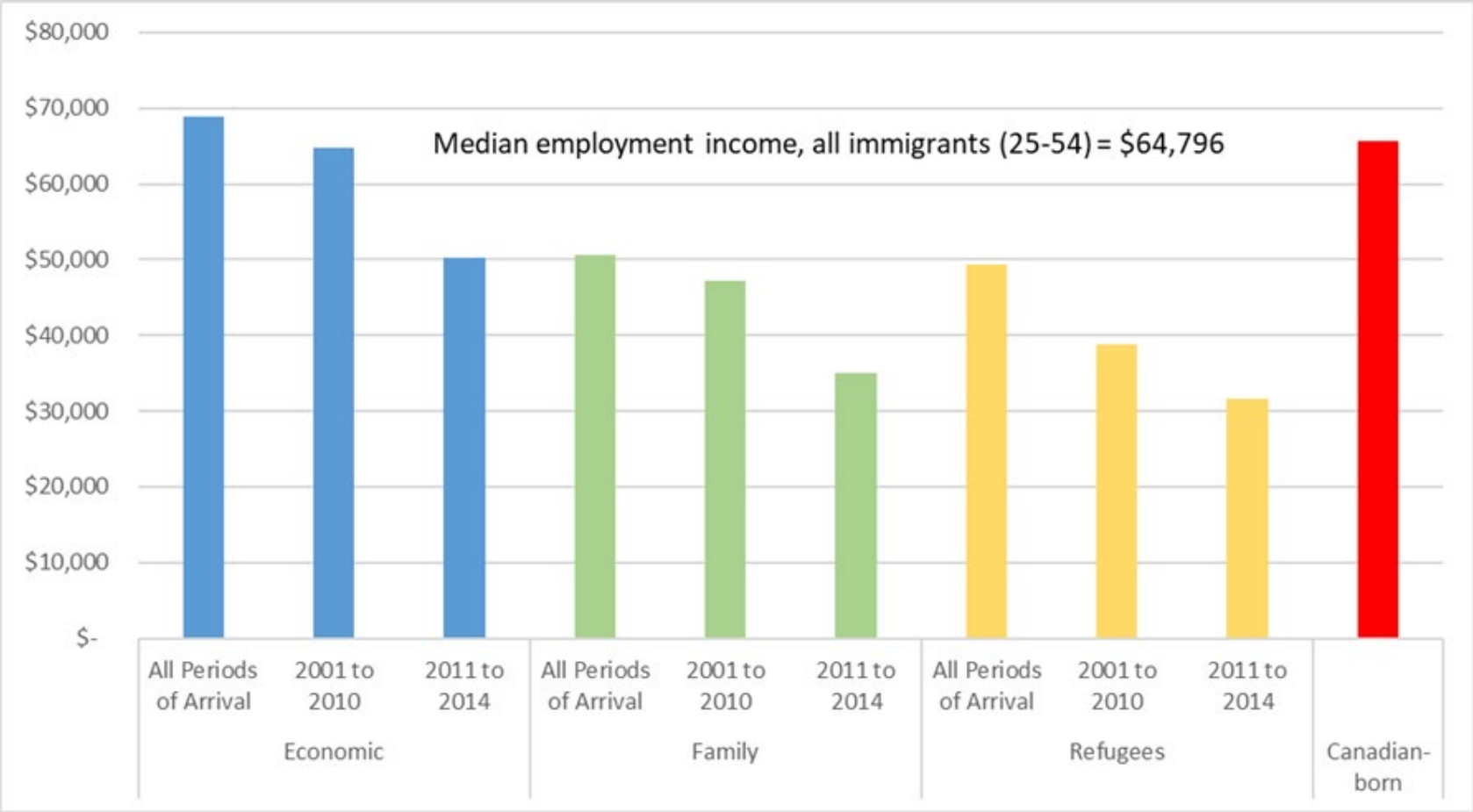
Employment Characteristics of Recent Immigrant Women and Men (aged 25 to 54) by Admission Class



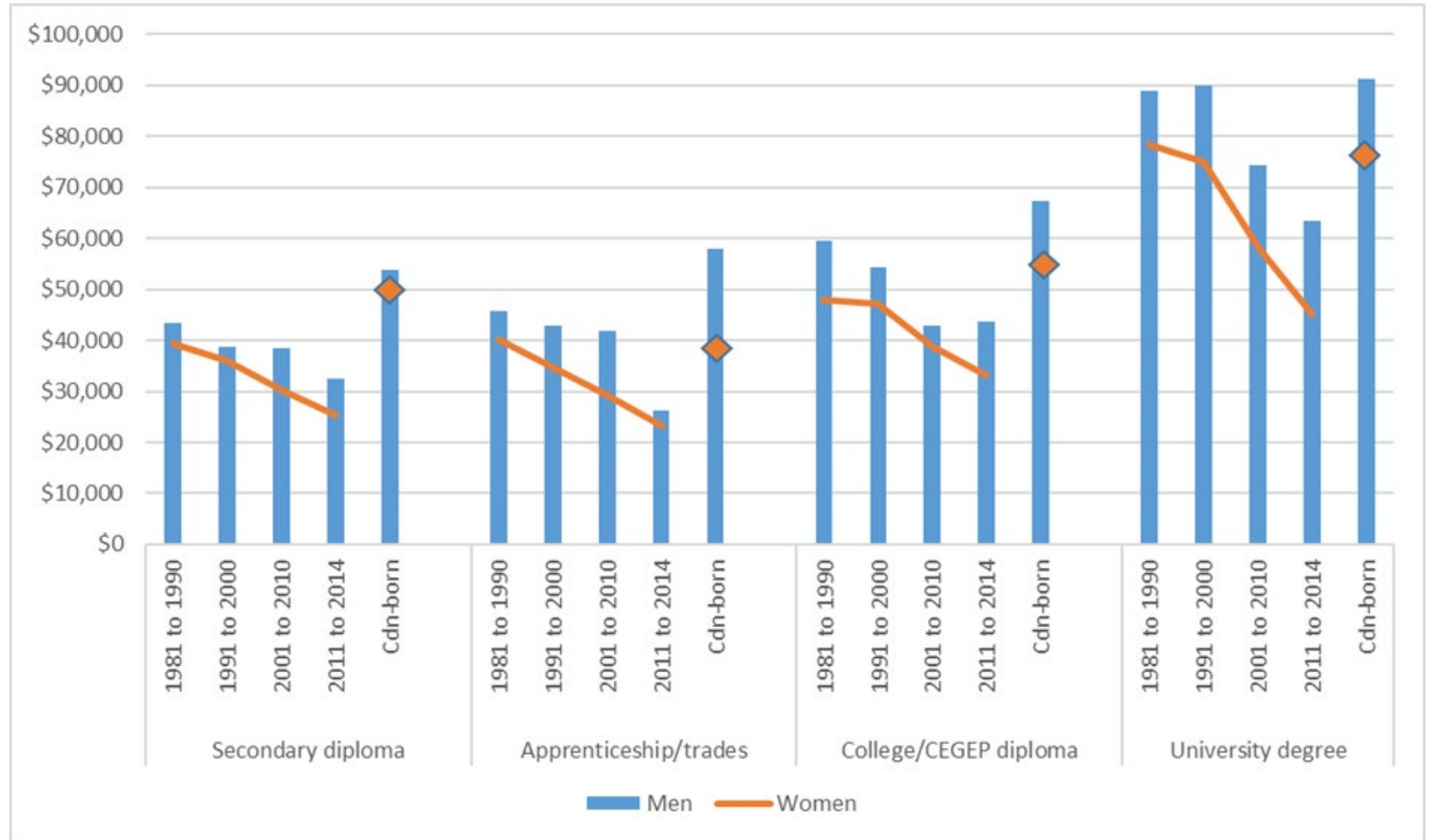
Major Industrial Sectors of employment for Canadian-born and Immigrant Groups (25-54), Ottawa-Gatineau CMA, 2016



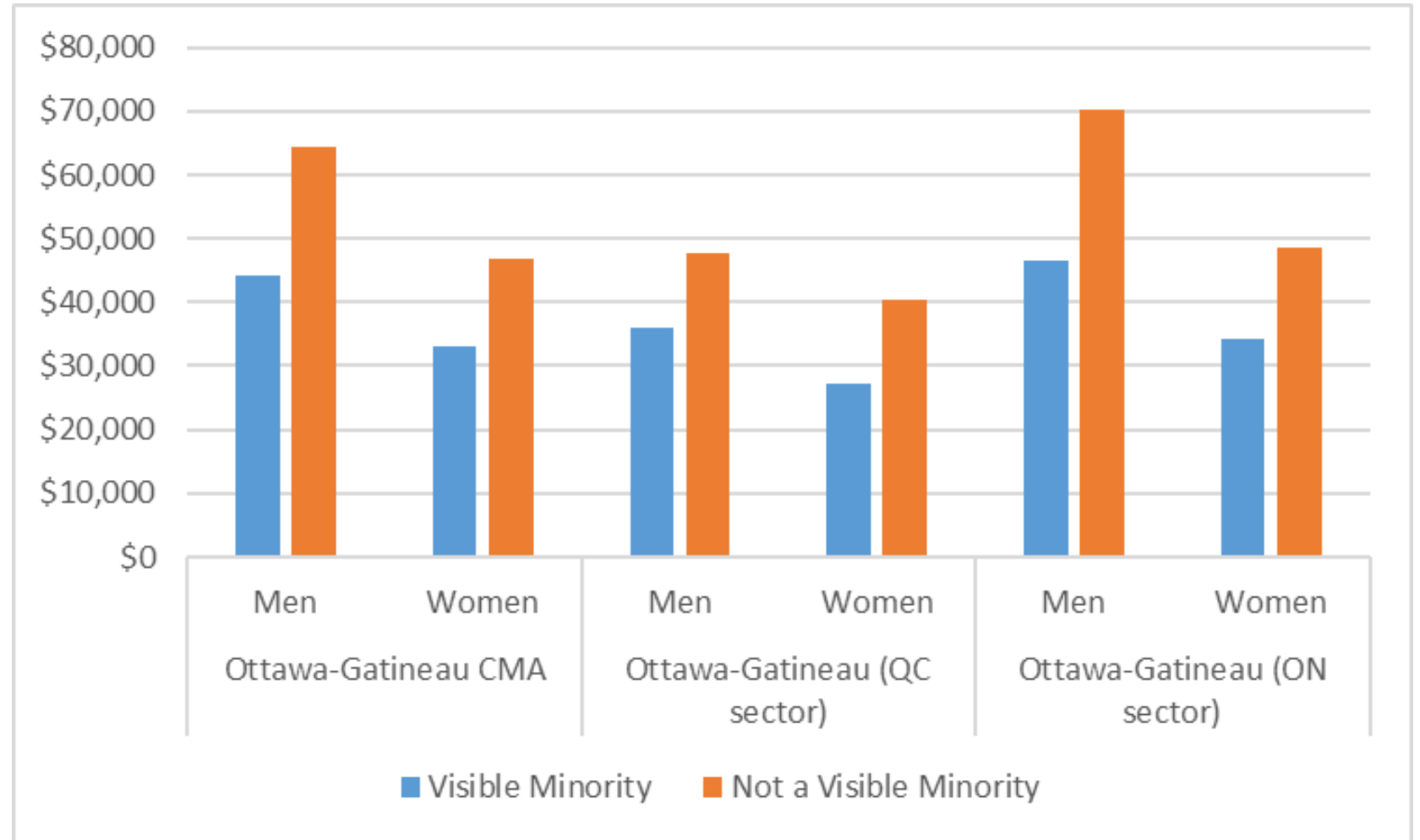
Median employment earnings by immigration class, Ottawa-Gatineau CMA, 2016



Changes in Employment Income Attainment over Time for Immigrants Aged 25-54 by Gender, Ottawa-Gatineau CMA, 2016



Employment
Income of
Individuals (25-54)
Employed Full
Time, Full Year by
Visible Minority
Status and Gender,
Ottawa-Gatineau
CMA and
Component
Sectors, 2016

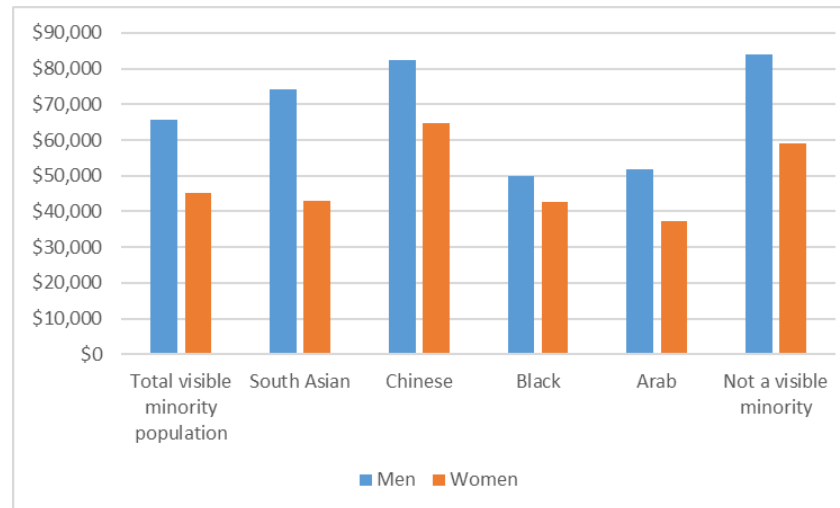


Employment earnings among visible minority groups

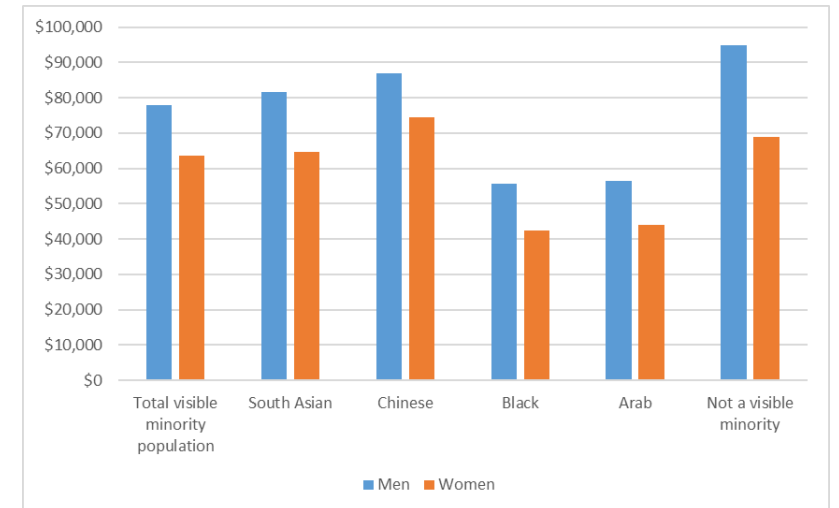
- Considering only *immigrant* individuals aged 25 to 54 in full time, full year employment, and setting aside educational attainment:
 - Chinese immigrants lead all other groups in employment earnings: \$59,765
 - White immigrant population: \$54,479
 - Black immigrants, earnings are only \$33,234
 - Arab population: \$30,674

Employment earnings of visible minority groups by gender & educational attainment

Median Employment Income of Immigrant Visible Minority Individuals (Aged 25-54) Holding a University Degree



Median Earned Income of Immigrant Visible Minority Individuals (Aged 25-54) who hold a University Degree and were Trained in a STEM Field by Gender



Key findings

- Employed immigrants are diverse in many respects – from educational attainment to admission class to ethno-racial status to gender
 - Generalizations about immigrants can be highly problematic
- Immigrants overall are under-represented in public administration
 - Over-represented in other large industrial sectors, e.g., professional, technical and scientific services that are so crucial to many high-technology businesses
 - Strong over-representation of immigrant women, especially recent arrivals, in health care
- Significant differences in employment income between visible minority groups, even when considering educational attainment
- Women consistently lag behind men in employment earnings
 - Lower earnings of women regardless of educational credentials, admission category or ethno-racial status is one of this study's most consistent findings