

Social Planning Council of Ottawa

Immigrants' Economic Integration: Successes and Challenges

A Profile of Immigrants in Ottawa
Based on the 2006 Census

June 2009

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The Social Planning Council of Ottawa
280 rue Metcalfe Street, suite 501
Ottawa (Ontario), K2P 1R7
Tel: (613) 236-9300
Fax: (613) 236-7060
E-mail: office@spcottawa.on.ca
Internet: www.spc.ottawa.on.ca

Alternate format available upon request.

Project Team

Clara Jimeno, Research Director
Nathalie Bouchard, Program Co-ordinator
Jerry Martinovic, Program Director
Dianne Urquhart, Executive Director

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Introduction

This report highlights the importance of the immigrant population for the economic growth of the City and discusses the challenges immigrants face in achieving social and economic integration. This report is the third in a series of reports from the Social Planning Council based on the 2006 Census.¹ The first report, *This is Who We Are: A Social Profile of Ottawa Based on the 2006 Census*, launched in November 2008, provided the framework and benchmarks used in this thematic report.

This report is part of a body of work at the Social Planning Council focusing on exclusion and inclusion.² It builds on previous work by the Social Planning Council³, particularly the project “*Communities Within: Exclusion and Inclusion of Visible and Ethnic Minority Residents in Ottawa*” (2008) which clarified that economic exclusion for immigrants on the one hand, and visible minority citizens on the other, is multi-faceted.

The report presents a social and economic portrait of the immigrant population as reflected in the 2006 census data. It is divided in five thematic areas:

- Population Growth;
- Diversity;
- Makeup of the Immigrant Population;
- Labour Market Integration;
- Incomes, Poverty and Housing Affordability.

The first thematic area shows the importance of the immigrant population in Ottawa’s population growth. The second highlights the diversity of cultures and languages in the City as a result of immigration. The third addresses the composition of Ottawa’s population by immigrant status, focusing on three main groups: children and youth, seniors and working population. The fourth thematic area, analyzes immigrants’ labour market integration as measured by their participation and unemployment rates, occupations, work hours and earnings. The fifth looks at immigrants’ incomes and the incidence of low income for individuals, families, households, children and seniors.

¹ The second report in the series is *Challenging Transitions: A Profile of Early School Leavers Aged 15 to 24 in Ottawa, 2006*. Ottawa: Social Planning Council of Ottawa, November 2008.

² For more information view the following SPC publications: (2008), *Good Examples Manual*; (2007), *Is Everybody Here? Inclusion and Exclusion of Families with Young Children in the Ottawa Area*; (2006/2007), *The Neighbourhoods in Which We Live: Understanding Exclusion and Inclusion at the Neighbourhood Level in Ottawa*; (2006), *Living in Ottawa with a Disability*; (2005), *Inclusion by Design Meaningful Indicators of Inclusion and Accessibility in Local Communities for People with Disabilities*; (2003), *Our Homes, Our Neighbourhoods: Building an Inclusive City Report of the Community Forum*. As well, please see all the companion reports within this project.

³ See the series of publications in the “Communities Within” project at www.spcottawa.on.ca, particularly the report *Mixed Blessings and Missed Opportunities The Intercase Study on Inclusion and Exclusion of Ottawa’s Visible and Ethnic Minority Residents*, 2008

Most of the report is based on a standard Statistics Canada boundary, called the census sub-division. This corresponds to the boundaries of the City of Ottawa. In a few clearly defined cases, we provided information based on the boundary of the census metropolitan area (CMA) identified by Statistics Canada, as “Ottawa-Gatineau census metropolitan area (Ontario Part). This is an area slightly larger than the City of Ottawa proper, and includes a few areas within Russell Township on the east. We use CMA data only where comparable data was not available to us at the census sub-division level. The primary data of this report is based on custom data requests from the 2006 Census for immigrants and recent immigrants. In addition, we have used data from the Canadian Social Data Consortium of the Canadian Council on Social Development. A small amount of data is from the Statistics Canada website.

Throughout the report we compare the situation of immigrants in Ottawa to that of all Ottawa residents (called “General Population”). Some research on immigrants compares to “non-immigrants” rather than the general population. Either method is valid, but each presents a slightly different picture. We compare to the general population rather than to “non-immigrants” for four reasons. First, as identified, this is part of a larger body of work by the Social Planning Council focusing on the issues of exclusion and inclusion, examining the experience of many different groups. This work includes dozens of reports and numerous community development projects, and will continue with forthcoming reports based on the 2006 census. With the other groups of interest within this body of exclusion/inclusion work (e.g. people with disabilities, Francophones, low income residents) we compare to the general population. Using the general population as the baseline permits comparisons and contrasts between groups. Second, data is more available for the general population than for “non-immigrants”. Third, we believe that immigrant issues concern the general population and the dichotomy between immigrants and non-immigrants separates them, instead of bridging their inclusion. Fourth, the diversity of the immigrant population is better reflected in the total population than in the non-immigrant population.

As well, throughout the report, we highlight the situation of recent immigrants in comparison to all immigrants and the general population, as recent immigrants experience particular challenges as they settle in their new home. In this report, “recent immigrants” refers to immigrants who arrived during the period 2001 to 2006.

Census information related to income is based on the full year prior to the survey (specifically 2005 for the most current census). We use the median income instead of the average income to analyze income inequality, because in using average income, high earners bring the average up.

This report provides limited information with respect to Francophone immigrants. We do not currently have access to the custom data required to properly profile Francophone immigrants. However, we will be publishing a report in the future on Francophones and Francophone Immigrants, based on a future custom data purchase.

We gratefully acknowledge the City of Ottawa, which has generously provided funds to the Social Planning Council to produce this report and for custom data purchases. We also offer sincere thanks to United Way Ottawa for its support of this report, resourcing part of the staffing and part of the translation. Additional resources for translation were raised through fundraising of the Social Planning Council of Ottawa.

We offer our sincere thanks to members of our Advisory Committee:

Fowsia Abdulkadir	Ray Barton	Elizabeth Chin
Euphrasie Emedi	Maria-Cristina Serje	Jean Sibert La Police
Jean-Philippe Thompson	Sara Torres	

The analysis in the report reflects the opinion of the SPC.

We hope that the findings of this report will assist policy makers, service providers and community members to strengthen immigrants' socio-economic inclusion. The evidence presented in this report indicates that the success of immigrants benefits the entire population, regardless of whether one is an immigrant or not, as their success has a direct impact on the current and future economic growth of the City.

Executive Summary

Immigrants' cultural and linguistic diversity has strengthened Canada's comparative advantages in the global economy.

At the domestic level, immigrants are the driving force behind population growth in the City of Ottawa., as Canada and Ottawa face a zero population growth rate. A significant percentage of recent immigrants age 25-64 are in the younger (entry) working ages (42.6%, compared to 23.9% for the general population). As well, their families tend to have more children on average. With almost 40% of recent immigrants (2001-06) reporting knowledge of French only, there is also an increasing importance of French-speaking immigrants in the growth and cultural diversity of the francophone community in Ottawa⁴.

Economic growth depends on success in the social and economic integration of immigrants and their families, particularly their children and youth.

Despite the economic importance of immigrants, the City is failing to attract and retain immigrants. The percentage of immigrants settling in Ottawa has decreased over the past two years while some immigrants who settled in Ottawa have moved to a second destination or returned to their home countries. Ottawa had a net loss of 1,650 immigrants to secondary migration within Canada.

Among the factors influencing this net loss are a lack of employment opportunities, a lack of access to public services and affordable housing, negative experiences and systemic discrimination of racialized visible minority groups.

Immigrant children and youth, particularly recent immigrants, are a significant and growing portion of Ottawa's total population of children and youth (11%). 57.3% of recent immigrant children and youth were aged 14 or younger. 63.2% of visible minority immigrants aged 0 to 24 were in the older age group, specifically 15 – 24.

Ottawa's senior population is rapidly becoming more diverse. In 2006, 30.9% of the City's senior population were immigrants.

It is important to recognize from this portrait that the majority of immigrants enjoy a good standard of living in Ottawa. Some have done very well in business. Many others are working in good jobs, related to their higher than average levels of education. In 2006, 52.2% of immigrants of working age, and 66.4% of recent immigrants in this age range had university education, compared to 44.6% of the general population.

⁴ A future report will profile the Francophone immigrant population (once the required custom data become available).

Despite this economic success and educational attainment, there is a very significant level of economic exclusion for immigrants, as highlighted by:

- lower average incomes (the median income of immigrants has declined in the last decade); there is a major impact on children and youth, on older seniors and on visible minority groups.
- lower employment incomes (in 2006, the median for the general population 15 years and older was \$34,343, compared to \$28,779 for all immigrants and only \$14,921 for recent immigrants) Some visible minority groups face a profound deterioration of employment incomes.
- higher rates of poverty (the percentage of immigrants living below low-income levels has increased)
- higher rates of unemployment. (in 2006, the unemployment rate of recent immigrants 15 years and over, for example, was nearly three times higher than that of the general population : 14% vs. 5.9%)

While the outcomes vary across and within different immigrant groups, the extensive economic exclusion and higher incidence of poverty have a huge impact on the health of individuals, families and communities. Overall, the immigrant group facing significant economic exclusion is recent immigrants. This finding confirms other research that has found that the earlier pattern of immigrant incomes (and ability to own their own home) equalling or even surpassing those of the general population after 20 or 30 years no longer exists.

Immigrant women are at a relative disadvantage in the labour market. Despite higher levels of education, they are over-represented in traditional female occupations, precarious part-time jobs and in the lowest median employment income ranges. Labour market integration of mothers in couple families and of female lone-parents is affected by lack of access to affordable and culturally sensitive day care. Visible minority women are even more vulnerable.

Immigrant seniors are more likely to experience economic and social exclusion. They have lower median incomes than seniors in the general population. Some family-sponsored seniors are economically dependent on their children under the provisions of the 10-year sponsorship agreement and allophone seniors have difficulty accessing mainstream services.

There are several factors that lead to economic exclusion for immigrants. This report, building on previous work by the Social Planning Council⁵, clarifies that economic exclusion for immigrants on the one hand, and visible minority citizens on the other, is multi-faceted.

The report points to five primary factors affecting the economic status of immigrants, as follows:

⁵ See the series of publications in the “Communities Within” project at www.spcottawa.on.ca, particularly the report *Mixed Blessings and Missed Opportunities: The Intercase Study on Inclusion and Exclusion of Ottawa’s Visible and Ethnic Minority Residents*, 2008

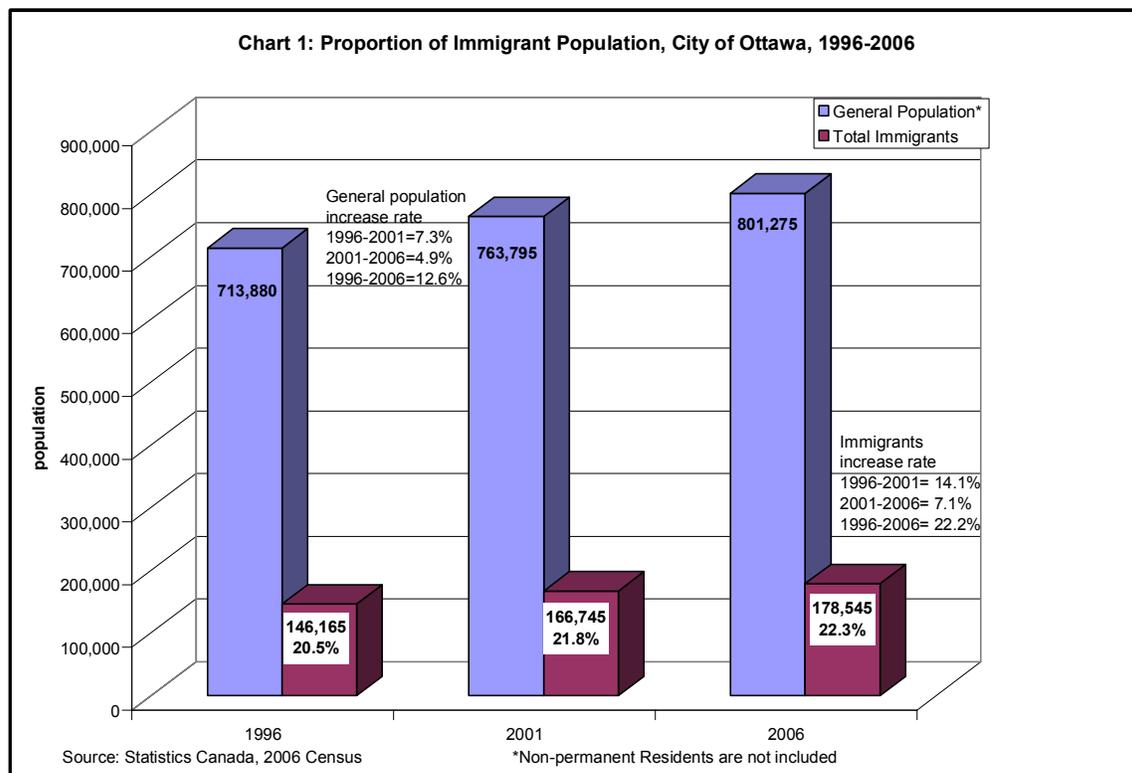
- **Labour market barriers** experienced by first-generation immigrants (e.g. lack of recognition of foreign credentials and experience, language barriers, difficulties related to the naturalization process, challenges faced by refugees).
- **Labour market barriers** experienced by ethnic minority residents (either Canadian born or immigrants), (access to networks and social capital, cultural context in hiring and promotion, racism and anti-Arab sentiment, particularly since 9/11, and a shortage of culturally appropriate child care).
- **The nature of Ottawa's economy and labour market** (e.g. predominance of the federal government as employer with various systemic barriers to employment; growing number of precarious jobs; increasing educational requirements for administrative, professional and managerial positions; downturn in sectors with a significant proportion of immigrant employees such as the high tech sector; importance of knowledge based employment with rapidly changing education requirements, etc).
- **The demographic and family structures of immigrant communities**, esp. recent (including visible minority) immigrants - larger percentage of dependents, larger percentage of one earner families, – coupled with lack of access to affordable day care (e.g. in 2007, there were only 7,481 subsidized, licensed child care spaces and 3,614 children on the waiting list) and appropriate housing.
- **Racialization of economic exclusion in Ottawa**, particularly poverty, resulting in polarization of economic benefits along colour lines. The factors which result in the racialization of poverty are the same as those which affect immigrants.

From the above highlights, it is clear that family and labour policies and programs to address the challenges that immigrant families face are crucial for their social and economic inclusion and the City's economic prosperity.

Migration and Population Growth

Immigrants are people who have been granted the right to live permanently in Canada by immigration authorities. In 2006, there were 178,545 immigrants living in Ottawa, representing almost a quarter of the City's population. 80% hold Canadian citizenship. The percentage of immigrants in Ottawa (22.3%) was higher than the national average of 19.8%, but lower than the provincial average of 28.3%.

During the period 1996-2006, the immigrant population increased at almost twice the rate compared to the City's general population increase (22.2% vs. 12.6%). Moreover, 79% (29,650) of Ottawa's population growth during the period 2001-2006 was the result of recent immigrants. In this period, the immigrant population grew at a slower pace (7.1%) compared to the increase during the period 1996-2001 (14.1%), but the rate was still higher than that of the general population (4.9%). The chart below illustrates the significant contribution of the immigrant population to the population growth of the City during the 1996-2006 decade.



During the period 1996-2006, 13,591 refugees settled in Ottawa as permanent residents. This included sponsored refugees, government-assisted refugees, refugee dependants and

landed refugees. In addition, on December 1st, 2006 the stock of refugee claimants⁶ in Ottawa accounted for 1,638 individuals.⁷ Refugees are people who have fled their countries because of a well-founded fear of widespread persecution, and who are unable to return home. Many refugees come from war-torn countries.

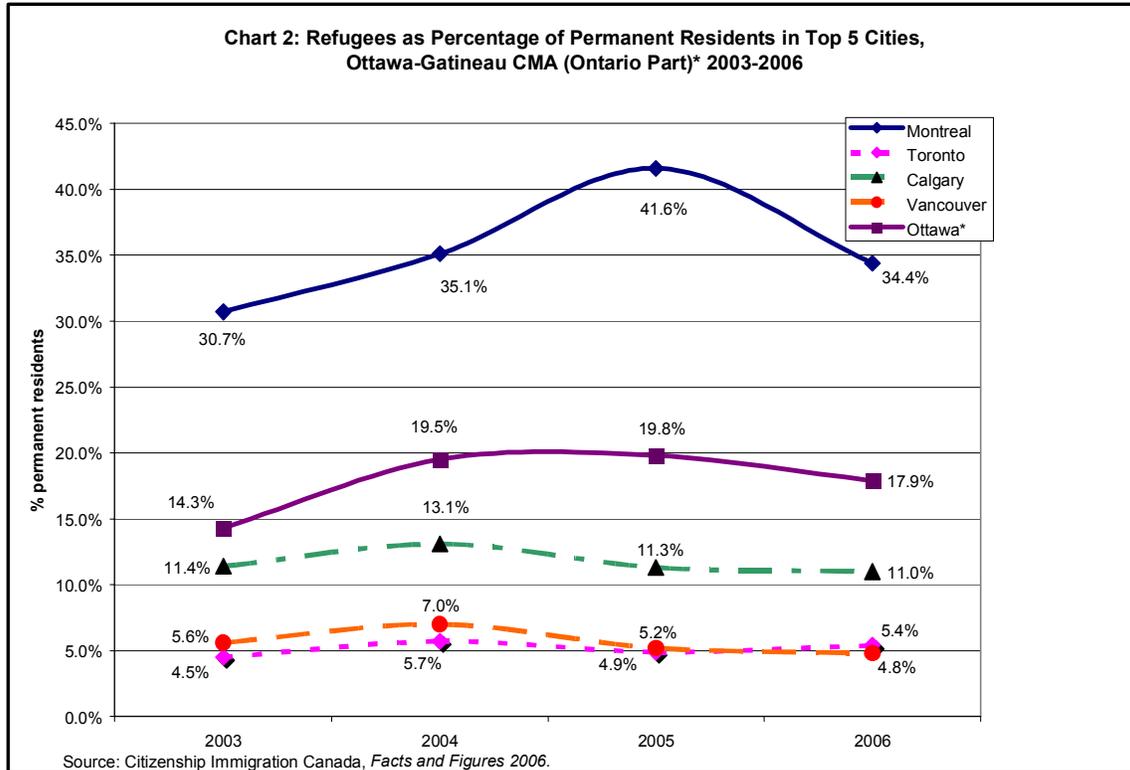
Table 1: Refugees Landed in Ottawa Who are Permanent Residents, City of Ottawa, 1996-2006	
Year	Refugees who had their claims accepted and who were granted permanent resident status
1996	1,285
1997	1,170
1998	1,156
1999	1,456
2000	1,655
2001	1,371
2002	1,010
2003	853
2004	1,242
2005	1,268
2006	1,125

Source: Citizenship and Immigration Canada (CIC), Facts and Figures, 2006

Permanent Residents are immigrants who have been granted permanent resident status to live in Canada. Ottawa has the second highest proportion of refugees among its permanent residents among the five cities that received the largest number of refugees during the period 2003-2006. Its annual average share was 17.9% of Permanent Residents in that period. Montreal had the highest average with 35.5%, followed by Ottawa (17.9%), then Calgary (11.7%), Vancouver (5.7%), and Toronto (5.1%). The following table illustrates the share of refugees among the Permanent Residents in each of the cities.

⁶ Refugee claimants are temporary residents in the humanitarian population who request refugee protection upon or after arrival in Canada. A refugee claimant whose claim is accepted may make an application in Canada for permanent residence. The application may include family members in Canada and abroad.

⁷ Citizenship and Immigration (CIC), *Facts and Figures - Immigration Overview: Permanent and Temporary Residents 2006 & 2007*. Data for Ottawa-Gatineau (Ontario Part). Community Foundation of Canada. *Ottawa's Vital Signs 2008: The City's Annual Checkup*. pg.17.



The significant proportion of refugees among Ottawa’s permanent residents requires special attention to their integration to facilitate their entry to the labour market and eligibility to programs and services.

The immigrant population has a crucial role to play, particularly at a time when projections indicate that Canada is facing a zero population increase and thus is becoming a country that is unable to replace its aging workforce. The City of Ottawa planners have estimated that by 2011 immigrants will be needed to fill most of all new jobs, which is only five years from the 2006 Census. However, literature indicates that systemic barriers prevent immigrants, particularly recent immigrants from fully contributing to the City’s economy.⁸

Despite the economic importance of its immigrant population, Ottawa continues to lose immigrants as a result of social and economic barriers. Data from Citizenship and Immigration Canada indicates that immigrants are less attracted to live in Ottawa, as the number of newcomers that moved to Ottawa in 2007 suggests. It was the lowest number since 2003 (a drop of almost 8% from 2006). “City planners warn that if the numbers continue to fall there will be a worker shortage by the year 2011.”⁹

⁸ See reports within the Social Planning Council of Ottawa’s project, “Communities Within” for a summary of the literature. Reports are available at www.spcottawa.on.ca.

⁹ Taylor Louisa and Shannon Proudfoot, *Immigrants less attracted to Ottawa*, July 25, 2008, Ottawa Citizen and Canwest News Service. <http://www2.canada.com/ottawacitizen/news/story.html?id=4d12c6b2-1f65-4541-8f7c-8052fd494c96>

Retention and Secondary Migration

In addition to the problem of Ottawa attracting the number of immigrants we need, there is a further problem in keeping those who have come to Ottawa. As with the general population, immigrants may move after having settled in Ottawa for a period of time. This movement to subsequent destinations within Canada and outside the country is called secondary migration. Research from the Federation of Canadian Municipalities indicates that more than one in 10 recent immigrants landing in 24 cities analyzed (including Ottawa), migrated to a secondary destination in the rest of Canada over the five year period of 2001-2006. Moreover, the study points out to the concerning fact evidenced by data, that some recent immigrants are returning to their country of origin.

Large cities are also losing immigrants needed by the local labour market, as immigrants choose to settle in suburban or small communities that offer better integration opportunities.¹⁰ Census data on mobility shows that between 2001 and 2006, 11,555 immigrants moved to Ottawa from elsewhere in Canada and during the same period, 13,205 immigrants moved away from Ottawa to elsewhere in Canada. This resulted in a net loss from secondary migration of 1,650 immigrants.

Table 2: Top Twenty Locations of Origin in Canada For Immigrants Who Moved in the Period 2001-2006 To the Ottawa-Gatineau CMA (Ontario Part)	
Toronto	3,485
Non-CMA	2,180
Montréal	1,775
Vancouver	735
London	300
Windsor	300
Halifax	295
Kingston	295
Edmonton	270
Hamilton	265
Calgary	250
Winnipeg	205
Kitchener	180
Québec	120
St. Catharines - Niagara	120
Guelph	95
Oshawa	85
Peterborough	85
Saskatoon	85
Victoria	85
Total who moved elsewhere in Canada (includes cities not within top 20)	11,555
Source: Statistics Canada, Census 2006	

The table at the left shows the top twenty locations in Canada from which immigrants moved in the period 2001 – 2006 to settle in Ottawa.

¹⁰ Federation of Canadian Municipalities (FCM), *Quality of Life in Canadian Communities: Immigration & Diversity on Canadian Cities & Communities*. Theme Report #5, 2009, pg.5.

Table 3: Top Twenty Destinations in Canada For Immigrants Who Moved From the Ottawa-Gatineau CMA (Ontario Part) during the Period 2001 to 2006	
Toronto	4,220
Non-CMA	2,430
Montréal	1,235
Vancouver	955
Calgary	615
Edmonton	590
Hamilton	505
Kitchener	380
Halifax	265
Winnipeg	240
Victoria	215
St. Catharines - Niagara	175
Oshawa	170
Kelowna	160
Windsor	160
Kingston	135
London	135
Québec	120
Barrie	85
Thunder Bay	75
Total who moved elsewhere in Canada (includes cities not within top 20)	13,205
Source: Statistics Canada, Census 2006	

The table at the left show the top twenty destinations in Canada for immigrants who moved out of Ottawa in the period 2001-2006. Some of the destinations of choice were cities where there was significant economic growth, attracting people from all over Canada (e.g. Calgary, Edmonton and Kitchener). Others are large so-called “immigrant receiving cities” that have significant immigrant populations with related community infrastructure (Toronto, Montreal, Vancouver). Many fit into the category of “suburban or smaller communities” identified above as increasingly attractive (including “non-CMA¹¹”).

¹¹ CMA= Census Metropolitan Area

Diversity

There is great diversity among Ottawa’s immigrants, reflecting different identities, backgrounds, languages, circumstances and periods of arrival. This section identifies some of the diversity within Ottawa’s immigrants. Given the diversity of experiences and circumstances, it is clear a “one size fits all” approach to supporting immigrants will not be effective.

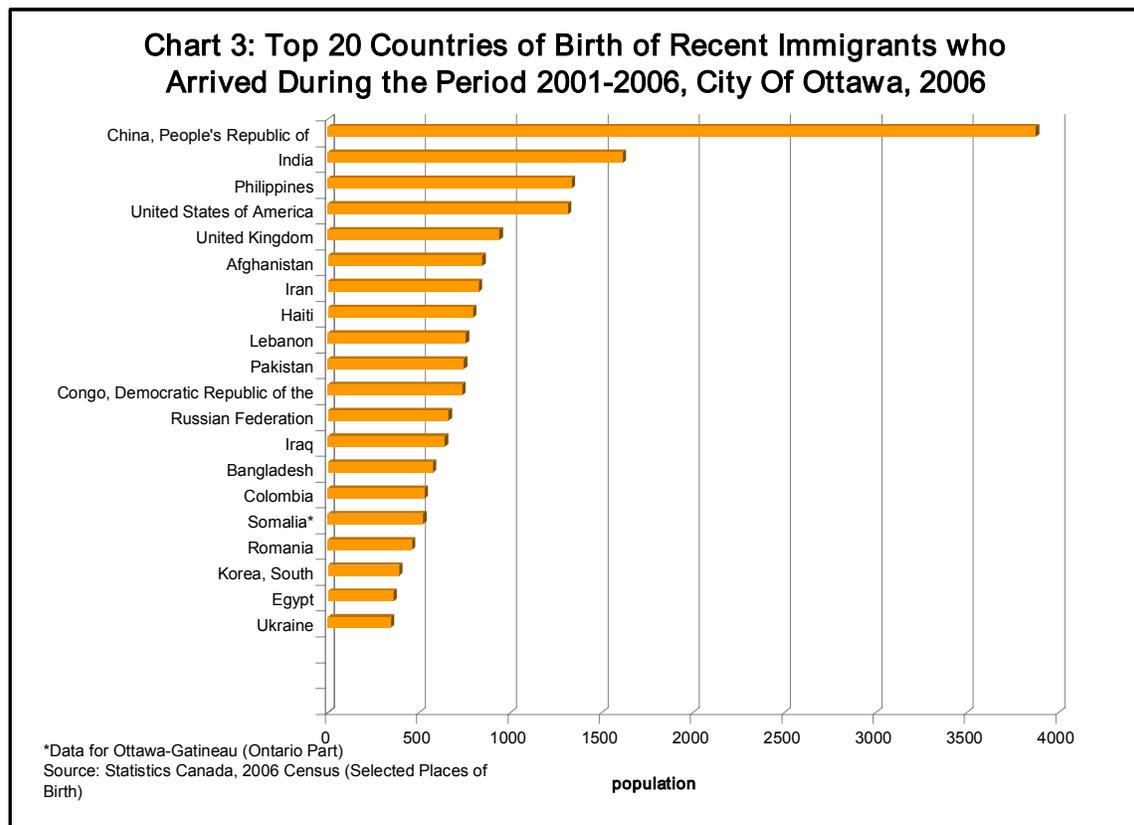
Countries of Birth

The extensive cultural diversity in Canada and consequently in Ottawa is associated with changes in immigration policies that included source countries from regions other than Europe. As a result, immigrants from many developing countries increased their numbers in the general population of the City. This has had a positive impact on cultural diversity, particularly language diversity, in addition to English and French. The five top countries of birth of immigrants in Ottawa in 2006 were the United Kingdom, China, Lebanon, India and United States. The table below presents the top 20 countries of birth of immigrants living in Ottawa in 2006.

Table 4: Immigrant Population by 20 Top Countries of Birth*, City of Ottawa, 2006				
Place of Birth	Total Immigrants		Recent Immigrants (2001-2006)	
	Number	%	Number	% of immigrants from each country who arrived in 2001-2006
Total Immigrants	178,545	100.0%	29,650	16.6%
United Kingdom	18,495	10.4%	940	5.1%
China, People's Republic of	14,010	7.8%	3,880	27.7%
Lebanon	9,380	5.3%	755	8.0%
India	8,155	4.6%	1,610	19.7%
United States of America	7,865	4.4%	1,315	16.7%
Italy	6,665	3.7%	70	1.1%
Viet Nam	5,950	3.3%	260	4.4%
Philippines	4,905	2.7%	1,335	27.2%
Germany	4,720	2.6%	260	5.5%
Poland	4,260	2.4%	120	2.8%
Somalia**	3,905	2.2%	520	13.3%
Iran	3,695	2.1%	825	22.3%
Haiti	3,705	2.1%	795	21.5%
Jamaica	3,100	1.7%	200	6.5%
Hong Kong, Special Administrative Region	2,920	1.6%	110	3.8%
Pakistan	2,765	1.5%	740	26.8%
Russian Federation	2,240	1.3%	660	29.5%
Netherlands**	2,190	1.2%	75	3.4%
Portugal**	2,145	1.2%	15	0.7%
Romania	2,185	1.2%	465	21.3%
Total 20 top countries	113,255	63.4%	14,950	50.4%
Other places of birth	65,290	36.6%	14,700	49.6%
*Data from Ottawa City Profile, Selected Places of Birth				
**Data from Ottawa-Gatineau (Ontario Part)				
Source: Statistics Canada, 2006 Census				

In each census period there is a changing pattern of the top countries of birth. For example, the table above shows that the United Kingdom is the top country of birth for all immigrants (at 10.4% of all immigrants). However, of all immigrants from the United Kingdom in Ottawa, only 5.1% arrived in the most recent period of 2001 to 2006.

The five top countries of birth of recent immigrants who arrived during the five years preceding the 2006 Census (2001-2006) were China, India, Philippines, United States and United Kingdom. They comprised 28.7% (8,500) of recent immigrants. The table below illustrates the top 20 countries of birth for recent immigrants living in Ottawa (i.e. only those who arrived between 2001 – 2006).



An important consideration with respect to integration supports is to understand what percentage of immigrants from a particular country are recent immigrants. For example, the table on the previous page highlights that over 20% of immigrants from the People’s Republic of China, Pakistan, Iran, Haiti, the Philippines, the Russian Federation and Romania were recent immigrants. Where a significant percentage of immigrants from a source country are recent immigrants, it is particularly important to support the capacity of local ethno-cultural groups and other community infrastructure, to assist in settlement and the process of inclusion.

Visible Minorities

Understanding the concepts

Among the increasing diversity of the City's population are immigrants identified as visible minorities. In this report we use Statistics Canada's definition of visible minorities, specifically "non-Caucasian in race or non-white in colour, other than Aboriginal." They include: Chinese, South Asian¹², Black, Filipino, Latin American, Southeast Asian¹³, Arab, West Asian¹⁴, Korean and Japanese.

The concept of visible minorities was set out in the Employment Equity Act with the objective of ensuring equal access and representation in the public sector. Statistics Canada gathers data by visible minority status, which permits statistical measures of difference experienced by designated groups. Research and visible minority groups have challenged the value of the term "visible minority" and the arbitrary grouping of people from all over the world into categories. There is also a concern that lack of data for distinct visible minority groups obscures significant differences among them that are important. For example, the visible minority group "Chinese" groups together people who self-identify as "Chinese" but who come from Canada, Mainland China, Hong Kong, Taiwan, Vietnam and many other countries.

A high percentage of the visible minority population living in the City are not immigrants. In 2006, out of 161,700 visible minority individuals, 32.8% were not immigrants, but in fact Canadian-born citizens who have been raised and educated in Canada. The Social Planning Council held focus groups with visible minority residents who were either the children of visible minority immigrants (second generation) or whose families had been in Canada for generations. Participants noted that, despite being Canadian citizens by birth, in many situations they continue to be seen as immigrants. It is "feeling like outsiders in our own country."¹⁵

The SPC recognizes many of the problems with the concept and the term. However, without this concept it is very difficult to analyse problems such as the racialization of poverty. By using this concept, we can see that visible minorities as a whole experience significant social and economic exclusion in comparison to the general population, with significant variations between visible minority groups. This report is about immigrants, not visible minority residents. The report presents information on visible minority immigrants where it highlights an important dynamic with respect to economic exclusion or the need for specific services (e.g. for Chinese seniors, distinct from services for immigrant seniors in general).

¹² South Asian (e.g. East Indian, Pakistani, Sri Lankan)

¹³ Southeast Asian (e.g. Cambodian, Malaysian, Laotian, Vietnamese).

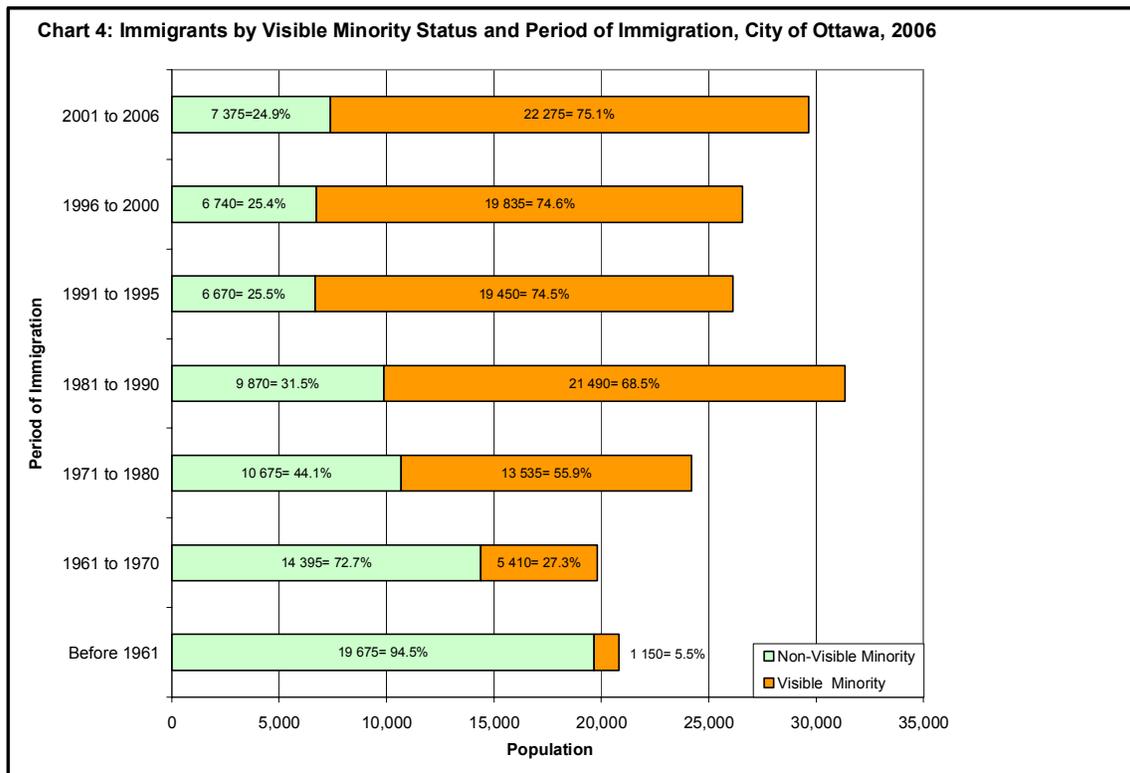
¹⁴ West Asian (e.g. Afghani, Iranian)

¹⁵ Social Planning Council of Ottawa, *Communities Within: Mixed Blessings and Missing Opportunities The Intercase Study on Inclusion and exclusion of Ottawa's visible and ethnic Minority Residents*. Ottawa: 2008.

Visible Minority Immigrants

In 2006, 57.8% of immigrants (103,135) self-identified as visible minorities. 75.1% (22,275) of recent immigrants who arrived during the period 2001-2006 self-identified as visible minorities.

The following chart illustrates the increasing importance of visible minority immigrants when compared to the total immigrant population (based on their immigration period). The data indicates that the percent of visible minorities among immigrants changed from 5.5% before 1961 to 75.1% for immigrants who arrived in Ottawa during the period 2001-2006.



In 2006, four visible minority groups comprised 73.6% (75,860) of total visible minority immigrants. These were the Chinese, South Asian, Black and Arab visible minority groups. The same groups predominated among recent immigrants who arrived during the period 2001-2006 and were visible minorities. The table below presents the distribution of visible minority immigrants by group.

Visible Minority Groups	Total Visible Minority Immigrants		Recent Visible Minority Immigrants (2001-2006)	
	Number	%	Number	%
Total Visible Minority	103,135	100.0%	22,240	100.0%
Chinese	20,095	19.5%	4325	19.4%
South Asian	17,765	17.2%	3755	16.9%
Black	22,410	21.7%	5085	22.9%
Filipino	4,790	4.6%	1370	6.2%
Latin American	6,175	6.0%	1390	6.3%
Southeast Asian	6,645	6.4%	485	2.2%
Arab	15,590	15.1%	3480	15.6%
West Asian	4,870	4.7%	1495	6.7%
Korean	1,450	1.4%	410	1.8%
Japanese	560	0.5%	130	0.6%
Multiple & not included above	2,785	2.7%	315	1.4%
Total Immigrant Population	178,545		29,650	
% Visible Minority Immigrants	57.8%		75.0%	

Source: Statistics Canada, 2006 Census

Francophones

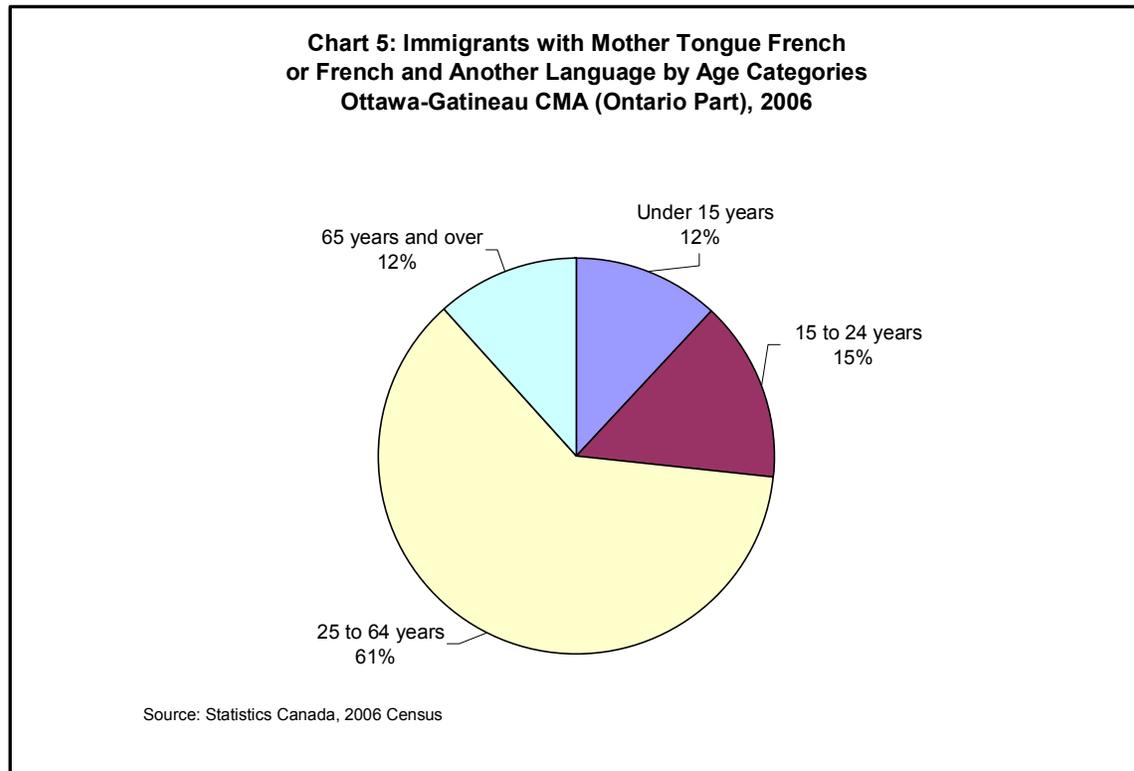
Francophone immigrants are an increasingly important part of the immigrant portrait. However, this report presents only a very limited amount of information on Francophone immigrants because the Social Planning Council will be producing a separate report on Francophones and Francophone Immigrants as part of its' series of census based profiles.

Statistics Canada defines "a Francophone person" as being someone for whom French is the first language learned at home in childhood and still understood by the individual at the time of the census. This definition excludes a large number of people, particularly Francophiles, i.e. immigrants and individuals from ethnocultural communities who use French in their work, studies or everyday life. The data that will be used for the forthcoming report on Francophones and Francophone Immigrants will be based on a custom data set from Statistics Canada, which uses a revised definition of "Francophone", focusing on language use. However, this data is not currently available to us. Therefore, the information in the current report is based on the concepts of "Mother Tongue" (French or French & another language) and Knowledge of Official Languages.

French Mother Tongue

5.3% of immigrants in 2006 had French or French & another language as their mother tongue (9,480). This is comparable to the percentage of immigrants in Ottawa in 2001 who had French or French & another language as their mother tongue. The age

distribution of those with French as one of their mother tongues is a fairly standard distribution, with 61% in the working years, almost 30% under 24 and 12% 65 and over.

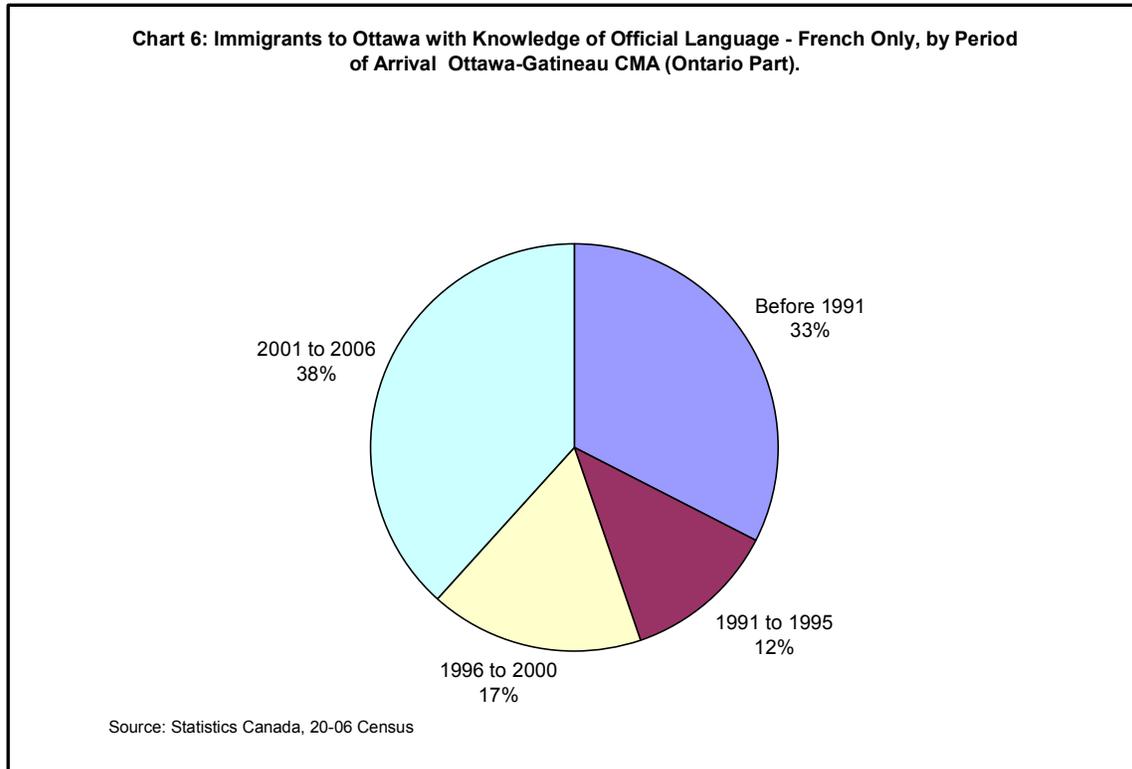


Knowledge of French

The number of immigrants with a knowledge of French is significantly higher than those who have French as a mother tongue. Knowledge of French among immigrants is increasing. In 2006, 25.0% of all immigrants (44,600) and 21.6% of recent immigrants (6,420) had knowledge of French. Moreover, with respect to knowledge of official languages among immigrants, recent immigrants with knowledge only of the French official language increased from 3.0% to 3.9% from 2001 to 2006. Immigrants with knowledge of French represent an important source of population growth for Ottawa's Francophone community.

The age distribution among immigrants who have knowledge of French or of French & English, varies slightly from those with a mother tongue of French or French & another language. A slightly larger portion of the working age population has a knowledge of French or French/English (67%), compared to those with French as a mother tongue (61%). This reflects the acquisition of French official language knowledge, by all age groups, but particularly the working age population, over time. As a result, those under age 24 represent a slightly lower percentage of the total group, compared to those under 24 with a mother tongue of French or French & another language (8% aged under 15 and 13% aged 15 to 24).

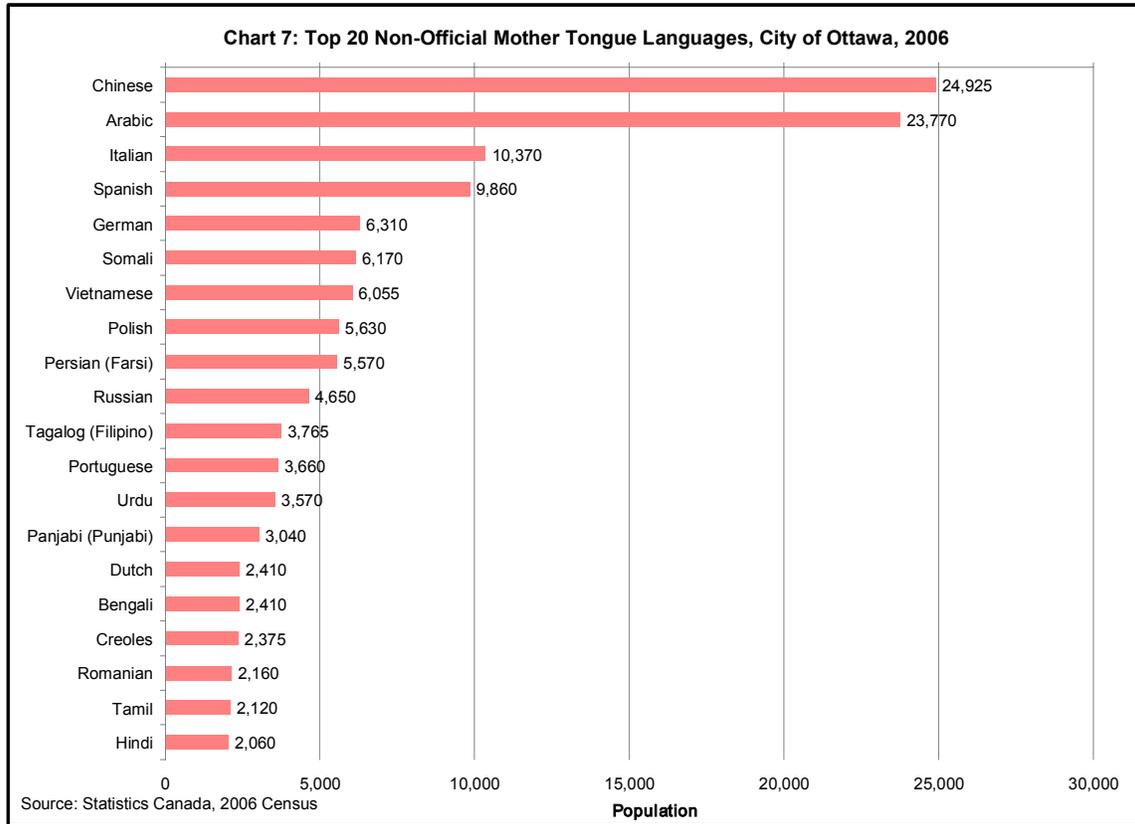
With respect to the knowledge of official languages among immigrants, 1.7% of immigrants (3,050) have knowledge of the French official language only (as distinct from those who have knowledge of both official languages). This is comparable to the percent of the general population whose knowledge of official languages is French only (1.9%). Although this is a small number overall (3,050), almost 40% of those with knowledge of French only are recent immigrants who arrived during the period 2001 to 2006. This highlights the growing significance of source countries where French is spoken or taught, and points to an increased urgency in ensuring that services for Francophone immigrants are available.



Non-Official Languages

As a result of the increasing diversity of immigration, there is a richness of languages from many countries around the world in the City. The linguistic diversity of the immigrant population in Ottawa is expressed in 69 non-official mother tongue languages. A mother tongue is defined as the first language a person learned at home during childhood and still had a good understanding at the time of the census. Language diversity of immigrants, instead of being a challenge, strengthens the Canadian position in the global market economy and the country's international development and peacekeeping roles. The extensive language diversity in Canada and consequently in Ottawa is largely associated with the diversity among immigrants since 1991.

The chart below presents the top 20 non-official mother tongue languages in the City. Five of the languages comprise 45.8% of the total population by non-official mother tongue residents (allophones¹⁶), specifically Chinese, Arabic, Italian, Spanish and German .



¹⁶ Allophone is a person whose mother tongue is other than English or French. Being an allophone does not mean one cannot speak either English and/or French.

Makeup of the Immigrant Population

Children and Youth

Census data indicates that a significant percentage of immigrants arrived when they were young. This reflects the fact that, although Canada's immigration policy is primarily oriented to address labour market issues by attracting skilled workers, these immigrants commonly move to Canada in family units which include children. In 2006, 40% of immigrants reported arriving in Canada when they were children (aged 0-14) or youth (aged 15-24).

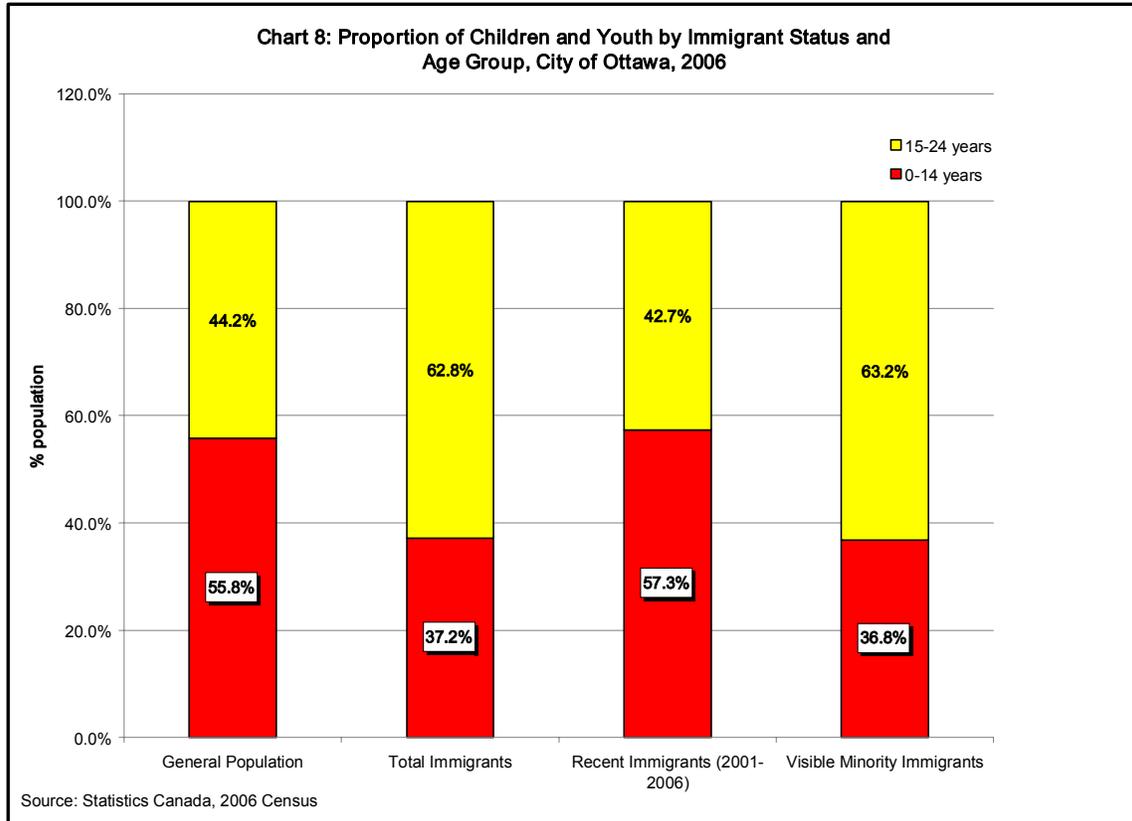
Immigrant children and youth, particularly recent immigrants, are a significant and growing portion of Ottawa's total population of children and youth. In addition, immigrant families may have children born in Canada, and in fact, have higher fertility rates on average than the general population. In 2006, there were 255,845 children and youth aged 0-24 in the City. Of them, 28,515 (11.1%) were born outside Canada. An important fact for service providers is that, out of 11,260 recent immigrants aged 0 - 24, 57.3% were children aged 0-14. This points to the importance of services for children in the early and middle years and their families to be particularly responsive to the needs of recent immigrants. By contrast, services for youth and their families need to pay particular attention to the needs of visible minority immigrants (whether recent immigrants or not) including the dynamics of identity and racialization. This is because out of 21,380 visible minority immigrants aged 0-24, 63.2% were youth 15-24 years old.

Table 6: Children and Youth Population by Immigrant Status, City of Ottawa, 2006

Age group	General Population		Total Immigrants		Recent Immigrants (2001-2006)		Visible Minority Immigrants*	
	Number	%	Number	%	Number	%	Number	%
0-24	255,845	100.0%	28,515	100.0%	11,260	100.0%	21,380	100.0%
0-14	142,755	55.8%	10,610	37.2%	6,455	57.3%	7,875	36.8%
15-24	113,090	44.2%	17,905	62.8%	4,805	42.7%	13,505	63.2%
Total age groups	812,155	31.5%	178,480		29,650		103,155	
% Children & Youth	31.5%		16.0%		38.0%		20.7%	

* Data for Ottawa-Gatineau CMA (Ontario Part)
 Source: Statistics Canada, 2006 Census

The following chart illustrates the age structure of children and youth according to their immigrant status.



The increasing cultural diversity of children and youth in the City is an important factor for family policy makers, service providers and funders working with this population. It points to the need for inclusive early childhood education and care services and inclusive public education, to ensure the best opportunities for these young people. As well, these characteristics of immigrant families translate to a higher number of dependents per family, which can be a challenge with respect to family incomes. Improved family policies with respect to taxation, child benefits, childcare, caregiving responsibilities and work / life balance (including parental leave) would benefit all Ottawans, and particularly immigrant families.

The following table provides the distribution of the immigrant children by visible minority group.

Visible Minority Group	Children and Youth 0-24 Years		Children 0-14 Years		Youth 15-24 Years	
	Number	%	Number	%	Number	%
Total Visible Minority Immigrant Children & Youth	21,380	100.0%	7,875	100.0%	13,505	100.0%
Chinese	2,995	14.1%	1,515	19.2%	1,480	11.0%
South Asian	3,050	14.3%	1,155	14.7%	1,895	14.0%
Black	6,045	28.4%	2,060	26.2%	3,985	29.5%
Filipino	875	4.1%	355	4.5%	520	3.9%
Latin American	1,315	6.2%	335	4.3%	980	7.3%
Southeast Asian	735	3.5%	210	2.7%	525	3.9%
Arab	4,180	19.7%	1,420	18.0%	2,760	20.5%
West Asian	1,295	6.1%	410	5.2%	885	6.6%
Korean	395	1.9%	195	2.5%	200	1.5%
Japanese	70	0.3%	50	0.6%	20	0.1%
not included above	120	0.6%	30	0.4%	90	0.7%
multiple visible minority	295	1.4%	140	1.8%	155	1.1%
Total Immigrant Children & Youth	28,515		10,610		17,905	
% Visible Minority Immigrant Children and Youth	75.0%		74.2%		75.4%	

Source: Statistics Canada, 2006 Census

In 2006, 54% of the total immigrant population aged 0-9 and 55% of recent immigrants in this age bracket were female. By contrast, 52% of teenagers in the age group 10-19 were males in both cases. The consideration of sex and consequently of gender differences is an important factor in the design of programs targeting teenagers and youth. The following table presents the distribution of the immigrant population 0-24 years by sex.

Age group	Total Immigrants			Recent Immigrants (2001-2006)		
	Total	Male	Female	Total	Male	Female
0-4	1365	570	795	1365	570	795
5-9	3920	1835	2085	2650	1230	1420
10-14	5325	2705	2620	2440	1270	1170
15-19	8225	4290	3935	2340	1220	1120
20-24	9705	4795	4910	2465	1215	1250

Source: Statistics Canada, 2006 Census

Early School Leavers¹⁷

Literature notes that children's education is a top priority for immigrant families as it is considered a significant factor in social and economic mobility. Despite the positive outcomes of this proactive approach, a small number of immigrant children are leaving high school before graduating.

¹⁷ Social Planning council, *Challenging Transitions: A Profile of Early School Leavers Aged 15-24 in Ottawa*, 2008.

In 2006, there were 8,400 young adults aged 15-24 who were early school leavers in the City. They had not completed high school and were not in school. The majority of young adult early school leavers were Canadian-born (86% or 7,220) and 14% (1,180) were immigrants. The immigrant population represents 22.3% of Ottawa's population, meaning that the immigrant population is more likely to complete their high school education than the general population. Recent immigrants who arrived during the period 2001-2006 accounted for 4% (340) of all early school leavers. Among the Canadian-born young adult early school leavers, 17% (1,465) were the children of immigrants (i.e. second generation).

Young adult early school leavers with a non-official language as their mother tongue represent between 5% and 7% of the total early school leaver by mother tongue. There was a great diversity among the minority whose mother tongue was a non-official language (allophones). In the 15-19 year old group of early school leavers, there were over 25 non-official languages as a mother tongue, of which the most common were Arabic (26%), Persian (Farsi) (11%), Somali (10%), Chinese (7%), Vietnamese (4%), and Spanish (4%). Among the 20-24 year old group whose mother tongue was a non-official language there were over 20 languages represented, with the most common being Arabic (29%), Somali (9%), and the following, each at 4%: Persian (Farsi), Vietnamese, Spanish, Kurdish, and Amharic.

The age at which immigrants arrive in Canada can have a profound effect on their naturalization and social integration. Of immigrants among young adult early school leavers, 48% were aged 5 to 14 at the time of immigration, with only 23% under 5 at the time of immigration and 28% aged 15 to 24 at the time of immigration. This points to the importance of ensuring effective supports around children who immigrate in their middle years.

For the younger group of early school leavers aged 15 to 19, the most common countries of birth were China, Afghanistan, Iran, Vietnam, Haiti and India (in order from most common). For 20-24 year olds the most common countries of birth were Iran, the United States, Afghanistan and Vietnam. Among recent immigrants, the most common countries of birth were Congo, Afghanistan, the Philippines and Ethiopia.

Twenty percent of early school leavers were visible minorities, 22% of the 15-19 year old group and 17% of the 20-24 year old group. This includes both, immigrant and Canadian-born visible minority residents. Blacks, Arabs and South Asians are slightly overrepresented among early school leavers in both age groups compared to their proportion in the general population, as the table below demonstrates.

Visible Minority Group	Visible Minority Early School Leavers Aged 15-24	Visible Minority Early School Leavers Aged 15-19	Visible Minority Early School Leavers Aged 20-24	Visible Minority Early School Leavers Aged 15-24	Total Ottawa Visible Minority Population, All Ages
Black	36%	38%	32%	27%	24%
Arab	21%	19%	24%	18%	15%
South Asian	11%	10%	14%	15%	16%
Chinese	9.4%	11%	7%	17%	19%
Southeast Asian	8.2%	8.2%	8%	5.6%	6.4%

Source: Statistics Canada, 2006 Census

Although visible minority youth as a whole (immigrants and non-immigrants) are not over-represented within early school leavers (and are under-represented in the older group (15-24 years old), it is concerning that some visible minority groups are over-represented. The number and percentage of visible minority residents in Ottawa is expected to continue to grow, based on immigration patterns. As well, the visible minority communities in Ottawa (which include Canadian-born and immigrant members) have a higher proportion of children and youth compared to the general population. For these reasons we can expect to see the number and percentage of visible minority children in the schools increasing steadily. It is critical that the reason for the disproportionate representation of Blacks and Arabs among early school leavers be identified and remedied.

Young adult early school leavers are a labour market concern since youth, particularly immigrant youth, are a crucial element in replacing the City's aging labour force. In addition, the lack of a high school education increases a youth's risk of living below low-income levels. Moreover, it has severe implications for their adult lives in terms of their ability to access adequate employment. Young adult early school leavers overall have a lower participation rate in the labour market than both the general population (all ages) and all 15-24 year olds. As well, they have lower average incomes.

Senior Population

Ottawa's senior population is rapidly becoming more diverse. In 2006, the City's general population aged 65 years and over was 100,870 (12.4% of the total population). It increased 26% during the period 1996-2006 and is expected to double in the next twenty years. It is likely that with Canada's aging population, the proportion of people with disabilities will increase as well, as the incidence of disability increases with age.

In 2006, 30.9% (31,195) of the City's general senior population were immigrants. This was higher than the proportion of immigrants in the general population (all ages). Similarly, 17.5% of all immigrants were seniors, compared to 12.4% of in the general population. The following table presents Ottawa's senior population by immigrant status and age group. We see that immigrant seniors are more concentrated in the younger seniors categories, compared to the general population.

The percent of seniors among recent immigrants is relatively low, at 3.8% of all recent immigrants who arrived in the period 2001 – 2006. .

Age Groups	General Population		Total Immigrants		Recent Immigrants	
					2001-2006	
	Number	%	Number	%	Number	%
65-69	28,105	27.9%	9,750	31.3%	565	49.6%
70-74	23,850	23.6%	8,310	26.6%	310	27.2%
75-79	19,870	19.7%	6,455	20.7%	180	15.8%
80-84	15,775	15.6%	4,200	13.5%	60	5.3%
85+	13,275	13.2%	2,480	7.9%	25	2.2%
Total seniors	100,875	100.0%	31,195	100.0%	1,140	100.0%
Total Population	812,155		178,525		29,645	
% Seniors	12.4%		17.5%		3.8%	

Source: Statistics Canada, 2006 Census

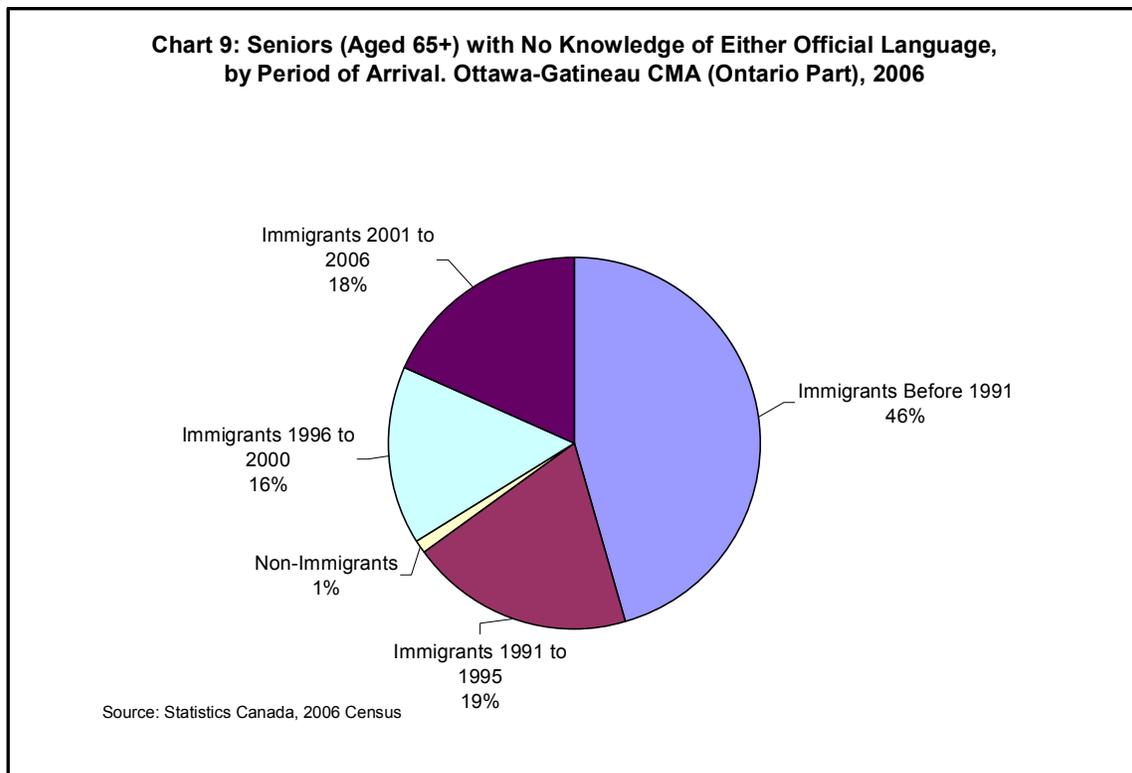
The diversity of the City’s senior population is also highlighted by the proportion of immigrant seniors who are visible minorities. In 2006, out of 31,195 immigrant seniors, 32.5% were visible minorities. The table below presents the distribution by visible minority group, highlighting the four most numerous visible minority groups within the senior population: Chinese, South Asian, Black and Arab.

Visible Minority Group	Total Seniors 65 Years and Over		65-74 Years		75+ Years	
	Number	%	Number	%	Number	%
Total Visible Minority Immigrant Seniors	10,150	100.0%	6,840	100.0%	3,310	100.0%
Chinese	2,990	29.5%	1,955	28.6%	1,035	31.3%
South Asian	2,190	21.6%	1,605	23.5%	585	17.7%
Black	1,680	16.6%	1,155	16.9%	525	15.9%
Filipino	380	3.7%	260	3.8%	120	3.6%
Latin American	355	3.5%	225	3.3%	130	3.9%
Southeast Asian	660	6.5%	385	5.6%	275	8.3%
Arab	1,185	11.7%	800	11.7%	385	11.6%
West Asian	295	2.9%	195	2.9%	100	3.0%
Korean	50	0.5%	25	0.4%	25	0.8%
Japanese	75	0.7%	65	1.0%	10	0.3%
not included above	120	1.2%	60	0.9%	60	1.8%
multiple visible minority	170	1.7%	110	1.6%	60	1.8%
Total Immigrant Seniors	31,195		18,060		13,135	
% Visible Minority Immigrant Seniors	32.5%		37.9%		25.2%	

Source: Statistics Canada, 2006 Census

The City’s senior population is not only culturally diverse, but has specific needs related to their age and knowledge of an official language.

In 2006, of all immigrants who did not have knowledge of either English or French (7,185), the majority (56%) were aged 65 or older (4,015).¹⁸ Lack of knowledge of an official language prevents their access to programs and services that are mainly available in the official languages. The chart below shows the period of arrival of immigrant seniors without a knowledge of either official language. This is not only an issue which affects recent immigrant seniors. 46% of immigrant seniors with no knowledge of either official language arrived before 1991. (See chart below). Therefore, to be inclusive of those who do not have knowledge of an official language, seniors services need to address the needs of seniors who have just arrived, as well as those who have been here for 15 years or more.

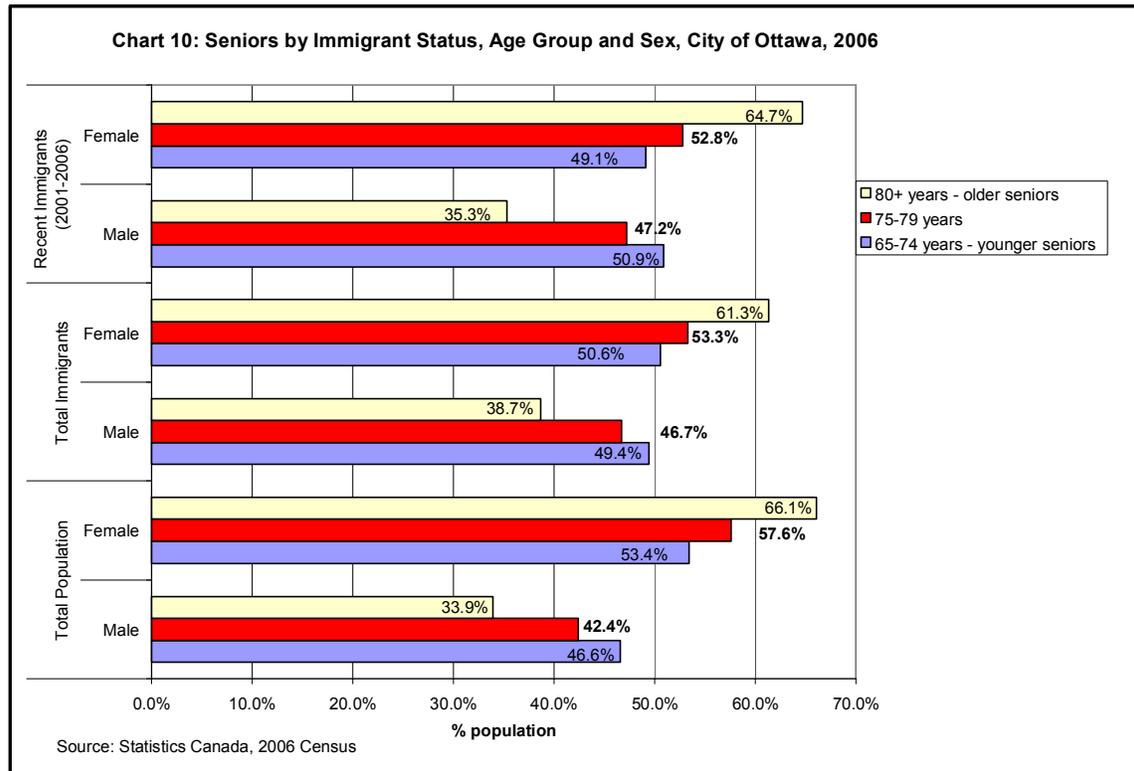


In addition to their diversity, younger seniors (65-74 years) and older seniors (80+ years) have very distinct needs based on their age and sex. The table below shows that, as with the trend in the general population, female immigrant seniors predominate in the population 65 years and over. This is particularly true among older seniors, highlighting the fact that women live longer than men and thus survive their spouses. In 2006, out of 6,680 immigrant seniors 80 years and over, 61.3% (4,095) were women. The percentage

¹⁸ Data for Ottawa-Gatineau (Ontario Part)

in the case of female recent immigrants who arrived during the period 2001-2006 was 64.7% (55). As a result of their longevity, female seniors are also the majority of seniors living alone.

The specific needs and services required by younger and older seniors call for different approaches from service providers that are culturally and age appropriate.



Seniors Living Arrangements

The census data indicates that the majority of total immigrant seniors (70.0%) and recent immigrant seniors (64.3%) lived with their families¹⁹ in 2006. In addition, 7.4% of total immigrant seniors, as well as 29.1% of recent immigrant seniors, lived with other relatives. The table below provides the number of seniors in each type of living arrangement. As we see, the proportion of immigrant seniors and recent immigrant seniors living alone (21.3% and 4.8% respectively) was lower than in the general population (29.4%).

¹⁹ Family (also called “census family”) is a married couple (with or without children of either or both spouses), a couple living in common-law (with or without children of either or both partners), or a lone parent of any marital status with at least one child living in the same dwelling. A couple living common-law may be of opposite or same sex.

Population	Total Seniors (100.0%)	Lived with their families*		Lived with relatives		Lived with non-relatives		Lived Alone	
		Number	%	Number	%	Number	%	Number	%
General Population	91,475	60,200	65.8%	4,805	7.6%	1,450	1.8%	25,020	29.4%
Total Immigrants	30,865	21,620	70.0%	2,290	7.4%	385	1.2%	6,570	21.3%
Recent immigrants (2001-2006)	1,135	730	64.3%	330	29.1%	20	1.8%	55	4.8%
*Census families									
Source: Statistics Canada, 2006 Census									

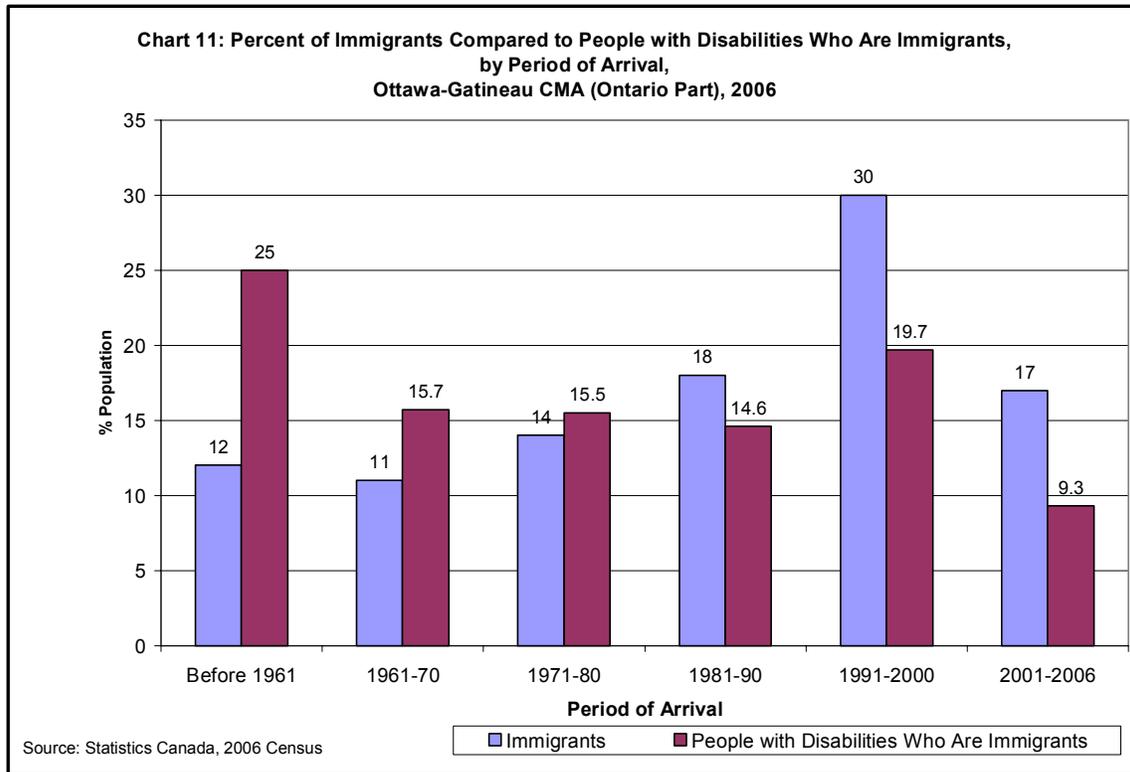
According to the Council on Aging of Ottawa²⁰, one of the challenges faced by the senior population is the lack of affordable and adequate housing. It is expected that this problem will intensify in the next decades with a marked increase emanating from the retirement of baby boomers and the number of low and modest income seniors. Recent immigrant seniors are often in this situation, as they have little or no work history in Canada and consequently may not have access to work-related pensions. This is also the case of long-term immigrants, who arrived in their late working age and only had an opportunity for a few years to contribute to the Canada Pension Plan (CPP). In addition, seniors under the 10-year family sponsorship agreement face very significant barriers in accessing additional financial supports and resources, even if the family faces significant financial challenges. These situations impact on the number of seniors living below poverty, presented later in this report. Moreover, the lack of affordable and adequate housing for seniors has an impact on their ability to live independently and age in place. Given the proportion of immigrant seniors living with family or relatives, appropriate housing needs to incorporate extended family structures.

Most seniors programs are mainly provided in English or French and have yet to embrace the cultural diversity of the senior population. As well, there is a concern that lack of services and programs that integrate seniors' cultural and linguistic diversity has left family caregivers without adequate supports and increases the likelihood of isolation for allophone seniors and immigrant seniors living alone.

People with Disabilities

25% of people with disabilities in 2006 were immigrants, slightly higher than the percentage of immigrants in the general population (at 22%). Only 2.3% were recent immigrants. Many people with disabilities are immigrants who arrived many decades ago. As we see from the chart below, there is a significant difference in the periods of arrival for people with disabilities who are immigrants compared to the general population who is immigrant. There are significantly higher percentages of people with disabilities reflected in the earlier periods of arrival and lower percentages of people with disabilities who have arrived in recent years. The chart demonstrates that people who immigrated in the early periods are aging, and many have developed disabilities as they age. As well, further research would be necessary to determine if the patterns of disability are related to the type of work undertaken by many immigrants who arrived in earlier periods, such as construction.

²⁰ Council on Aging of Ottawa, *Housing Seniors: Choices, Challenges and Solutions*. August, 2008.



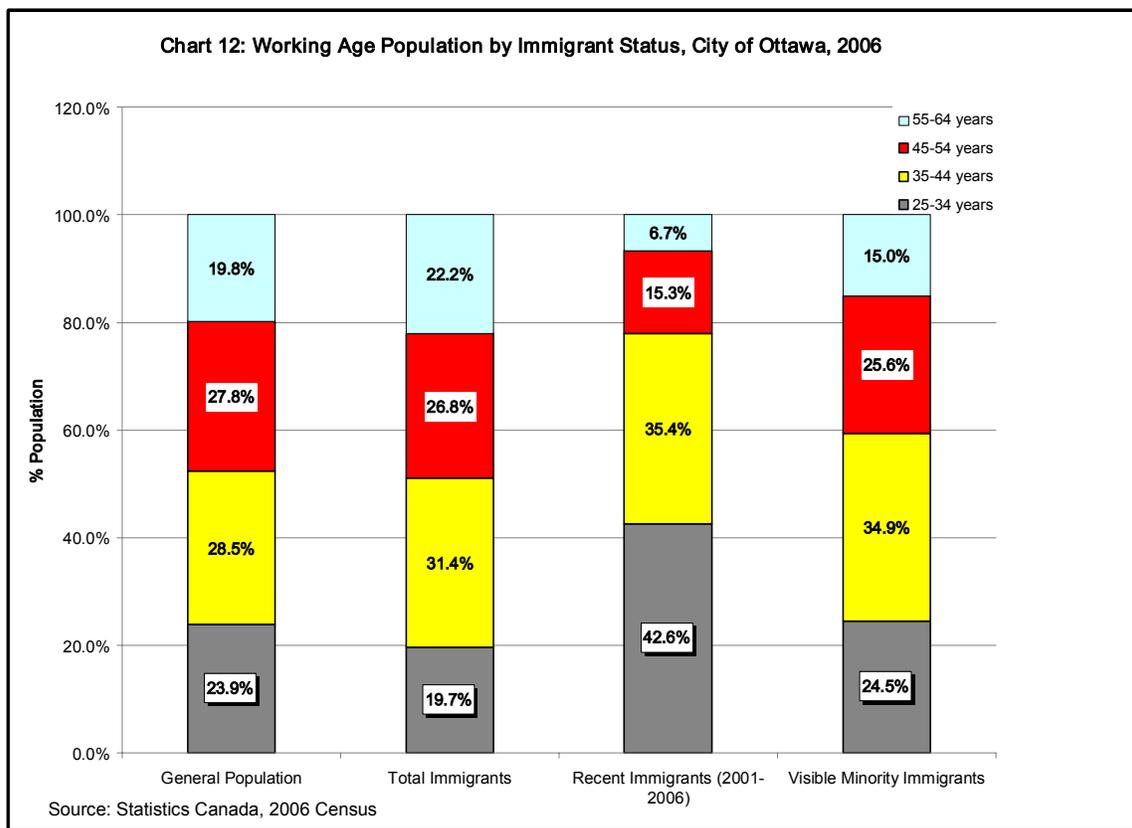
Working Age Population

Ottawa can expect to see a long-term decline in its labour force population, which will strain its economic growth. The Labour Force Replacement ratio (LFR) shows a distinct problem on the City's capacity to sustain the size of its economically active population. In 2006, the ratio between the population aged 0-14 to the population aged 50-64 was below one (0.95). This ratio, suggests a long-term contraction in relation to young and retired individuals in the labour force. As a result, the population set to enter the labour force over the next 15 years will not be able to replace the population preparing to exit the labour force over the same time frame.

Immigrants, particularly recent immigrants, have strategic importance as a labour force replacement of the City's aging working force. Their importance is highlighted by the fact that almost half of the City's general working population is concentrated on the older working age group 45-64. By contrast, recent immigrants who arrived in the period 2001-2006, have a high proportion of people in the youngest population in the labour market. In 2006, out of 17,240 recent immigrants aged 25-64, 42.6% were in the entry working age 25-34. The percentage of the City's general population in this age group was 23.9%. Conversely, the proportion of recent immigrants was low in the older working age groups. Only 6.7% of recent immigrants were in the age group 55-64, in contrast with 19.8% of the general population in the same age group. The table below presents the distribution of the working population of the City by immigrant status and age group.

Age group	General Population		Total Immigrants		Recent Immigrants (2001-2006)		Visible Minority Immigrants*	
	Number	%	Number	%	Number	%	Number	%
Total Working Population	445,440	100.0%	118,790	100.0%	17,240	100.0%	71,620	100.0%
25-34	109,000	23.9%	23,375	19.7%	7,345	42.6%	17,565	24.5%
35-44	129,575	28.5%	37,305	31.4%	6,100	35.4%	24,985	34.9%
45-54	126,810	27.8%	31,790	26.8%	2,640	15.3%	18,320	25.6%
55-64	90,055	19.8%	26,320	22.2%	1,155	6.7%	10,750	15.0%
Total Population	812,129		178,545		29,650		103,135	
% Working Population	54.8%		66.5%		58.1%		69.4%	

*Data for Ottawa-Gatineau CMA (Ontario Part)
Source: Statistics Canada, 2006 Census



The diversity of the City’s workforce is highlighted by the significant proportion of visible minority workers. In 2006, out of 118,790 immigrants aged 25-64, 65.8% were visible minority immigrants. Measures to ensure their successful integration has a direct impact on the economic growth of the City of Ottawa. The table below presents the distribution of the immigrant working population by visible minority status and age group.

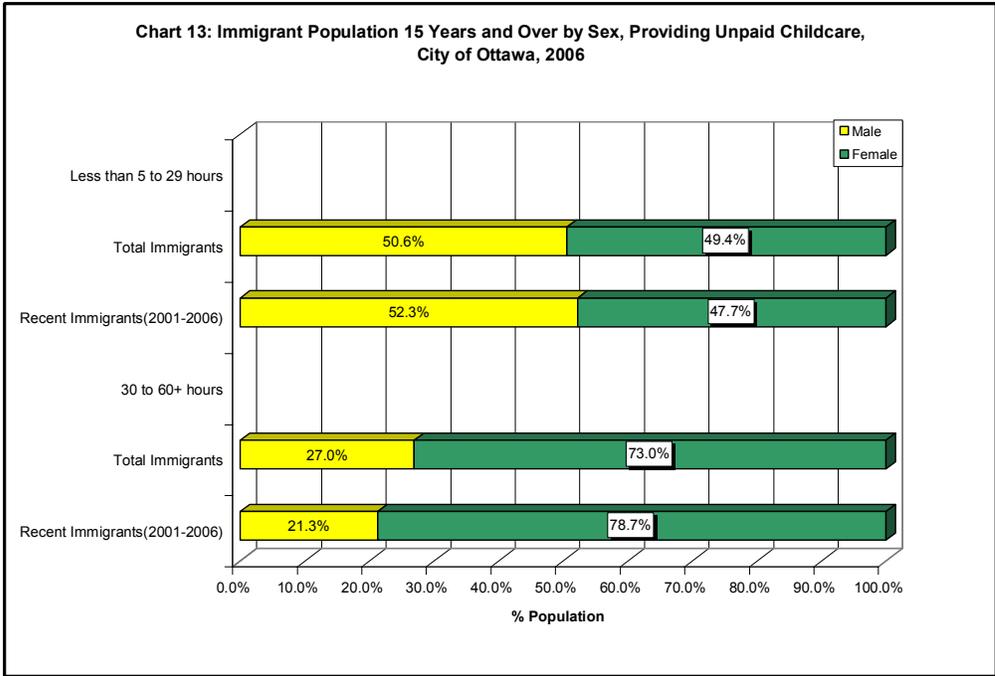
Table 14: Visible Minority Immigrant Working Age Population, Ottawa-Gatineau CMA (Ontario Part), 2006						
Visible Minority Group	25-64 Years		25-54 Years		55-64 Years	
	Number	%	Number	%	Number	%
Total Visible Minority Immigrant Working Age Population	71,605	100.0%	60,865	100.0%	10,740	100.0%
Chinese	14,110	19.7%	12,045	19.8%	2,065	19.2%
South Asian	12,520	17.5%	9,990	16.4%	2,530	23.6%
Black	14,690	20.5%	12,740	20.9%	1,950	18.2%
Filipino	3,535	4.9%	2,965	4.9%	570	5.3%
Latin American	4,510	6.3%	4,005	6.6%	505	4.7%
Southeast Asian	5,245	7.3%	4,575	7.5%	670	6.2%
Arab	10,230	14.3%	8,615	14.2%	1,615	15.0%
West Asian	3,275	4.6%	2,950	4.8%	325	3.0%
Korean	1,005	1.4%	910	1.5%	95	0.9%
Japanese	410	0.6%	345	0.6%	65	0.6%
not included above	705	1.0%	595	1.0%	110	1.0%
multiple visible minority	1,370	1.9%	1,130	1.9%	240	2.2%
Total Immigrant Population	118,795		92,480		26,315	
% Visible Minority Immigrant Working Age Population	60.3%		65.8%		40.8%	

Source: Statistics Canada, 2006 Census

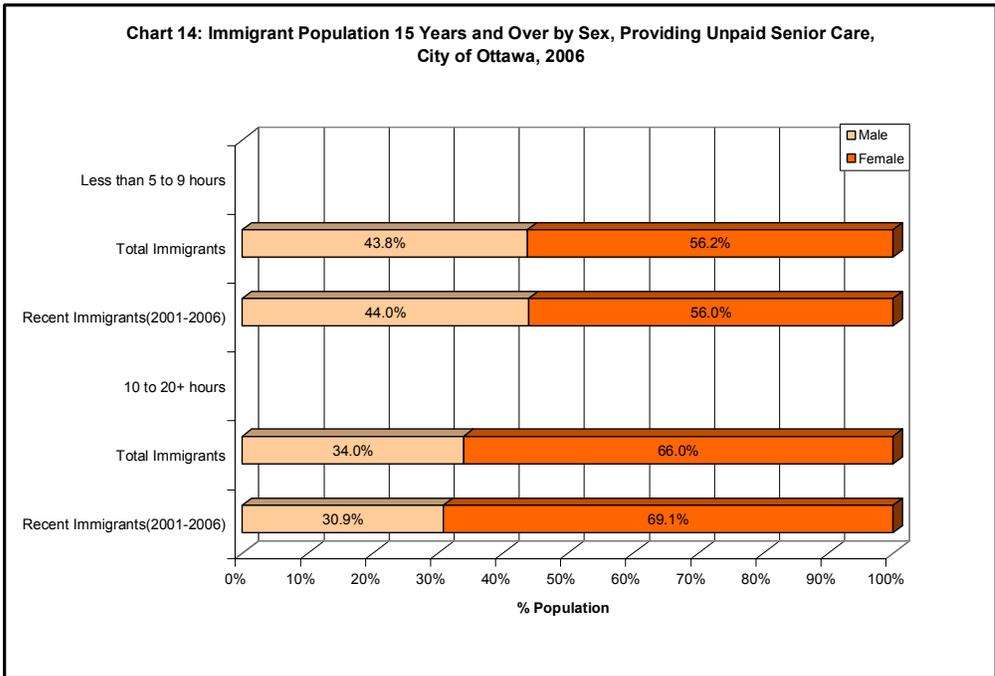
Unpaid Work

The percentages of unpaid housework of the immigrant population (total immigrants and recent immigrants) are very similar to the ones for the general population. However, there are differences in the number of hours of unpaid childcare. This may relate to the fact that immigrant families are slightly larger on average, reflecting a higher percentage of children and youth among recent immigrant and visible minority immigrant families. Other influencing factors are the lack of access to affordable and culturally sensitive childcare.

Unpaid childcare and senior care provided by the immigrant population shows a gender gap, as in the general population. However, it exhibits lower male participation compared to the general population, suggesting that there is a wider gap of traditional gender roles within immigrant families. In 2006, unpaid childcare provided by the immigrant population was almost equal, distributed between women and men to below 30 working hours. From 30 to 60 working hours, more than 70% of unpaid childcare fell on women. By contrast, unpaid childcare provided by women in the total population for the same number of hours had percentages between 48.9% to 75.9%.



Immigrant women provided the majority of unpaid senior care, regardless of the number of hours. This was also the case in the general population. Nevertheless, female percentages were slightly above those of their counterparts in the general population. Percentages of women in the immigrant population providing senior care varied between 56.2% to 69.1%, close to the percentages for females in the general population (between 55.2% to 67.6%).



Labour Market Integration and Assets of the Immigrant Labour Force

Given the significance of immigrants to Ottawa's economy and labour market, it is important to examine the successes and challenges of immigrants integration into the labour market.

This section begins by looking at the assets which immigrants bring to the labour market, including language abilities and education levels. We then look at major indicators of labour market integration, including the participation rate, unemployment rate, sectors of work and employment incomes.

The data presents a portrait of significant assets. As well, there are many notable indicators of economic inclusion, with many immigrants doing very well in employment or business. At the same time, there is a very concerning picture of a disproportionate burden of unemployment and lower employment incomes. The primary focus of this section is on the evidence of economic exclusion in relation to the labour market, as this is a key area in which concerted action must be taken to ensure a good quality of life for Ottawa's immigrants and a strong economy which benefits all Ottawans.

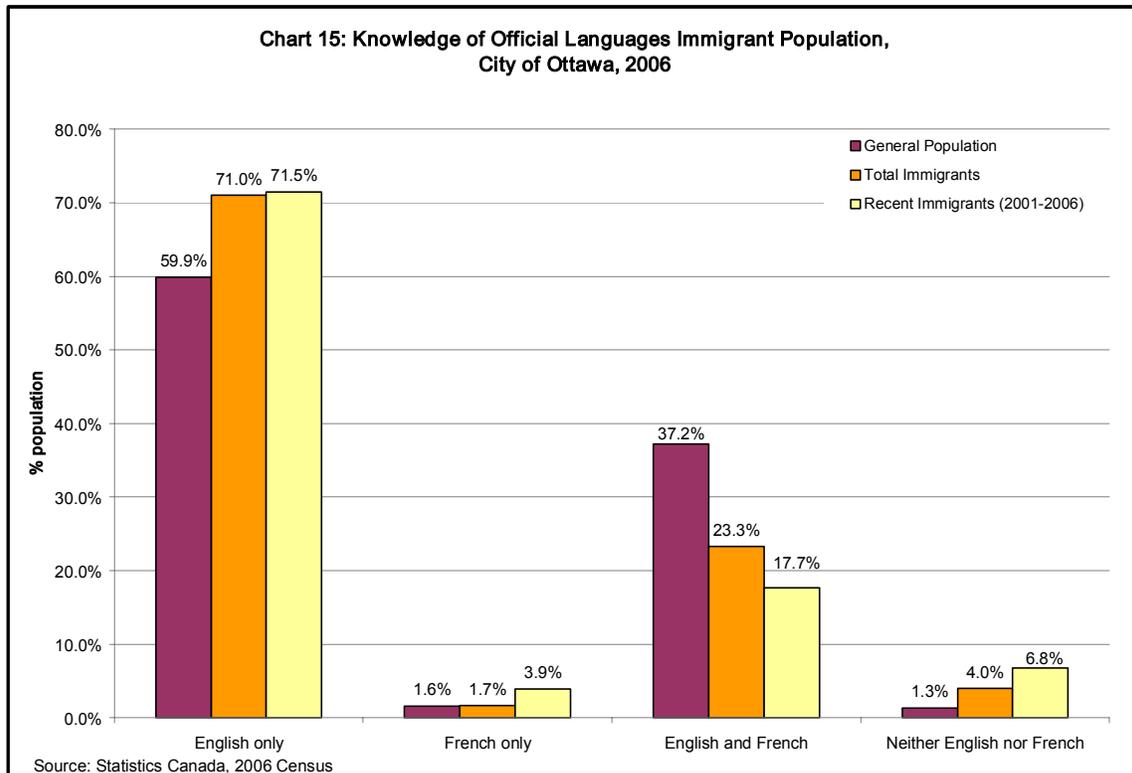
Assets in Relation to the Labour Market

Increased Knowledge of Official Languages

An overwhelming majority of immigrants and recent immigrants who arrived in 2001-2006 meet the language requirements to work in the Canadian labour market. In 2006, out of 178,545 immigrants, 96.0% had official language abilities, compared to 98.7% in the general population. The proportion was very similar for recent immigrants (93.2%) who arrived during the period 2001-2006 (29,650). Moreover, 23.3% (41,575) of total immigrants were bilingual with English and French. In the case of recent immigrants the percentage was 17.7% (5,255). In contrast, the percentage of immigrants without knowledge of English or French was 4% (2,020). For recent immigrants the percentage was 7% (7,170). Both percentages were relatively low, however, the allophone population is at higher risk of holding precarious jobs, earning a low income or being isolated (particularly in the case of seniors). Of the 10,305 in the general population who did not have knowledge of either English or French, 29% were under age 15, 1% were aged 15 to 24, 30% were working age and 40% were seniors. The population of children and youth under 15 who do not have knowledge of English or French is low among immigrants (245), and comprised mainly of recent immigrants. However, there are more than ten times that number of Canadian-born children and youth under 15 who do not have knowledge of English or French (2,680). These are most likely the children of immigrants.

Language	General Population		Total Immigrants		Recent Immigrants (2001-2006)	
	Number	%	Number	%	Number	%
English only	479,740	59.9%	126,775	71.0%	21,205	71.5%
French only	12,985	1.6%	3,025	1.7%	1,165	3.9%
English and French	298,245	37.2%	41,575	23.3%	5,255	17.8%
Neither English nor French	10,305	1.3%	7,170	4.0%	2,020	6.8%
Total	801,275	100.0%	178,545	100.0%	29,645	100.0%

Source: Statistics Canada, 2006 Census



The expectation was that recent immigrants' knowledge of one or both official languages would facilitate their entry to the Canadian labour market, and that this knowledge would increase as they live in Canada and have access to further language training; however, this is not always the case. There is extensive research indicating that despite their present language skills, many immigrants cannot work in their field of study in Canada and thus their talents are wasted. Among the factors that contribute to this situation are: employers' lack of formal education to back-up trade skills, requirements to possess Canadian experience, lack of foreign professional accreditation and an expensive and difficult certification process at the Canadian Professional Colleges. Studies addressing this situation have concluded that these factors have a negative impact on immigrants' economic advancement and on their physical and mental health, which in turn affects their children.

Despite the language proficiency exhibited by most immigrants, 66% of employers cite a lack of occupation-specific language as an obstacle to hiring immigrants.²¹ Furthermore, a City of Ottawa report recognizes the complexity of language barriers in the labour market. It states that they are not limited to the knowledge of an official language, but include accent, rhythm of speech, job/position specific language skills, sector jargon and Canadian idioms and slang and cross cultural communication. The report concludes that there is a need for employment related language support for immigrants in their settlement process and for their insertion to the labour force in their specific professions or trades.²² Visible minority immigrants, who participated in focus groups held by the Social Planning Council of Ottawa,²³ reiterated this need. They felt that current ESL programs are more geared to basic job entry levels regardless of their level of education. Participants who spoke only one official language highlighted the need to get trained in the other official language, in order to participate on an equal basis in job selection processes. This is very important, as Ottawa's labour market is highly dominated by the public sector, where there is a high value on English/French bilingualism, with this being a mandatory requirement of many positions.

Highly Educated Workforce

There is extensive research on the significant number of highly educated immigrants arriving in Canada. Ottawa receives the highest percentage of immigrants with a university degree among Canada's largest cities. In 2006, out of 118,800 immigrants living in Ottawa aged 25-64, 52.2% (62,065) possessed university education. The percentage was even higher for recent immigrants, with 66.4% (11,455) of immigrants who arrived between 2001 and 2006 having university education. In addition, both of these percentages were higher than the level of university education in the general population aged 25 - 64 (44.6%).

Conversely, the proportion of recent immigrants with skilled trades and college education was low, 3.9% (670) and 10.2% (1,760), respectively, and below the proportion in the general population (5.9% and 21.1%, respectively). This is an issue that requires attention, as the country needs skilled trade workers, to replace the significant number close to retirement.

On the other hand, there is a segment of the immigrant population that does not possess a certificate, a diploma or a degree. In 2006, 9.4% (11,130) of total immigrants aged 25-64 were in this situation. The same was true for 7.1% (1,230) of recent immigrants who arrived during the period 2001-2006, as well as for 8.0% (36,060) of the general population. Among the affected are immigrants with work experience on skilled trades that learned the trade in their native countries through apprenticeship and had no formal education, but valuable work experience. The same is true, for some Canadian-born that have skilled trades. The lack of formal education in a segment of Ottawa's population

²¹ Canadian Labour and Business Centre (CLBC), *Handbook on Immigration and Skills Shortage*.

²² City Hall, Ottawa Counts. 2004, vol.3

http://www.ottawa.ca/city_services/statistics/counts/counts_jul_04/index_en.shtml

²³ Social Planning Council of Ottawa, *Communities Within: Mixed Blessing, Missing Opportunities*, 2008.

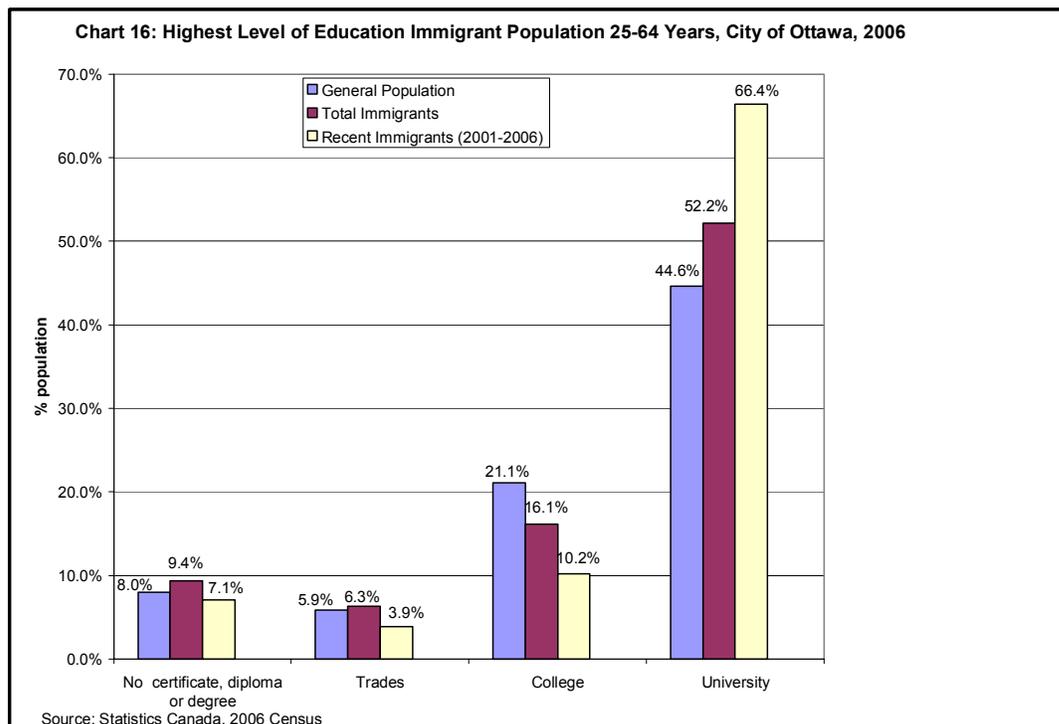
calls for education and employment policies that bridge this gap. In 2008, the Canadian federal government amended the Canadian Immigration and Refugee Protection Act in an attempt to more closely match the skills of newcomers with Canada's labour shortages and shorten the time it takes for skilled workers to immigrate to Canada.

An important group to address are early school leavers aged 15-24 who did not complete high school. Initiatives to bridge this gap will benefit from culturally-sensitive approaches and a gender focus. This will assist service providers to address the specific needs of male and female residents without formal education from diverse sectors of the population.

Table 16: Immigrant Population 25-64 Years by Highest Certificate, Diploma or Degree, City of Ottawa, 2006

	General Population		Total Immigrants		Recent Immigrants (2001-2006)	
	Number	%	Number	%	Number	%
No certificate, diploma or degree	36,060	8.0%	11,130	9.4%	1,230	7.1%
Certificate, diploma or degree	416,845	92.0%	107,670	90.6%	16,025	92.9%
High school certificate or equivalent	92,340	20.4%	19,065	16.0%	2,135	12.4%
Apprenticeship or trades certificate or diploma	26,800	5.9%	7,465	6.3%	670	3.9%
College, CEGEP or other non-university certificate or diploma	95,630	21.1%	19,070	16.1%	1,760	10.2%
University certificate, diploma or degree	202,075	44.6%	62,065	52.2%	11,455	66.4%
University certificate or diploma below bachelor level	20,525	4.5%	8,240	6.9%	1,265	7.3%
University certificate or degree	181,545	40.1%	53,825	45.3%	10,190	59.1%
Bachelor's degree	105,220	23.2%	26,990	22.7%	4,930	28.6%
University certificate or diploma above bachelor level	16,905	3.7%	4,465	3.8%	870	5.0%
Degree in medicine, dentistry, veterinary medicine or optometry	4,270	0.9%	1,730	1.5%	450	2.6%
Master's degree	45,890	10.1%	16,085	13.5%	3,185	18.5%
Earned doctorate	9,260	2.0%	4,550	3.8%	755	4.4%
Total	452,905	100.0%	118,800	100.0%	17,255	100.0%

Source: Statistics Canada, 2006 Census



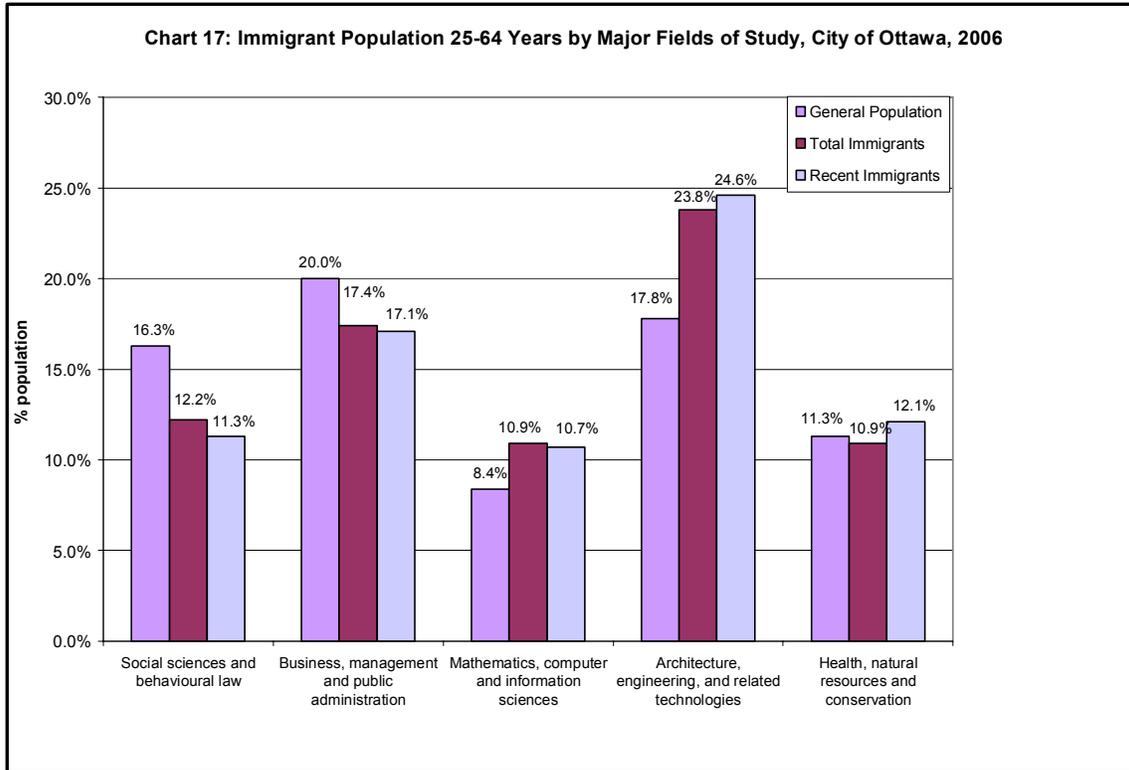
Location of Postsecondary Education

For the first time in the history of the Canadian census, the 2006 census collected data on the location where the country's population attained their highest level of education. The information demonstrated that a significant percentage of Ottawa residents obtained their degrees outside Canada. This was the case for 23.8% of residents with a bachelor's degree, 30.2% with degrees in medicine, dentistry, veterinary medicine or optometry and 45% of those who possessed doctoral degrees. These findings in the general population reflect the high percentages of immigrants with foreign certification. 46.2% of immigrants with post secondary education received that education outside of Canada. Among them, recent immigrants who arrived during the period 2001-2006 had the highest percentage of foreign acquired post-secondary education. 83.4% of recent immigrants with post secondary education acquired this education outside of Canada. While the issue of recognition of foreign acquired credentials is critical, it is important to realize that over half of immigrants with post secondary education (53.8%) obtained this education inside Canada.

Table 17: Population 25 to 64 Years with Post-Secondary Qualification by Locations of Study, City of Ottawa, 2006			
	General Population	Total Immigrants	Recent Immigrants (2001-2006)
Inside Canada	84.0%	53.8%	16.6%
Outside Canada	16.0%	46.2%	83.4%
Total	100.0%	100.0%	100.0%
Source: Statistics Canada, 2006 Census			

Major Fields of Study of University Education

The immigrant population that possessed a post-secondary education exhibited higher levels in science-based fields of study, surpassing the percentages of the general population. In 2006, out of 88,580 immigrants aged 25-64 with post secondary education, 10.9% (9,695) had education in mathematics, computer and information sciences, reflecting the importance of the hi-tech industry in Ottawa. The proportion of recent immigrants with this field of education was almost the same, at 10.7% (1,485). By contrast the general population's proportion was 8.4% (27,420). In the case of architecture, engineering and related technologies, the proportion of immigrants with education in this field was 23.8% (21,110). Recent immigrants with the same education accounted for 24.6% (3,410). By contrast, the percentage in the general population was lower at 17.8% (57,830).



The table below presents the number of immigrants in each field of education in all fields of study.

Table 18: Population 25-64 Years with University Post-Secondary Qualifications by Major Fields of Study, City of Ottawa, 2006

Field of Study	General Population		Total Immigrants		Recent Immigrants (2001-2006)	
	Number	%	Number	%	Number	%
Education	19,915	6.1%	4,125	4.7%	635	4.6%
Visual and performing arts, and communications technologies	10,700	3.3%	2,405	2.7%	255	1.8%
Humanities	22,195	6.8%	5,835	6.6%	960	6.9%
Social and behavioural sciences and law	52,750	16.3%	10,850	12.2%	1,570	11.3%
Business, management and public administration	65,045	20.0%	15,445	17.4%	2,370	17.1%
Physical and life sciences and technologies	15,600	4.8%	5,605	6.3%	990	7.1%
Mathematics, computer and information sciences	27,420	8.4%	9,695	10.9%	1,485	10.7%
Architecture, engineering, and related technologies	57,830	17.8%	21,110	23.8%	3,410	24.6%
Agriculture, natural resources and conservation	4,485	1.4%	1,100	1.2%	265	1.9%
Health, parks, recreation and fitness	36,730	11.3%	9,650	10.9%	1,685	12.1%
Personal, protective and transportation services	11,800	3.6%	2,760	3.1%	260	1.9%
Other fields of study	35	0.0%	0	0.0%	0	0.0%
Total	324,505	100.0%	88,580	100.0%	13,885	100.0%

Source: Statistics Canada, 2006 Census

Disaggregated data by sex indicates that women's education background generally continues to be concentrated in traditional female fields of study, such as education, humanities, social and health careers. Nevertheless, there is a tendency to a more equal participation of women with scientific educational background, such as mathematics, computer and information sciences, as well as, in architecture, engineering and related technologies, among the immigrant population, than that of the general population. The

proportion of immigrants and recent immigrants in the top five fields of study is presented in the following table.

Field of Study	General Population		Total Immigrants		Recent Immigrants (2001-2006)	
	Male	Female	Male	Female	Male	Female
Social and behavioural sciences and law	41.3%	58.7%	37.6%	62.4%	30.3%	69.7%
Business management and public administration	41.6%	58.4%	39.1%	60.9%	40.9%	59.1%
Mathematics, computer and information sciences	62.2%	37.8%	57.9%	42.1%	59.9%	40.1%
Architecture, engineering and related technologies	86.8%	13.2%	81.1%	18.9%	73.9%	26.1%
Health, parks, recreation and fitness	20.3%	79.7%	23.9%	76.1%	23.4%	76.6%

Source: Statistics Canada, 2006 Census

Despite high levels of education attainment of the immigrant population, labour and income indicators demonstrate that immigrants, particularly recent immigrants, are disproportionately affected by unemployment. Among the contributing factors are: highly specific jobs requirements that cannot be matched by foreign professionals' work experience/skills, higher levels of occupation-specific language skills required and the lack of training to bridge this gap. An additional key unemployment/underemployment factor is the lack of recognition of foreign educational credentials. In Ottawa, there are 40,950 immigrants aged 25-64 (22.9% of the total immigrant population) with foreign post-secondary qualifications potentially affected by this situation (11,580 of them are recent immigrants). Other negative contributing factors to this reality are the lack of services that support families to participate in the labour market, such as the lack of affordable and culturally-sensitive childcare and senior care for caregiver families.

The inadequate recognition of foreign degrees and work experience translates to some immigrants with university degrees working in jobs with low educational requirements, such as retail sales clerks, truck drivers, office clerks, cashiers and taxi drivers. Existing research has linked this problem to underemployment. In 2006, 28% of recent immigrant men and 40% of women held this kind of employment in the country, compared with 10% and 12% of native-born Canadians. Statistics Canada also noted that long-term immigrants also faced greater difficulties finding jobs related to their education in 2006, than in 1991.²⁴

²⁴ Statistics Canada, Immigrants' education and required job skills <http://www.statcan.gc.ca/pub/75-001-x/2008112/charts-graphiques/10766/c-g000b-eng.htm>

Indicators of Labour Market Integration

Labour Market Participation Rates

The “participation rate” identifies the percent of the population involved in the labour market (employed or unemployed) as distinguished from those in the population not in the labour market (i.e. not working or looking for work). Those not working or looking for work include such groups as seniors, students not looking for work, stay-at-home parents and some people with disabilities who are not able to work.

In general, immigrant participation rates were below the ones for the general population. In 2006, there were 107,845 immigrants 15 years and over in the labour market. As the table below shows, their participation rate was 64.2%, compared to the general population at 69.3%.

By looking at the participation of particular groups within the immigrant population, we can see some of the reasons for the lower participation rate. The participation rate of immigrants overall is affected by the circumstances of recent immigrants in the process of settlement, the significance of young adults and seniors in the immigrant population, and the situation of immigrant women.

Age Group	Participation Rate (%)		
	General Population	Total Immigrants	Recent Immigrants (2001-2006)
15+ years	69.3	64.2	65.0
Male	74.0	70.7	74.0
Female	65.0	58.3	57.0
15-24 Years	67.6	60.0	54.0
Male	66.9	60.2	58.0
Female	68.2	59.6	50.0
25+ Years	69.7	64.7	68.0
Male	75.5	72.0	79.0
Female	64.4	58.2	58.0
Source: Statistics Canada, 2006 Census			

Recent Immigrants

The participation rate for recent immigrants, at 65% is lower than the general population (69.3%), reflecting the challenges of settlement, such as engagement in language training for some, prioritizing other settlement functions, and delays in naturalization (especially for refugee claimants) . However, recent immigrants have a slightly higher participation

rate than all immigrants (65% compared to 64.2%), which reflects the emphasis of current immigration policy on attracting working age immigrants for areas of skills shortages on the one hand, and the higher percentage of seniors among all immigrants on the other.

Young Adults and Seniors

In the general population, those aged 15 – 24 had a participation rate of 67.6%, compared to immigrants aged 15 – 24 at 60% and recent immigrants aged 15 – 24 at 54%. This likely reflects a higher percentage of immigrant youth attending school full-time and not seeking employment, as well as a priority on other settlement issues for the recent immigrant young adults.

A factor in the participation rate is the fact that 17.5% of the immigrant population is aged 65 and over, compared to 12.4% in the general population.

Gender and the Presence of Children

For both the general population and immigrants, men had higher participation rates than women. In fact, recent immigrant men aged 25 and over had a higher participation rate (79%) than men of the same age in the general population (75.5%). (See table above).

Female recent immigrants exhibited the lowest participation rates, particularly young women 15-24 years old. Their participation rate was 50.0%, compared with 59.6% for their counterparts in the total immigrant population and 68.2% in the general population. Further research is necessary to clarify the reasons for this disparity

We see the differences between men and women clarified when we consider their participation rates in relation to the presence of children (see table below). In 2006, 74.5% of immigrants with children at home were in the labour market, with a higher participation rate for men (83.2%). The participation rate was lower for immigrant women with children (67.1%) reflecting that they are the main child caregivers. Data indicates that the participation rate of female immigrants increases as their children reach 6 years and older and attend school. Recent female immigrants with children at home had the lowest participation rate (55.0%). Earlier research by the Social Planning Council²⁵ indicated that many immigrant families choose to have a stay-at-home parent to raise the children as part of their cultural values. The participation rate also reflects the settlement process challenges and lack of access to services to support their entry to the labour market, e.g. affordable and culturally-sensitive childcare. Access to childcare is an issue that concerns families in the general population as well.

²⁵ Social Planning Council of Ottawa (2008)

Table 21: Participation Rates Immigrant Population 15 Years and Over by Presence of Children, City of Ottawa, 2006			
	Participation Rate (%)		
	Total Population	Total Immigrants	Recent Immigrants (2001-2006)
All	69.5	64.3	65.0
With no children at home	63.2	55.1	63.0
With children at home	80.0	74.5	67.0
Males with children at home	87.3	83.2	83.0
Females with children at home	74.0	67.1	55.0
With children under 6 years old	83.5	78.0	65.0
With children under 6 and over 6	81.0	74.9	65.0
With children aged 6 and older only	78.9	73.6	69.0
Source: Statistics Canada, 2006 Census			

Unemployment Rates

The table below presents the unemployment rates of the City's population in 2006 by immigration status and age group. We can see that for those aged 15 and over, immigrants had an unemployment rate higher than the general population (7.2% compared to 5.9%), a difference of 1.3%.

Table 22: Unemployment Rates Immigrant Population, 15 Years and Over, City of Ottawa, 2006			
Age Group	Unemployment Rate (%)		
	General Population	Total Immigrants	Recent Immigrants (2001-2006)
15+ years	5.9	7.2	14.0
Male	5.7	6.3	10.0
Female	6.1	8.3	18.0
15-24 Years	13.8	16.9	18.0
Male	14.6	16.9	15.0
Female	13.0	17.0	22.0
25+ Years	4.3	6.2	13.0
Male	4.0	5.1	9.0
Female	4.6	7.3	17.0
Source: Statistics Canada, 2006 Census			

Four groups are disproportionately affected by unemployment, and are therefore reflected in the higher unemployment rates for all immigrants. These groups are young people aged 15 – 24, women, recent immigrants and university-educated immigrants.

Young People Aged 15 – 24

We can see in the table above that the difference in unemployment rates is very small for those aged 25 and over, with a difference of only 0.8% (5.1% for immigrants compared to 4.3% for the general population). However, in 2006, immigrant young people aged 15-24 years had an unemployment rate 3.1% above that of the same age group in the general population (16.9% vs. 13.8%). This is very concerning given the fact that young people are a significant portion of the immigrant population (especially recent immigrants and visible minority immigrants), and contributes to the disproportionate unemployment rate for immigrants as a whole.

Gender and the Presence of Children

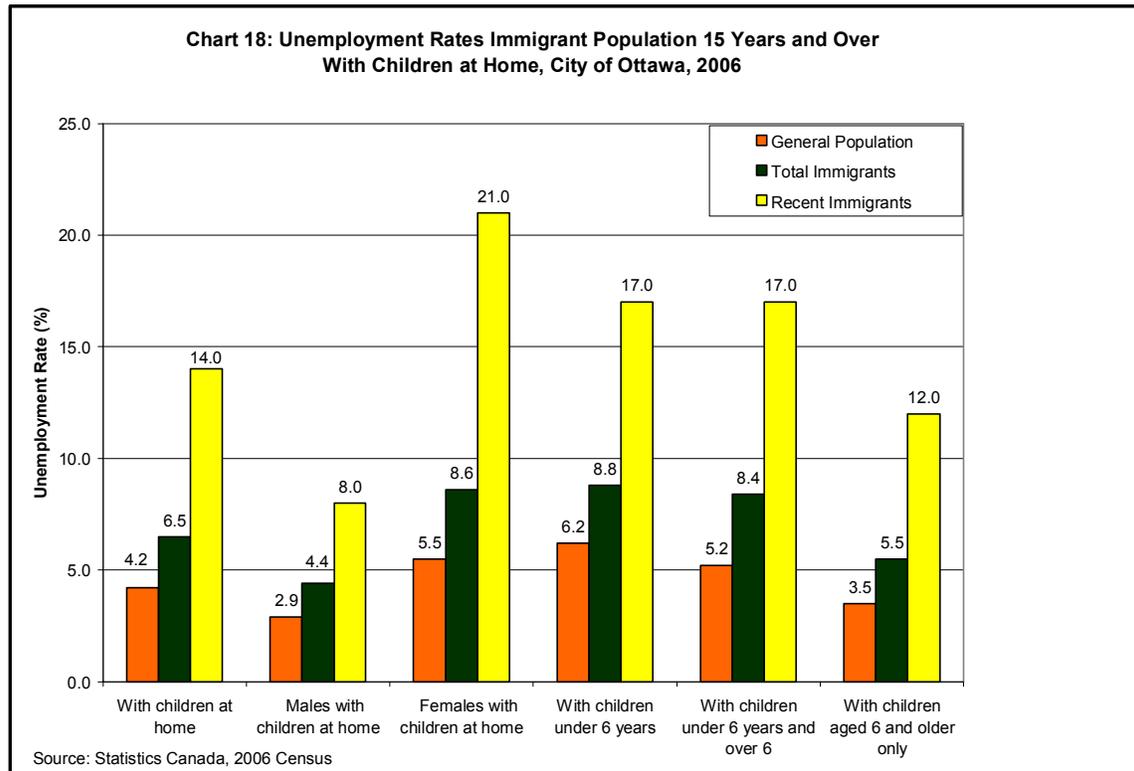
For the general population and for immigrants, those with children at home have a lower unemployment rate than those without children at home. For both groups unemployment rates are slightly higher for those with children under 6 and go down slightly for those with older children. This is not the case for recent immigrants, who have a slightly higher unemployment rate for those with children at home – reflecting the challenges of the settlement process.

When comparing the unemployment rates between immigrants with children at home and the general population with children at home, once again, the unemployment rates for immigrants are significantly higher (6.5% vs. 4.2%).

Recent immigrants with children at home had dramatically higher unemployment rates compared to both the general population and all immigrants. Recent immigrants with children at home had an unemployment rate almost three times that of the general population with children at home (14% compared to 4.2%). Recent immigrants with children under 6 had an even higher unemployment rate at 17%.

	Unemployment Rates (%)		
	Total Population	Immigrants	Recent Immigrants (2001-2006)
All	5.9	7.2	13.0
With no children at home	7.1	8.2	13.0
With children at home	4.2	6.5	14.0
Males with children at home	2.9	4.4	8.0
Females with children at home	5.5	8.6	21.0
With children under 6 years old	6.2	8.8	17.0
With children under 6 and over 6	5.2	8.4	17.0
With children aged 6 and older only	3.5	5.5	12.0
Source: Statistics Canada, 2006 Census			

As the table below shows, women with children at home had unemployment rates significantly higher than men with children at home across all groups (general population, immigrants and recent immigrants). In 2006, female recent immigrants with children at home had an unemployment rate four times that of their counterparts in the general population (21% vs. 5.5%).

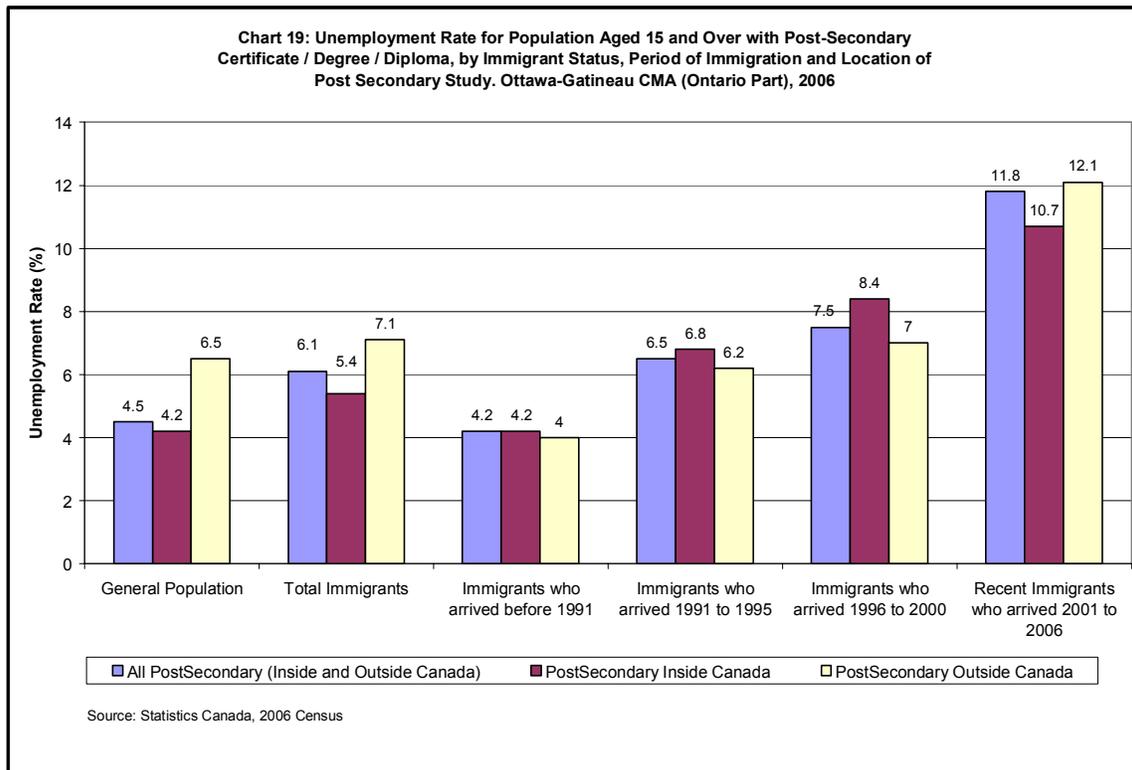


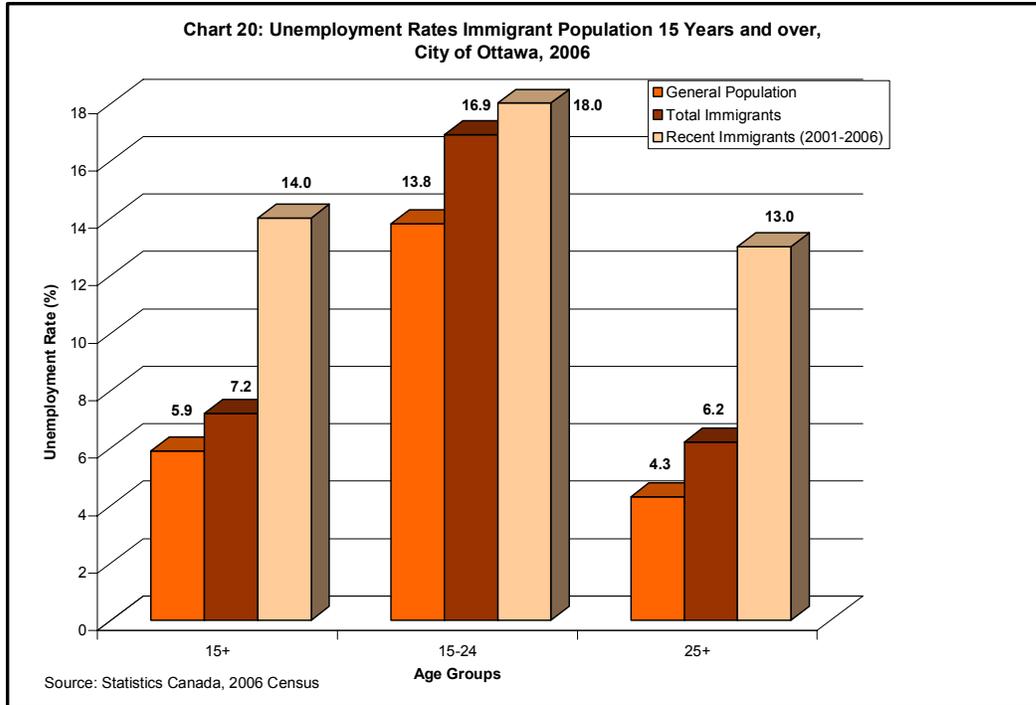
Recent Immigrants Who Arrived 2001 - 2006

In 2006, the unemployment rate of recent immigrants 15 years and over was almost three times than that of the general population (14.0% vs. 5.9%), with a difference of 8.1%. A significant difference was reflected for all age groups and for both men and women, although the magnitude varied across these factors. The significantly higher unemployment rate of recent immigrants is a major factor in the higher unemployment rate of all immigrants.

As we see from the chart below, the period of arrival and length of time in Canada is a very significant factor in the labour market outcomes for those with post-secondary credentials, whether received in Canada or elsewhere. This is related to the fact that labour market outcomes have historically improved for immigrants the longer they are in Canada. As well, the period of arrival is related to different source countries for immigrants at different points in time – with immigration more from Europe in earlier periods, and immigration from a broader diversity of regions in more recent years.

We can see that the unemployment rate for immigrants with post secondary education who arrived before 1991 are equal to or lower (better) than the unemployment rate for the general population with post secondary education, irrespective of the location of study. Immigrants from all other periods of arrival who have completed post secondary education have a higher unemployment rate compared to the general population, increasing incrementally for each period of arrival. The unemployment rate for recent immigrants with completed university education is almost triple that of the general population (11.1% compared to 4.2%) with a higher level of unemployment when the education was obtained outside Canada.





The significant gap in unemployment rates between recent immigrants on the one hand, and all immigrants and the general population on the other, points to the urgency of a strategy to address the barriers to sustained employment of recent immigrants as a priority.

Location of Study

As the table below shows, labour market outcomes varied significantly, depending on where the post-secondary education was received.²⁶ Immigrants who obtained their post-secondary education outside of Canada had a significantly higher unemployment rate compared to the general population (7.1% compared to 4.5%), a difference of 2.6%.

Unemployment rates were equal or lower for those with post-secondary education from the United States, United Kingdom, France and Poland, in the case of both the general population and the immigrants. Unemployment rates were the highest for those with post-secondary education from South Korea.

These variances by location of study partially reflect the relationship between period of arrival and the location of study (for example, those from the United Kingdom and France tend not to be recent immigrants). However, it also points to the need for a better understanding of the way in which credentials from different countries are assessed, particularly the differences between European and non-European credentials. The figures may also reflect that fact that some employment sectors which attracted educated

²⁶ Data is only available to us for the countries listed, and is provided to demonstrate the significant variations. Other residents obtained their education in many other countries.

immigrants in the 2001 – 2006 period downsized significantly in this period (e.g. parts of the high tech sector) and may have disproportionately affected these educated workers.

For those immigrants who obtained their post-secondary certificate, diploma or degree inside Canada, the group still had a slightly higher unemployment rate compared to the general population with post-secondary education (5.4% compared to 4.5%), a difference of 0.9%.

	General Population	Total Immigrants
Location of Postsecondary Certificate, Diploma or Degree	Unemployment rate	Unemployment rate
All (Inside and Outside Canada)	4.5	6.1
Inside Canada	4.2	5.4
Outside Canada	6.5	7.1
United States of America	3.6	3.9
United Kingdom	3.2	3.7
India	5.4	5.6
Philippines	5.5	6.4
People's Republic of China	8.8	8.5
Germany	6.5	7.0
France	4.5	5.7
Poland	4.5	4.5
Pakistan	9.5	7.0
Korea, South	17.6	18.2
Other	8.6	8.8

Source: Statistics Canada, 2006 Census

Unemployment Rates for Immigrants with Trade Credentials

With the under-representation of immigrants among those who have an apprenticeship or trades certificates or diplomas (identified earlier in the report), it is important to consider some labour market outcomes for individuals with these credentials.

The table below demonstrates that immigrants who obtained trades education in Canada have a higher unemployment rate than the general population. This is not the case for immigrants who arrived before 1991 and had a trades certificate, who had a lower unemployment rate than the general population. As well, those who arrived between 1991 and 2000 had lower (better) unemployment rates if they obtained their trades education outside Canada. In fact, those who arrived between 1995 and 2000 with trades education from outside Canada had the lowest unemployment rate of any group including the general population who obtained their education inside Canada. Recent immigrants with a trades certificate had a very low participation rate and a very high unemployment rate, despite a need for workers in the trades.

**Table 25: Participation and Unemployment Rates for those Aged 15 and Over
with Apprenticeship or Trades Certificate or Diploma,
for the General Population and Immigrants,
by Period of Immigration and Location of Study.
Ottawa-Gatineau CMA (Ontario Part), 2006**

		All apprenticeship or trades certificate or diploma (obtained inside or outside Canada)	Obtained Inside Canada	Obtained Outside Canada
General Population	Participation rate	67.3	69.9	49.1
	Unemployment rate	5.9	5.8	7.6
Immigrants	Participation rate	62.5	71.7	49.3
	Unemployment rate	7.9	7.7	8.3
Immigrants Who Arrived Before 1991	Participation rate	57.9	69.2	40.0
	Unemployment rate	5.7	5.3	6.2
Immigrants Who Arrived 1991 to 1996	Participation rate	76.1	77.7	72.2
	Unemployment rate	9.3	9.6	7.1
Immigrants Who Arrived 1996 to 2000	Participation rate	71.7	77.1	64.9
	Unemployment rate	9.7	14.9	4.0
Recent Immigrants Who Arrived 2001 to 2006	Participation rate	73.6	85.2	67.9
	Unemployment rate	20.0	23.9	18.9

Statistics Canada, 2006 Census

Employed Labour Force by Industry Sector

The City's reliance on the immigrant labour force is observed across industry sectors.

The labour force employed in Ottawa's goods-producing sector is not significant, as the major economic activities in the City relate to the services-producing sector. In 2006, 4.7% of the general population worked in manufacturing. Out of 104,835 immigrants 15 years and over, 6.9% worked in manufacturing. The percentage for recent immigrants who arrived during the period 2001-2006, was very similar, at 6.1%. Immigrants'

participation in the construction sector was 3.0% and lower in the case of recent immigrants, at 2.8%, compared to 4% of the general population.

In the services-producing sector, five major sectors comprised the majority of the immigrant labour force. These are listed in the table below.

Sector	Total Immigrants		Recent Immigrants (2001-2006)	
	Number	%	Number	%
Retail trade	10,435	10.0%	1,805	12.8%
Professional, scientific and technical services	14,125	13.5%	1,940	13.8%
Health care and social assistance	11,480	11.0%	1,370	9.7%
Accommodation and food services	8,595	8.2%	1,875	13.3%
Public Administration	15,520	14.8%	900	6.4%
Total 5 Most Significant Sectors for Occupations	60,155	57.5%	7,890	56.0%
Other Sectors	44,680	42.5%	6,200	44.0%
Total Occupations by Sector	104,835	100.0%	14,090	100.0%

Source: Statistics Canada, 2006 Census

As we see, the highest percentage of immigrants was employed in the **public administration** sector. This is the main occupational sector in Ottawa. In 2006, 14.8% of immigrants worked in the public sector compared to 20.1% of the general population. The percentage of recent immigrants employed in this sector was lower than immigrants in general, at 6.4%. Influencing factors in the lower rate for recent immigrants include, in most cases, a lack of strong familiarity with Canadian society, procedures, laws, etc.

The second most important sector for immigrants was **professional, scientific and technical services**, which includes much of the high-tech economic activity. The percentage of total immigrants in this sector was 13.5%, which was above the general population, in this sector (11.2%). Recent immigrants had an even higher representation in professional, scientific and technical services (13.8%). The higher participation of immigrants reflects their predominance in educational fields related to this sector. Their over-representation in this sector is very positive, as this is considered a sector with high quality jobs in Ottawa. However, it was also a sector that faced significant downsizing during this period.

11% of immigrants were employed in the **health care and social assistance sector**, compared to 9.6% in the general population and 9.7% for recent immigrants.

The next most significant sector for immigrants was the **retail trade sector**, with 10% of immigrants in this sector. This was comparable to the percent of the general population in this sector (at 10.3%). Recent immigrants exhibited a slightly higher level of employment in this sector (12.8%). Some of the more typical jobs held by immigrants in both sectors include retail sales, clerks, security guards, and cleaners, all of which tend to

lead to precarious employment, (e.g. low wages, long-working hours and minimal job security).²⁷

Immigrants were slightly over-represented in the **accommodation and food services sector**, at 8.2% compared to 6.2% for the general population. A notably higher percentage of recent immigrants were in this sector (13.3%), twice the percent in the general population.

The following table presents the immigrant labour force in all industry sectors.

Industry Sector	General Population		Total Immigrants		Recent Immigrants 2001-2006	
	Number	%	Number	%	Number	%
All industries	448,725	100.0%	104,835	100.0%	14,090	100.0%
Goods-Producing Sector	43,270	9.6%	11,210	10.7%	1,355	9.6%
Agriculture	2,440	0.5%	430	0.4%	75	0.5%
Mining and oil and gas extraction	470	0.1%	115	0.1%	0	0.0%
Utilities	1,380	0.3%	230	0.2%	30	0.2%
Construction	18,030	4.0%	3,195	3.0%	395	2.8%
Manufacturing	20,950	4.7%	7,240	6.9%	855	6.1%
Services-Producing Sector	405,455	90.4%	93,625	89.3%	12,735	90.4%
Wholesale trade	11,520	2.6%	2,660	2.5%	415	2.9%
Retail trade	46,315	10.3%	10,435	10.0%	1,805	12.8%
Transportation and warehousing	14,780	3.3%	3,580	3.4%	350	2.5%
Information and cultural industries	14,890	3.3%	3,260	3.1%	400	2.8%
Finance and insurance	14,750	3.3%	3,060	2.9%	355	2.5%
Real estate and rental and leasing	8,185	1.8%	1,555	1.5%	210	1.5%
Professional, scientific and technical services	50,115	11.2%	14,125	13.5%	1,940	13.8%
Management of companies and enterprises	255	0.1%	75	0.1%	0	0.0%
Administrative & support	21,475	4.8%	5,580	5.3%	905	6.4%
Educational services	30,820	6.9%	6,605	6.3%	1,295	9.2%
Health care and social assistance	43,250	9.6%	11,480	11.0%	1,370	9.7%
Arts, entertainment and recreation	9,315	2.1%	1,340	1.3%	135	1.0%
Accommodation and food services	27,805	6.2%	8,595	8.2%	1,875	13.3%
Other services (except public administration)	21,730	4.8%	5,755	5.5%	780	5.5%
Public administration	90,250	20.1%	15,520	14.8%	900	6.4%

Source: Statistics Canada, 2006 Census

The literature on immigrant issues has documented the systemic under-representation of visible minorities in the Public Sector (federal public service). This concern includes findings of the 2000 Report of the Federal Taskforce on Visible Minorities in the Public Service. Research based on these findings suggests that differential outcomes in recruitment can be attributed to racially discriminatory systemic practices, such as²⁸:

- differential treatment in recruitment, hiring and promotions;
- extensive reliance on non-transparent forms of recruitment, such as word of mouth, which reproduce and reinforce existing networks;

²⁷ FCM, 2008, pg.22

²⁸ Grace –Edward Galabuzi, *Factors Affecting the Social Economic Status of Canadian Immigrants in the New Milenio*. Immigration and the Intersections of Diversity, Metropolis. Spring 2005. pg.55.

- differential valuation and effective devaluation of internationally obtained credentials; and
- use of immigrant status as a proxy for lower quality of human capital

Participants in focus groups held by the Social Planning Council²⁹ noted that the Employment Equity Act has not resulted in the hiring of an adequate percentage of visible minorities in the public service, particularly in managerial positions. They expressed that the cause does not appear to be a qualification gap or a solid command of the official languages, as many members of their communities have high levels of education and speak English and/or French.

The analysis by sex shows a fairly traditional distribution of the participation of immigrant women by industry sector, regardless of the length of time they have lived in Canada. This fact reflects the same sex-distribution by industry sector of the general population. Female immigrants exhibited low percentages in traditional male occupations such as construction; transportation and warehouses; professional, scientific and technical services and in manufacturing (11.4% 17.7%, 33.6% and 32.5%, respectively). Recent female immigrants were in the same situation, but with slightly higher percentages in construction and professional, scientific and technical services (13.9% and 35.1%). The highest female participation for both total immigrants and recent immigrants was in the sectors of health care and social assistance services (78.3% and 77.7%, respectively), which are a traditional female occupation. Female immigrants were also the majority of recent immigrants in the public administration sector (53.3%).

Occupations

The industry sectors discussed above highlight what sectors of the economy individuals work in. This section looks at occupations, that is, what type of work do the individuals do in the sector in which they work. For example, a person may work in the Professional, Scientific and Technical Services sector discussed above, but may be in an administration job within that sector. In the occupations section, that person would be within the “Business, finance and administration occupations”, rather than the “Natural and applied sciences and related occupations”.

In 2006, 104,875 immigrants 15 years and over were in the labour force. Five occupations comprised the majority (79.4%) of the labour force. They were: sales and services occupations (23.8%), natural and applied sciences and related occupations (18.0%), business, finance and administration occupations (16.1%), social science and education occupations (11.2%) and management occupations (10.3%). Immigrants were significantly more likely to be employed in natural and applied sciences occupations compared to the general population (18% vs. 13.2%). They were under-represented in Business, finance and administrative occupations (16.1% compared to 20.8%). The table below shows the participation of immigrants and recent immigrants in all occupations.

²⁹ Social Planning Council of Ottawa, *Communities Within: Mixed Blessing, Missing Opportunities*, 2008

For most other occupations, the percentages were quite comparable between immigrants and the general population.

Table 28: Immigrant Population 15 Years and Over by Occupation, City of Ottawa, 2006

Occupation	General Population		Total Immigrants		Recent Immigrants (2001-2006)	
	Amount	%	Amount	%	Amount	%
All occupations	448730	100.0%	104875	100.0%	14070	100.0%
A Management occupations	53,350	11.9%	10,820	10.3%	905	6.4%
B Business, finance and administration occupations	93,270	20.8%	16,885	16.1%	1,810	12.9%
C Natural and applied sciences and related occupations	59,295	13.2%	18,925	18.0%	2,470	17.6%
D Health occupations	24,105	5.4%	6,950	6.6%	850	6.0%
E Occupations in social science, education, government service and religion	54,140	12.1%	11,750	11.2%	1,805	12.8%
F Occupations in art, culture, recreation and sport	19,970	4.5%	3,595	3.4%	290	2.1%
G Sales and service occupations	98,620	22.0%	25,005	23.8%	4,745	33.7%
H Trades, transport and equipment operators and related occupations	34,165	7.6%	7,600	7.2%	765	5.4%
I Occupations unique to primary industry	5,395	1.2%	685	0.7%	125	0.9%
J Occupations unique to processing, manufacturing and utilities	6,420	1.4%	2,660	2.5%	305	2.2%

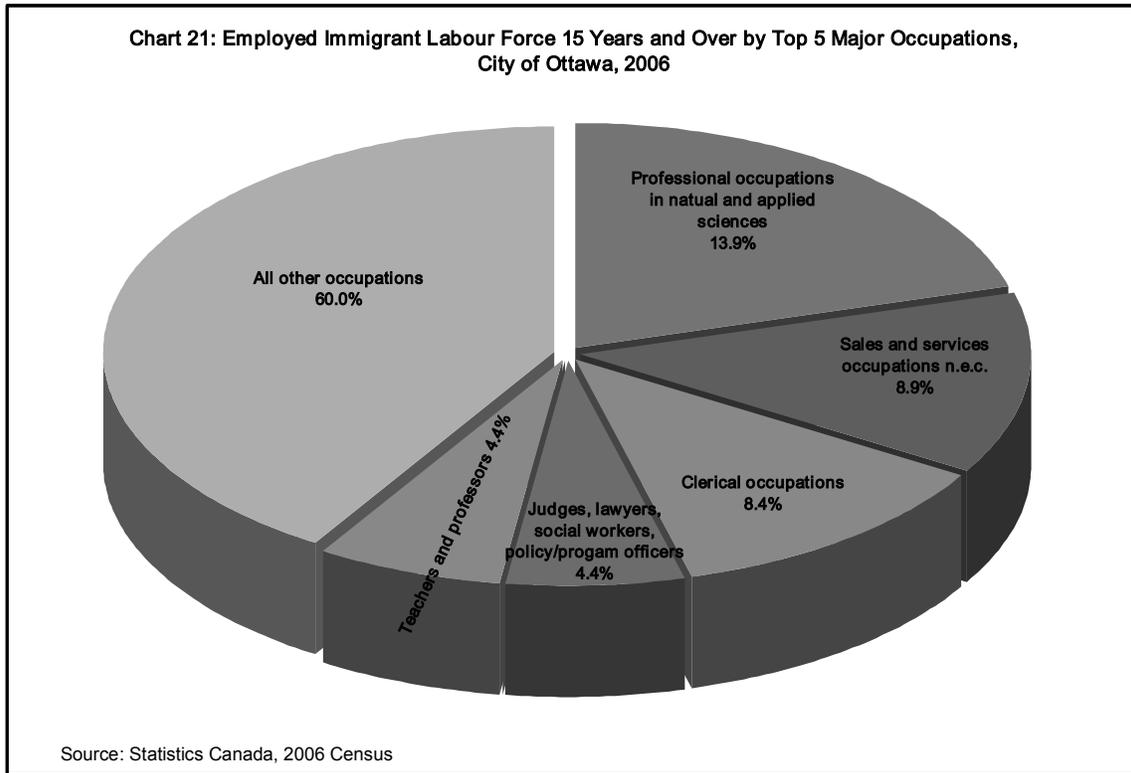
Source: Statistics Canada, 2006 Census

Recent immigrants (who arrived during the period 2001-2006) had the same five major occupations as immigrants. However, their percentages differed across several occupations. In sales and services occupations, recent immigrants had a higher representation than all immigrants (33.7% vs. 23.8%). These occupations are considered precarious employment in terms of income and working conditions, (e.g. clerks, cleaners, taxi drivers). However, as with immigrants, they were well represented in Natural and applied sciences and related occupations, at 17.6% compared to 18% for all immigrants and above the general population at 13.2%. The importance of immigrants in these occupations reflects their higher percentages of post-secondary education in related fields of study. Despite management occupations (6.4%) being the fifth major occupation for recent immigrants, their participation was significantly below the one for the total immigrant population (10.3%) and the general population (11.9%). Immigrant labour force in manufacturing occupations had lower percentages, reflecting the fact that the manufacturing sector plays a minor role in Ottawa's economic activity.

Breakdown (disaggregation) of occupation categories

The census further divides the ten occupation groups listed above into sub-categories. The analysis of data broken down by sub-occupations shows that 17 occupations represented the vast majority (60.7%) of employed immigrants in 2006. The five top disaggregated occupations included: professional occupations in natural and applied sciences (13.9%); sales and services (not classified elsewhere) (8.9%); clerical (8.4%); judges, lawyers, psychologists, social workers, minister of religion, and policy and program officers (4.4%); and, teachers and professors (4.4%). Recent immigrants exhibited higher percentages than total immigrants in both clerical occupations and teacher and professors occupations. The chart below illustrates the share of the five top disaggregated occupations for immigrants.

Chart 21: Employed Immigrant Labour Force 15 Years and Over by Top 5 Major Occupations, City of Ottawa, 2006



The following table presents the list of the 17 top major disaggregated occupations for immigrants and recent immigrants by sex.

Table 29: Employed Immigrant Labour Force by Major Occupations, City of Ottawa, 2006

Occupation	Total Immigrants		Recent Immigrants (2001-2006)		Total Immigrants		Recent Immigrants (2001-2006)	
	Number	%	Number	%	Men	Women	Men	Women
Total	104,875	100.0%	14,070	100.0%	52.8%	47.2%	53.9%	46.1%
Professional occupations in natural and applied sciences	3,440	13.9%	340	13.6%	74.1%	25.9%	79.1%	20.9%
Sales and services occupations n.e.c.	9,375	8.9%	1,880	13.4%	45.1%	54.9%	48.1%	51.9%
Clerical occupations	8,220	8.4%	1,075	7.6%	31.0%	69.0%	35.8%	64.2%
Judges, lawyers, psychologists, social workers, ministers of religion, and policy and program officers	4,590	4.4%	515	3.7%	48.8%	51.2%	40.8%	59.2%
Teachers and professors	4,570	4.4%	1,020	7.2%	44.7%	55.3%	51.5%	48.5%
Technical occupations related to natural and applied sciences	4,295	4.1%	565	3.9%	74.7%	25.3%	73.9%	26.1%
Retail salespersons and sales clerks	4,230	4.0%	670	4.8%	44.2%	55.8%	50.0%	50.0%
Professional occupations in business and finance	3,440	3.3%	340	2.4%	49.4%	50.6%	45.6%	54.4%
Specialist managers	3,210	3.1%	235	1.7%	67.8%	32.2%	57.4%	42.6%
Managers in retail trade, food and accomodation services	3,300	3.1%	350	2.5%	61.8%	38.2%	54.3%	45.7%
Other manager, n.e.c.*	2,795	2.7%	225	1.6%	65.5%	34.5%	62.2%	37.8%
Administrative and regulatory occupations	2,485	2.4%	195	1.4%	30.6%	69.4%	25.6%	74.4%
Assisting occupations in support of health services	2,420	2.3%	380	2.7%	20.2%	79.8%	25.0%	75.0%
Paralegals, social services workers and occupations in education and religion, n.e.c.	2,590	2.5%	270	1.9%	14.7%	85.3%	11.1%	88.9%
Professional occupations in art and culture	2,395	2.3%	140	1.0%	41.8%	58.2%	42.9%	57.1%
Chefs and cooks	2,350	2.2%	415	2.9%	72.8%	27.2%	69.9%	30.1%
Total Major Occupations	63,705	60.7%	8,615	61.2%				
All other occupations	41,170	28.0%	5,455	27.7%				
*n.e.c. not elsewhere classified								

Source: Statistics Canada, 2006 Census

Women's highest participation rates in the disaggregated occupations correspond with their traditional gender roles. Participation of female immigrants as a portion of the total

immigrant population in “assisting occupations in support of health services” was 79.8%. The percentage of recent female immigrants was 75.0%. The higher gender gaps were evident in technical occupations related to professional and technical occupations in natural and applied sciences. There is a 1:3 ratio of female immigrants (25.9%) to males immigrants (74.1%) in this sector. The distribution by sex was similar for recent immigrants. As well, more than one in five (20.9%) female recent immigrants worked in these occupations, compared to nearly eight in ten (79.1%) recent male immigrants. The majority (59.2%) of immigrants working as judges, lawyers, psychologists, social workers, ministers of religion and policy and program officers, were women, indicating a good level of representation in these jobs which are considered quality jobs. Female immigrants as well, were predominant in administrative and regulatory occupations (69.4%). Female recent immigrants exhibited a higher percentage in this occupation (74.4%).

Class of Workers

The analysis of the immigrant labour force by class of workers and period of immigration shows that the overwhelming majority of immigrants who are in the labour force are wage earners rather than self-employed or unpaid family workers. This is consistent with the general population. However, a slightly higher percentage of immigrants was self-employed compared to the general population. In 2006, wage earners represented 86.5% of immigrant workers and self-employed workers were 13.4% of immigrant workers (compared to 89.5% and 10.3% respectively for the general population).

The percentage of self-employment is higher for those who arrived in earlier periods of arrival (pre-1991) with those who arrived from 1991 onward more likely to be wage earners. Immigrants who participated in Social Planning Council focus³⁰ groups indicated that in many cases immigrants choose self-employment as a survival strategy for those who face barriers in the waged labour market, particularly for professionals whose credentials are not recognized. They also noted the lack of effective support services to assist their entrepreneurial success. Some of them fail because of lack of entrepreneurial skills (where they undertook self-employment because of barriers in the labour market) or because of inadequate supports to address the distinct needs of immigrant entrepreneurs (such as barriers accessing capital).

The percentage of unpaid family workers is comparable between immigrants and the general population, and across different periods of arrival.

Class of Worker	General Population		Total Immigrants		Period of Immigration							
	Number	%	Number	%	Before 1991		1991 to 1995		1996-2000		2001 to 2006	
					Number	%	Number	%	Number	%	Number	%
Wage earners	419,265	89.5%	91,425	86.5%	48,245	83.4%	15,725	89.3%	14,525	90.0%	3,135	92.5%
Self-employed	48,305	10.3%	14,140	13.4%	9,510	16.4%	1,840	10.5%	1,575	9.8%	255	7.5%
Unpaid family workers	740	0.2%	170	0.2%	90	0.2%	40	0.2%	30	0.2%	0	0.0%
Total	468,310	100.0%	105,735	100.0%	57,845	100.0%	17,605	100.0%	16,130	100.0%	3,390	100.0%

Source: Statistics Canada, 2006 Census

³⁰ Social Planning Council, 2008.

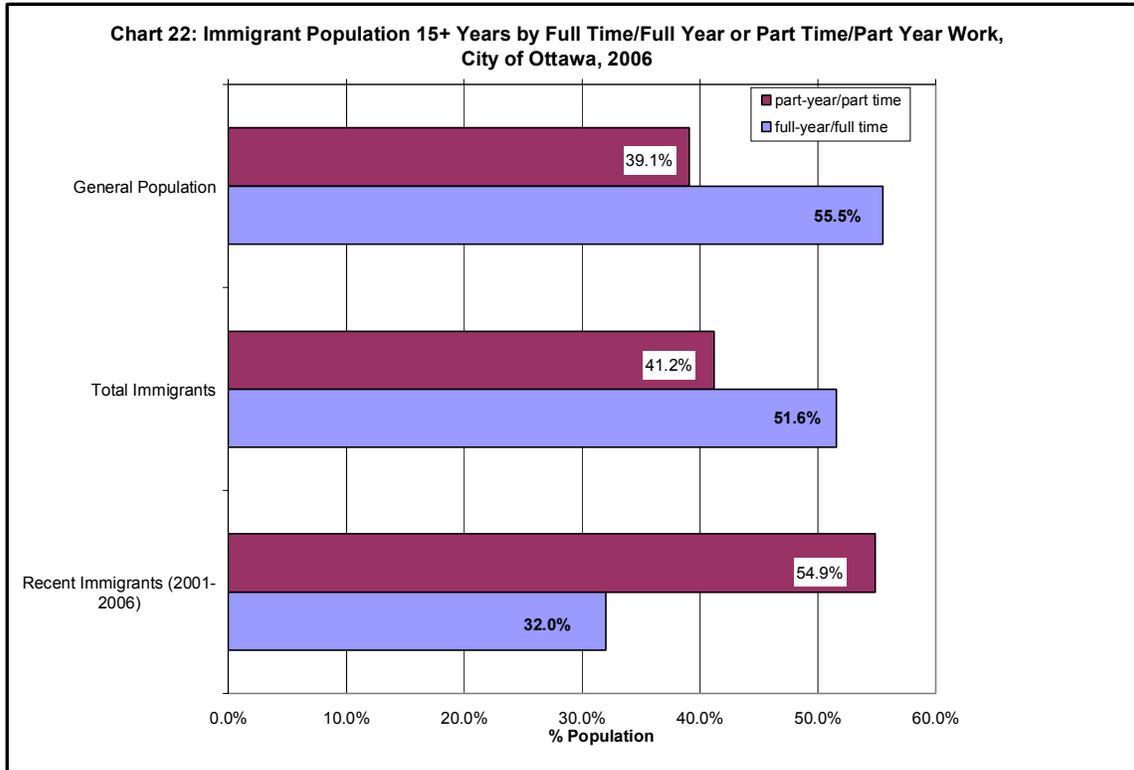
Full Time / Full Year and Part Time / Part Year Employment

The immigrant population was only four points below the percentage of the total population employed full-year/full-time (51.6% vs. 55.6%), which is a positive indicator. Recent immigrants in this category of work were just over half (32.0%). Below is the table detailing the participation of immigrants in each category of work.

We can see that immigrants, particularly recent immigrants, are overrepresented in part-year / part-time paid work. Some individuals choose to work part-time, for example some students and some parents. Others work in part-time or part-year work because they cannot find suitable full-time work. The statistics do not allow us to determine what proportion of people are working in part-time / part-year work by choice compared to those who are working part-time involuntarily because of labour market barriers. However, there is an extensive literature indicating that immigrants experience significant under-employment including involuntary part-time work. Furthermore, part-time work is associated with poorer benefits and employment security and non-traditional hours, irrespective of whether the individuals are in part-time work involuntarily or by choice.

	General Population		Total Immigrants		Recent Immigrants (2001-2006)	
	Number	%	Number	%	Number	%
Total of Workers With Income	480,515	100.0%	111,810	100.0%	14,370	100.0%
Worked full-time/-full-year	266,660	55.5%	57,695	51.6%	4,600	32.0%
Worked part-time/part-year	187,845	39.1%	46,030	41.2%	8,535	59.4%

Source: Statistics Canada, 2006 Census



Female immigrants are the most affected, particularly recent female immigrants, 64.2% of them worked part-time or part-year in 2006. Higher percentages of women in this category of work were also present in the City’s general population.

Employment Income

The median employment income of immigrants is substantially below the median income of the general population. In 2005, immigrants with employment income earned the equivalent of \$0.83 for every \$1 earned by an employed person in the general population. As the table below shows, the median employment income of immigrants was \$28,779 compared to \$34,343, a difference of 16.2%.

Table 32: Median Employment Income Immigrants* 15 Years and Over, City of Ottawa, 2005			
Population	Median Employment Income 2005	Differences with Median Employment Income of General Population (\$34,461)	
	Amount	Amount	%
General Population	\$34,343		
Total Immigrants	\$28,779	-\$5,564	-16.2%
Recent Immigrants	\$14,921	-\$19,422	-56.6%
Visible Minority Immigrants*	\$24,008	-\$10,335	-30.1%
*Data for Ottawa-Gatineau CMA (Ontario part)			
Source: Statistics Canada, 2006 Census			

Research shows that employment barriers and exclusion patterns influence immigrant employment income. Among the most vulnerable are recent immigrants, females and racialized visible minority groups. In addition, there are foreign university graduates whose credentials and professional experience are not recognized in Canada.

In the case of recent immigrants the results are even more shocking, as they earned the equivalent of less than half (\$0.43) per each \$1 of the general population's median employment income. The median employment income of recent immigrants was \$14,921 compared to \$34,343 for the general population, a difference of 56.6%. This is significantly influenced by the high rate of part time employment among recent immigrants, as identified in the previous section.

Furthermore, as we see from the table below, the median employment incomes went down from the period 2000 to 2005. This is true for the general population, for immigrants and for visible minority immigrants. However, the median employment income went down more significantly for all immigrants (-12.2%) including visible minority immigrants (-11.0%), compared to the decrease for the general population, at -1.5%. Therefore, the employment income gap between the general population and immigrants increased in the period 2000 to 2005.

Table 33: Median Employment Income Immigrants 15 Years and Over, Ottawa-Gatineau CMA (Ontario Part), 2000-2005				
Population	Median Employment Income		2000-2005 Change	
	2000	2005	Amount	%
General Population	\$34,982	\$34,461	-521	-1.5%
Total Immigrants	\$32,567	\$28,585	-3,982	-12.2%
Visible Minority Immigrants	\$26,968	\$24,008	-2,960	-11.0%
* Data for 1st. generation. Persons born outside Canada.				
Source: Statistics Canada, 2006 Census				

(Please note the level of geography for the table above is the Ottawa-Gatineau CMA (Ontario Part). The level of geography for the table preceding this one is the City of

Ottawa. Since the levels of geography are slightly different the figures are very slightly different. This does not affect the interpretation.)

Income for Full Time / Full Year and Part Time / Part Year Work

Full Time / Full Year Employment Incomes

In 2005, the median employment income of total immigrants working full-time/full-year was \$47,972, compared to \$52,635 for the general population, a negative difference of 8.9%. As we saw above, recent immigrants and visible minority immigrants incomes were even lower, at \$34,254 and \$41,066, respectively. These incomes represented a negative difference of 34.9% and 22.0%, respectively, compared to that of the general population.

Table 34: Median Employment Income of the Immigrant Population 15 Years and Over by Work Activity, City of Ottawa, 2005						
	Full-time/ Full-year	Part-time/ Part-year	Differences with Median Employment Income of General Population			
			Full-time/Full-year		Part-time/Part-year**	
	Median Income	Amount	%	Amount	%	
General Population	\$52,635	\$12,873				
Total Immigrants	\$47,972	\$14,028	-\$4,663	-8.9%	\$1,155	9.0%
Recent Immigrants	\$34,254	\$10,170	-\$18,381	-34.9%	-\$2,703	-21.0%
Visible Minority Immigrants (*)	\$41,066	\$11,470	-\$11,569	-22.0%	-\$1,403	-10.9%
* Data for Ottawa-Gatineau CMA (Ontario Part)						
**Data from Other than Full-time/Full-year						
Source: Statistics Canada, 2006 Census						

Part Time / Part Year Employment Incomes

The median employment income for total immigrants working part time / part year was \$14,028, which was 9% above that for the general population (at \$12,873). Nevertheless, the median employment incomes of recent immigrants (\$10,170) and visible minority immigrants (\$11,470) were 21.0% and 10.9% beneath that of the general population's.

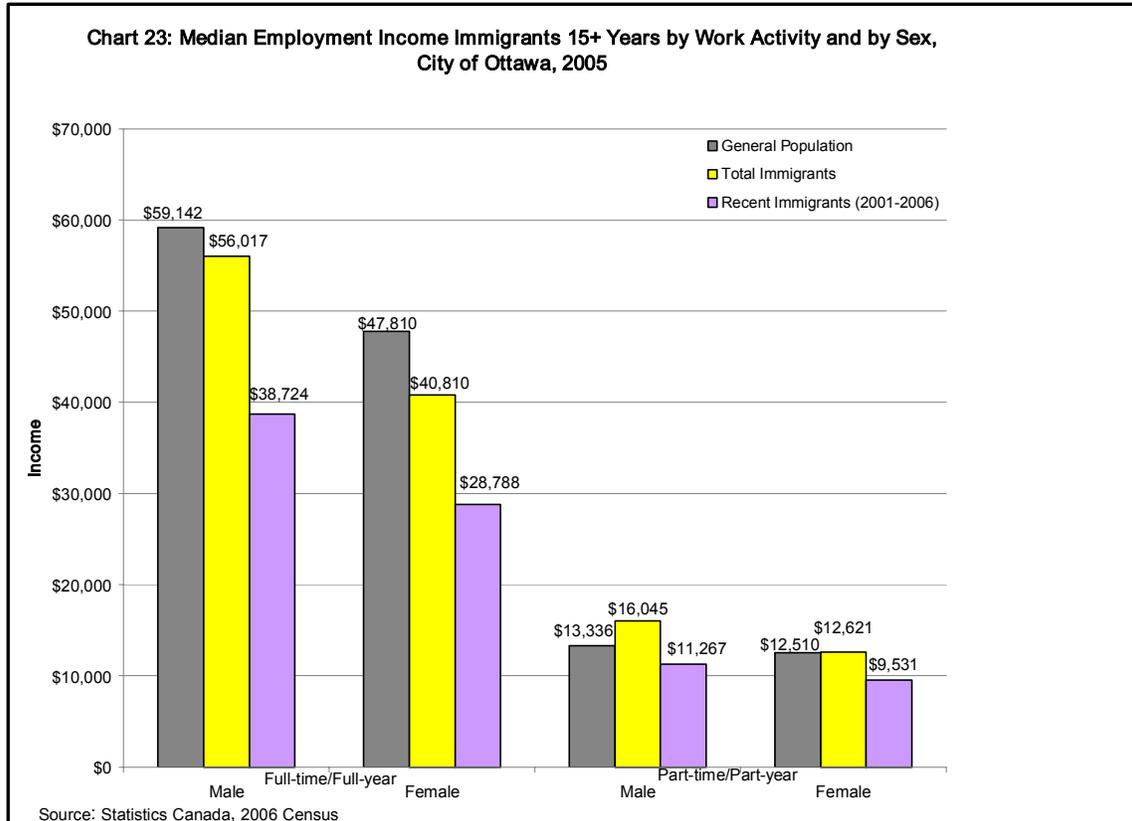
We identified above that the median employment income for immigrants and visible minority immigrants had gone down between 2000 and 2005. As we see from the table below, the median employment income for those working full-time / full-year increased in that period. The overall reduction in the median employment income, therefore, was strongly influenced by the reduction in median employment income for those working part-time/part year and by the higher percentage of part-time /part year work among recent immigrants. *(Note: the geography for the table below is the Ottawa-Gatineau CMA (Ontario Part))*

	Full-Time/Full-year			Part-time/Part-year**		
	Median Employment Income		2000-2005 Change Rate	Median Employment Income		2000-2005 Change Rate
	2000	2005		2000	2005	
General Population	\$50,145	\$52,265	4.2%	\$13,371	\$11,655	-12.8%
Total Immigrants	\$47,307	\$48,244	2.0%	\$14,560	\$12,021	-17.4%
Visible Minority Immigrants	\$40,330	\$41,066	1.8%	\$13,297	\$11,470	-13.7%
* Data for 1st. Generation. Persons born outside Canada						
** Data for Other than Full-time/Full-year						
Source: Statistics Canada, 2006 Census						

Employment Income by Sex

The analysis of immigrants' median employment income by sex shows gender inequalities that affect women. Median incomes for immigrant women were largely below that of men for each immigrant population group, which confirms the income gender gap trend within the general population. Female recent immigrants had the lowest incomes in both, full-time/full-year and part-time/part-year work groups. The table below presents the information on the distribution of the median employment income of the immigrant population by sex

Population	Work Activity				Income Differences (%)	
	Full-time/Full-year		Part-time/Part-year		Male/ Females	
	Male	Female	Male	Female	Full-time/Full-year	Part-time/Part-year
General Population	\$59,142	\$47,810	\$13,336	\$12,510	-19.2%	-6.2%
Total Immigrants	\$56,017	\$40,810	\$16,045	\$12,621	-27.1%	-21.3%
Recent Immigrants (2001-2006)	\$38,724	\$28,788	\$11,267	\$9,531	-25.7%	-15.4%
Source: Statistics Canada, 2006 Census						



Employment Income of Visible Minority Immigrant Groups

In recent years there has been an increasing focus on differential income levels for visible minority residents. Visible minority immigrants had a median employment income of \$24,008, which was below that of immigrants in general (\$28,585) and significantly below the general population (\$34,343). In 2005, visible minority immigrants earned the equivalent of \$0.70 for every \$1 of the general population’s median employment income.

Median incomes varied significantly across different visible minority immigrant groups. Incomes of the Japanese, Chinese, South Asian, Southeast Asian and Filipino visible minority groups surpassed the median employment income of all visible minority immigrants in 2005 (\$24,008). However, only the Japanese employment median income (\$44,854) was higher than the general population’s (\$34,343). The groups that exhibited the highest income differences compared to the general population median employment income were the West Asian (-38.9%), the Arab (-24.7%) and the Black (-15.1%) population groups. The table below presents the median employment incomes of all visible minority groups and the income differences among them.

Reduction in Median Employment Income from Visible Minority Residents 2000 to 2005

During the period 2000-2005, visible minority immigrants experienced a loss of employment income, from \$26,968 in 2000 down to \$24,008 in 2005. Further research is necessary to determine the reasons for the drop in median employment income over this

period, but it is likely related to the downturn in major industry sectors including high technology (with a significant loss of technology manufacturing jobs just after the 2001 census combined with a significant loss of high income high tech jobs leading up to the 2005 census). Two groups saw their median employment incomes increase during the 2001 – 2005 period, specifically the Japanese group (with a 60% increase) and the Latin American group (with a modest 1.6% increase).

Table 37: Visible Minority Immigrants* 15 Years and Over with Employment Income Total Work Activity, Ottawa-Gatineau CMA (Ontario Part), 2000-2005			
Visible Minority Groups	Median Employment Income		2000-2005 Change Rate
	2000	2005	
Total Visible Minority Immigrants Income	\$26,968	\$24,008	-11.0%
Chinese	\$32,767	\$30,719	-6.3%
South Asian	\$33,713	\$28,984	-14.0%
Black	\$22,460	\$20,391	-9.2%
Filipino	\$26,295	\$25,528	-2.9%
Latin American	\$22,267	\$22,620	1.6%
Southeast Asian	\$29,552	\$26,591	-10.0%
Arab	\$21,495	\$18,070	-15.9%
West Asian	\$22,491	\$14,680	-34.7%
Korean	\$28,051	\$22,888	-18.4%
Japanese	\$28,027	\$44,854	60.0%
* Data for 1st generation. Persons born outside Canada.			
Source: Statistics Canada, 2006 Census			

Chart 38: Visible Minority Immigrants* 15 Years and Over, Employment Income Differences by Visible Minority Group, Ottawa-Gatineau CMA (Ontario Part), 2005			
Visible Minority Groups	Median Employment Income 2005	Income Differences with Total Visible Minority Immigrants Income (\$24,008)	
		Amount	%
Total Visible Minority Immigrants Income	\$24,008		
Chinese	\$30,719	\$6,711	28.0%
South Asian	\$28,984	\$4,976	20.7%
Black	\$20,391	-\$3,617	-15.1%
Filipino	\$25,528	\$1,520	6.3%
Latin American	\$22,620	-\$1,388	-5.8%
Southeast Asian	\$26,591	\$2,583	10.8%
Arab	\$18,070	-\$5,938	-24.7%
West Asian	\$14,680	-\$9,328	-38.9%
Korean	\$22,888	-\$1,120	-4.7%
Japanese	\$44,854	\$20,846	86.8%
* Data for 1st generation. Persons born outside Canada.			
Source: Statistics Canada, 2006 Census			

In 2005, six out of ten visible minority groups working full-year/full-time had a higher median employment income than the total visible minority immigrants (\$41,066). They included the West Asian, South Asian, Korean, Chinese and Japanese visible minority groups. These groups had higher incomes in the order of 1.2% to 55.9%. The visible minority groups that experienced lower incomes were the Black, Arab, Southeast Asian, Latin American and Filipino. Their incomes were lower, ranging from -6.3% to -22.3%. The same trend was observed on the part-time/part-year³¹ work activity. Only three out of ten visible minority groups had incomes below the median employment income of total visible minority immigrants (\$11,470), in this work activity. These were the West Asian (-23.9%), Arab (-12.4%) and Black (-11.4%) communities. Among the visible minority groups with higher incomes were the Filipino (30.6%), Southeast Asian (22.9%) and Japanese (19.1%) visible minority groups, who reached the highest income levels. The table below shows the median employment income differences among all visible minority groups.

³¹ Data from Employment Income of Other than Full Year, Ottawa-Gatineau (Ontario Part)

Visible Minority Groups	Median Employment Income 2005		Income Differences with Total Median Income			
	Full-time/Full-year	Part-time/Part-year**	Full-time/Full year (\$41,066)		Part-time/Part-year (\$11,470)	
			Amount	%	Amount	%
	Total Median Income	\$41,066	\$11,470			
Chinese	\$53,211	\$12,332	\$12,145	29.6%	\$862	7.5%
South Asian	\$48,693	\$12,909	\$7,627	18.6%	\$1,439	12.5%
Black	\$38,468	\$10,168	-\$2,598	-6.3%	-\$1,302	-11.4%
Filipino	\$31,888	\$14,977	-\$9,178	-22.3%	\$3,507	30.6%
Latin American	\$34,772	\$12,640	-\$6,294	-15.3%	\$1,170	10.2%
Southeast Asian	\$34,880	\$14,096	-\$6,186	-15.1%	\$2,626	22.9%
Arab	\$36,389	\$10,046	-\$4,677	-11.4%	-\$1,424	-12.4%
West Asian	\$41,569	\$8,731	\$503	1.2%	-\$2,739	-23.9%
Korean	\$49,663	\$12,357	\$8,597	20.9%	\$887	7.7%
Japanese	\$64,005	\$13,665	\$22,939	55.9%	\$2,195	19.1%

*1st. generation. Persons born outside Canada.
**Data for Other than Full-year/Full-time
Source: Statistics Canada, 2006 Census

The analysis of median employment incomes by visible minority immigrants shows a sharp decline for part-time/part-year work during the period 2000-2005. As well during this period, the median employment income for full-time/full-year work dropped for most of the visible minority groups. Exceptions were the Japanese, Black, Chinese, Latin American and Filipino visible minority groups. On part-time/part-year work activity, the decrease of the median employment income affected all visible minority groups, with the exception of the Latin American group. The groups that experienced a major reduction of income were the Korean, West Asian, South Asian and Filipino communities.

Visible Minority Groups	Full-time/Full-year		2000-2005 Change Rate	Part-time/Part-year**		2000-2005 Change Rate
	Median Employment Income			Median Employment Income		
	2000	2005		2000	2005	
	Total Income Visible Minorities	\$40,330	\$41,066	2.0%	\$13,297	\$11,470
Chinese	\$49,942	\$53,211	6.5%	\$14,532	\$12,332	-15.1%
South Asian	\$52,528	\$48,693	-7.3%	\$16,315	\$12,909	-20.9%
Black	\$33,581	\$38,468	14.6%	\$11,230	\$10,168	-9.5%
Filipino	\$31,428	\$31,888	1.5%	\$17,592	\$14,977	-14.9%
Latin American	\$33,687	\$34,772	3.2%	\$12,315	\$12,640	2.6%
Southeast Asian	\$37,981	\$34,880	-8.2%	\$14,449	\$14,096	-2.4%
Arab	\$36,897	\$36,389	-1.4%	\$11,011	\$10,046	-8.8%
West Asian	\$44,855	\$41,569	-7.3%	\$11,247	\$8,731	-22.4%
Korean	\$56,282	\$49,663	-11.8%	\$22,429	\$12,357	-44.9%
Japanese	\$48,588	\$64,005	31.7%	\$15,708	\$13,665	-13.0%

*1st. generation. Persons born outside Canada.
**Data for Other than Full-year/Full-time
Source: Statistics Canada, 2006 Census

Labour Market Challenges Despite the Assets

It has been well documented that despite the significant assets of immigrants in relation to the economy and the labour market, they continue to experience economic exclusion. As explained in the first section of this report, despite the economic importance of its immigrant population, Ottawa continues to lose immigrants as a result of social and economic barriers. Among the main contributing factors of failure to retain immigrants are the lack of adequate employment, access to affordable housing and systemic discrimination.³² A recent study from the University of British Columbia found that “in some cases, applicants are being turned down for an interview because of their name, even if they are the better hire.”³³ As well, the fact that credentials of some source countries are accepted in Canada and others are not, led to a research statement that “the value of foreign earned credentials is filtered through the racial attitudes of employers.”³⁴ On the other hand, employers lack knowledge and background to understand qualifications acquired in other countries and would benefit from this type of information. For more details on the factors that contribute to the economic exclusion of immigrants, see the series of reports by the Social Planning Council of Ottawa, published from 2006 to 2008 within the project “Communities Within: Inclusion and Exclusion of Visible and Ethnic Minority Residents in Ottawa” (available on the internet at www.spcottawa.on.ca).

³² Federation of Canadian Municipalities, 2009, pg.8.

³³ Karp, David, *Non-anglo names barrier for job hunters: Study*, University of B.C, Professor Paul Oreopoulos. Vancouver Sun, May 20, 2009.
<http://www.vancouversun.com/Business/anglo+names+barrier+hunters+Study/1613675/story.html>

³⁴ Karen D. Sadiq, *Race, Ethnicity and Immigration in the Workplace: Visible Minority Experiences and Workplace Diversity Initiatives*. Immigration and the Intersections of Diversity. Metropolis. Spring 2005. pg.63.

Incomes, Poverty and Housing Affordability

The previous section highlighted the disparities in labour market outcomes for immigrants, including lower employment earnings on average. This section examines income levels from all sources of income and for different groups within the immigrant population. As well, it examines the incidence of poverty among immigrants and highlights the challenges of housing affordability related to the incidence of low income.

Census data presents a worrisome scenario of income inequalities affecting the economic inclusion of immigrants and thus the economic development of the City. The most affected are recent immigrants and visible minority immigrants.

The median income of immigrants has declined in the last decade and the percentage of immigrants living below low-income levels has increased, severely impacting children and youth. Income levels are significantly related to labour market outcomes, including employment incomes. As we saw in the previous chapter, the median employment income of immigrants lost significant ground between 2000 and 2005. This precarious income situation contributes to the enlarged numbers of immigrants identified as working poor with multiplying effects on poverty levels on their children and youth. Overall income levels are also affected by access to other sources of income such as government transfers and to family and demographic structures. Income policies to ensure adequate standards of living for those working and those not working will benefit all low income residents, including low income immigrants. The economic well being of Ottawa's diverse families is strongly linked to labour market policies as well as family policies. These could make a difference on achieving better income results.

Sources of Income

In 2005,³⁵ employment income, particularly wages was the main source of income for immigrants (74%). Self-employment income was 6.3%, which was above the general population's percentage at 5.9%. The particulars with respect to employment income were discussed at length in the previous thematic section.

In 2005, the percentage of government transfers was 10.4% for immigrants compared to 7.3% for the general population. This reflects the fact that there is a higher percentage of seniors in the immigrant population, and higher percentages of children and youth among recent immigrants. These facts are reflected in higher percentages of Canada Pension Plan (CPP) benefits in 2005 for immigrants (3.0%) than for the general population (2.6%). Government transfers for Old Age Security are also higher for immigrants (2.9%) than for the general population (1.9%). As well, in 2005, immigrants received higher percentages of child benefits (1.4%) than the general population (0.7%), affirming the facts that immigrant families, particularly recent immigrants, are more likely to have children compared to families in the general population, and are overrepresented among

³⁵ Data for Ottawa-Gatineau (Ontario Part)

the working poor. This indicates the importance of immigrant services helping families to apply for benefits for which they are eligible.

	General Population	Total Immigrants
Labour Market Income	92.7%	89.6%
Employment income	77.9%	74.0%
Wages and salaries	72.0%	67.7%
Self-employment income	5.9%	6.3%
Government Transfer Payments	7.3%	10.4%
Old Age Security pensions and guarantee income supplement	1.9%	2.9%
Canada/Quebec Pension Plan benefits	2.6%	3.0%
Child benefits	0.7%	1.4%
Employment Insurance benefits	0.8%	0.9%
Other income from government sources	1.4%	2.2%

Source: Statistics Canada, 2006 Census

Incomes of Individuals

The median income³⁶ of immigrants exhibits severe inequalities, particularly for recent immigrants and visible minority immigrants. Research has found that in the past (for immigrants who arrived in the 1960s and 70s), immigrant incomes tended to equal or surpass those of the general population after 20 or 30 years, but this pattern no longer exists.

In 2005, the median income of immigrants 15 years and over was 21.3% below the median income of the general population of the City (\$25,994 compared to \$33,023). In the case of recent immigrants and visible minority immigrants, the difference rose to 59.1% and 39.2%, respectively (\$13,517 and \$20,076 respectively).

Population	Median Income			Immigrant Population Income Differences with General Population Income (\$33,023)		Male and Female Immigrant Income Differences with General Population Incomes by Sex	
	Total	Male	Female	Amount	%	Males (\$40,383)	Females (\$27,627)
General Population	\$33,023	\$40,383	\$27,627				
Total Immigrants	\$25,994	\$33,819	\$20,578	-\$7,029	-21.3%	-16.3%	-25.5%
Recent Immigrants (2001-2006)	\$13,517	\$16,634	\$11,396	-\$19,506	-59.1%	-58.8%	-58.8%
Visible Minority Immigrants*	\$20,076	\$33,422	\$20,244	-\$12,947	-39.2%	-17.2%	-26.7%

* Data for 1st. Generation. Persons-born outside Canada. Ottawa-Gatineau CMA (Ontario Part)
Source: Statistics Canada, 2006 Census

³⁶ Median income of individuals or families is that amount which divides their income size distribution into two halves. That is, the incomes of the first half of the families and non-family persons are below the median, while those of the second half are above the median. We choose to use the median income instead of the average income to analyze income inequality, because in the average income high earners can bring the average up.

The median income of immigrant men was just slightly higher than the median income of the general population (both sexes.) As we see from the table above, median income differences by sex are profoundly deeper for all female workers in the City. At \$20,758, the median income of female immigrants was 25.5% below that of immigrant men (\$33,819) and the general population (\$33,023). Furthermore, when comparing the median income of recent female immigrants with the one for the general female population, the negative difference climbs to 58.8%.

For all immigrants with university degrees living in the City, the median income was \$49,714. This was 20.5% below the median income for Canadian born residents (non-immigrants) with comparable levels of education (\$62,566). In the case of recent immigrants who arrived during the period 2001-2006, the ratio decreased 57.4% (\$26,740).³⁷

As we see from the table below, income data disaggregated by visible minority groups shows a decrease of individual median incomes overall during the period 2000-2005. The situation varied significantly for different groups within the visible minority category. A few of the individual groups saw increases - the Black, Latin American and Japanese visible minority groups. Yet their incomes were still below the median income of all visible minority groups (\$20,076), with the exception of the Japanese group. Some visible minority groups saw their median income decrease during the period 2000-2005 but they still had incomes above the median income of total visible minorities in 2005. This was the case of the South Asian (\$24,664), Filipino (\$24,457), Southeast Asian (\$23,542) and Chinese (\$21,723) visible minority groups. The income of the Japanese visible minority group experienced the highest increase during the period 2000-2005 (42.9%) and was 28.9% above the median income of total visible minorities. The table below presents visible minority median incomes in all groups and the differences among them. The West Asian group had the lowest median income.

Visible Minority Groups	Median Income		2000-2005 Change Rate
	2000	2005	
Total Visible Minority Immigrants Income	\$22,507	\$20,076	-10.8%
Chinese	\$27,055	\$21,723	-19.7%
South Asian	\$28,820	\$24,664	-14.4%
Black	\$19,371	\$19,995	3.2%
Filipino	\$25,508	\$24,457	-4.1%
Latin American	\$19,348	\$19,617	1.4%
Southeast Asian	\$24,001	\$23,542	-1.9%
Arab	\$16,819	\$15,337	-8.8%
West Asian	\$17,227	\$13,865	-19.5%
Korean	\$18,944	\$16,252	-14.2%
Japanese	\$18,117	\$25,882	42.9%
*1st. generation. Persons born outside Canada.			
Source: Statistics Canada, 2006 Census			

³⁷ Community Foundation of Canada. *Ottawa's Vital Signs 2008: The City's Annual Checkup*. pg. 17

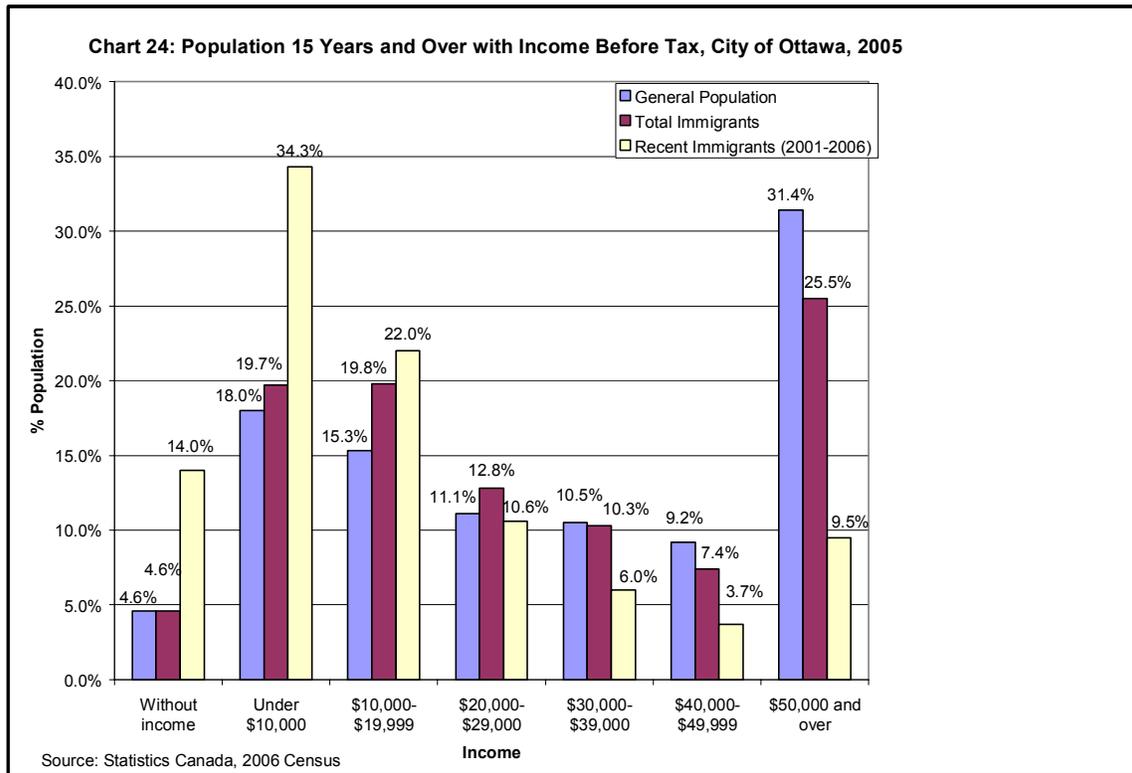
Table 44: Visible Minority Immigrants* 15 Years and Over Median Income Differences by Visible Minority Group, Ottawa-Gatineau CMA (Ontario Part), 2005			
Visible Minority Groups	Median Income 2005	Differences with Median Income of Total Visible Minorities in 2005 (\$20,076)	
	Amount	Amount	%
Total Visible Minority Immigrants Income	\$20,076		
Chinese	\$21,723	\$1,647	8.2%
South Asian	\$24,664	\$4,588	22.9%
Black	\$19,995	-\$81	-0.4%
Filipino	\$24,457	\$4,381	21.8%
Latin American	\$19,617	-\$459	-2.3%
Southeast Asian	\$23,542	\$3,466	17.3%
Arab	\$15,337	-\$4,739	-23.6%
West Asian	\$13,865	-\$6,211	-30.9%
Korean	\$16,252	-\$3,824	-19.0%
Japanese	\$25,882	\$5,806	28.9%
*1st. generation. Persons born outside Canada.			
Source: Statistics Canada, 2006 Census			

Income Stratification of Individuals

There is an individual income polarization that shows a high concentration of the immigrant population in low income groups, which is even higher among recent immigrants. In 2005, 39.5% of total immigrants and 56.3% of recent immigrants had incomes below \$20,000 (not including those with no income), compared to 33.3% in the general population. In addition, the percentage of recent immigrants in this income bracket was double percentage for the total population.

On the other extreme, we find the population with incomes \$50,000 and over. One quarter (25.5%) of total immigrants are in this income group in comparison with one third (31.4%) of the total population. More labour market opportunities for immigrants, who arrived four decades ago mainly from Western European countries, influenced these findings. It is a different picture for recent immigrants who are mainly from other regions, showing that only 9.5% of them had incomes of \$50,000 and over in 2005. An important factor is that they are still in the settlement process and establishing themselves in the labour market. As well, recent immigrants are entering a labour market which is quite different from the post-war labour market of four decades ago.

Ottawa's population 15 years and over without an income included 14% of recent immigrants in 2005. This percentage is more than three times that of the general population, at 4.6%.



Seniors Income

The median income for total immigrant seniors increased by 6.8% between 2000 and 2005 (see table below). Despite this increase, the median income of immigrant seniors' (\$24,080) was still 19.8% below that for seniors in the general population (\$30,022).

Historical analysis indicates that early immigrants - mainly from Western European countries – integrated more easily into the labour market than recent immigrants. This would affect their incomes in their senior years. As well, immigrants who arrived in their late working years may have no significant contribution to CPP.

Table 45 : Median Income Immigrant* Population 65 Years and Over, Ottawa-Gatineau CMA (Ontario Part), 2000-2005				
Seniors 65+	Median Income		2000-2005 Income Change	
	2000	2005	Amount	%
General Population	\$27,529	\$30,022	\$2,493	9.1%
Total Immigrants	\$22,550	\$24,080	\$1,530	6.8%
Visible Minority Immigrants	\$16,581	\$15,363	-\$1,218	-7.3%
* Data 1st. Generation. Persons born outside Canada				
Source: Statistics Canada, 2006 Census				

Visible minority immigrant seniors 65 years and over are at a higher disadvantage within the immigrant population in terms of median income. During the period 2000-2005 their median income decreased by 7.3%. In 2005, the median income of visible minority immigrant seniors (\$15,363) was 36.2% below the one for their counterparts in the total immigrant population (\$24,080). Their income was also 48.8% lower than seniors' median income in the general population of the City (\$30,033)³⁸.

The median incomes for seniors varied significantly across different visible minority groups. As the table below shows, some groups saw increase in the period 2000 to 2005, while some saw decreases. South Asian seniors had the highest median income, while Chinese seniors had the lowest median income.

Table 46a: Median Income Visible Minority Immigrants* 65 Years and Over, Ottawa-Gatineau (CMA), 2000-2005				
Visible Minority Group	Median Income		2000-2005 Change	
	2000	2005	Amount	%
Total Visible Minority Immigrants Median Income	\$16,581	\$15,363		
Chinese	\$15,133	\$13,711	-\$1,422	-9.4%
South Asian	\$22,993	\$24,732	\$1,739	7.6%
Black	\$18,651	\$19,411	\$760	4.1%
Filipino	\$14,634	\$14,517	-\$117	-0.8%
Latin American	\$16,639	\$14,313	-\$2,326	-14.0%
Southeast Asian	\$13,882	\$13,860	-\$22	-0.2%
Arab	\$14,633	\$14,423	-\$210	-1.4%
West Asian	\$0	\$14,281	n/a	
Korean	\$0	\$0	n/a	
Japanese	\$0	\$0	n/a	
*Data for 1st generation. Persons born outside Canada.				
Source: Statistics Canada, 2006 Census				

³⁸ The Council of Aging of Ottawa, *Housing Seniors: Choices, Challenges and Solutions*. August, 2008. p.g11

Table 46b: Visible Minority Immigrants* 65 Years and Over, Median Income Differences by Visible Minority Group, Ottawa-Gatineau CMA (Ontario Part), 2005			
Visible Minority Group	2005	Income Differences with Visible Minority Immigrants Total Income (\$15,363)	
		Amount	%
Total Visible Minority Immigrants Median Income	\$15,363		
Chinese	\$13,711	-\$1,652	-10.8%
South Asian	\$24,732	\$9,369	61.0%
Black	\$19,411	\$4,048	26.3%
Filipino	\$14,517	-\$846	-5.5%
Latin American	\$14,313	-\$1,050	-6.8%
Southeast Asian	\$13,860	-\$1,503	-9.8%
Arab	\$14,423	-\$940	-6.1%
West Asian	\$14,281		
Korean	\$0		
Japanese	\$0		
*Data for 1st generation. Persons born outside Canada.			
Source: Statistics Canada, 2006 Census			

Incomes of Households and Families³⁹

There was a reduction of the median income of economic immigrant families. During the period 2000-2005 the median income of immigrant economic families fell by 1.4% from \$73,391 to \$72,360. The median income of immigrant families was below the median income of general population families. The gap increased from \$11,041 (13.1%) in 2000 to \$14,332 (16.5%) in 2005.

Recent immigrant families were in an even more difficult situation. Their median income dropped 18.3% between the years 2001-2005 (from \$51,688 to \$42,219). Moreover, in 2005 recent immigrants income was 41.7% (\$30,141) below the median income of total immigrants. The decrease in relation with general population families' median income was even higher (51.3% or \$44,473).

³⁹ This chapter uses Economic Family as a definition. Economic families refer to a group of two or more persons who live in the same dwelling and are related to each other by blood, marriage, common-law or adoption.

Table 47: Median Income Economic Families by Immigrant* Status, Ottawa-Gatineau CMA (Ontario Part), 2000-2005				
Families	Median Income		2005 Income Change (%)	
	2000	2005	Amount	%
All economic families	\$84,432	\$86,692	\$2,260	2.7%
Total Immigrants	\$73,391	\$72,360	-\$1,031	-1.4%
* Data for 1st. Generation. Persons born outside Canada.				
Source: Statistics Canada, 2006 Census				

As the table below shows, there is a sharp decline in the median income of immigrant families according to their period of immigration. Research findings indicate that the income gap has increasingly widened through the 1980s and 1990s, raising questions about whether immigrants would ever 'catch up' to the incomes of the general population. The median income of immigrant families who arrived before 1980 was higher than the median income of the general population. By contrast, the median income of families who arrived after 1981 were consistently lower. The median income of families who arrived in the period 1996 – 2000 was \$19,179 less than the median income of all economic families. The median income of families who arrived in the period 2001 – 2004 (\$42,219) was less than half of the median income of all economic families (\$86,692).

Table 48: Median Income Immigrant* Economic Families by Period of Arrival, Ottawa-Gatineau CMA (Ontario Part), 2005	
Period of Arrival	Median Income
All Economic Families Median Income in 2005	\$86,692
Before 1961	\$82,541
1961-1970	\$91,991
1971-1980	\$87,995
1981-1990	\$66,742
1991-1995	\$61,658
1996-2000	\$67,513
2001-2004	\$42,219
*Data for 1st. Generation. Persons born outside Canada	
Source: Statistics Canada, 2006 Census	

Within the structure of the economic family and consistent with the general population, immigrant couple families exhibited the highest median incomes of all family types, even though they experienced a small reduction in the period 2000 to 2005.

There was a modest increase of the median income of lone-parent families. Male-lone parent families' median income, increase from \$57,685 to \$60,342 during this period. As well, median income for families headed by women changed from \$35,353 to \$37,656. However, 2005 lone-parent families' income was significantly lower than that of couple families. The differences were -25.6% and -53.6% for male and female lone-parent families, respectively. The most affected with lower incomes were families headed by women, whose income in 2005 was \$37,656. Male-lone parent income was \$60,342. The lack of access to affordable childcare and flexible work hours are significant challenges for lone parent families.

Type of Family	Median Income		2000-2005 Income Change	
	2000	2005	Amount	%
Couple economic families	\$81,953	\$81,077	-\$876	-1.1%
Male lone-parent families	\$57,685	\$60,342	\$2,657	4.6%
Female lone-parent families	\$35,353	\$37,656	\$2,303	6.5%
Other economic families	\$53,940	\$47,013	-\$6,927	-12.8%

* Data for 1st. Generation. Persons born outside Canada.
Source: Statistics Canada, 2006 Census

Incidence of Low Income

Statistics Canada, constructs the Low Income Cut-Off (LICO) as the income thresholds below which families and households are likely to spend 20% more of their gross income on food, shelter and clothing, than would the average Canadian household. Those below the LICO are likely to spend 55% of their before tax income on food, shelter and clothing. The table below provides the incomes of different-sized families in Ottawa that can be considered to be living with low income. 2006 was the first time Statistics Canada provided information on the LICO before tax and after tax. Comparison with previous years are appropriate with the before tax income.

Family Size	1	2	3	4	5	6	7
2005 Low Income Cut Offs Before Tax	20,778	25,867	31,801	38,610	43,791	49,389	54,987
2005 Low Income Cut Offs After Tax	17,219	20,956	26,095	32,556	37,071	41,113	45,155

Source: Statistics Canada, Catalogue No.75F002MIE

Immigrants face a widening gap with respect to the incidence of low incomes, based on LICO Cut-offs (see table below). In 2005, the incidence of low income after tax for total immigrants (18.1%) surpassed that of the general population (12.3%). The incidence of low income for recent immigrants was 37.0%.

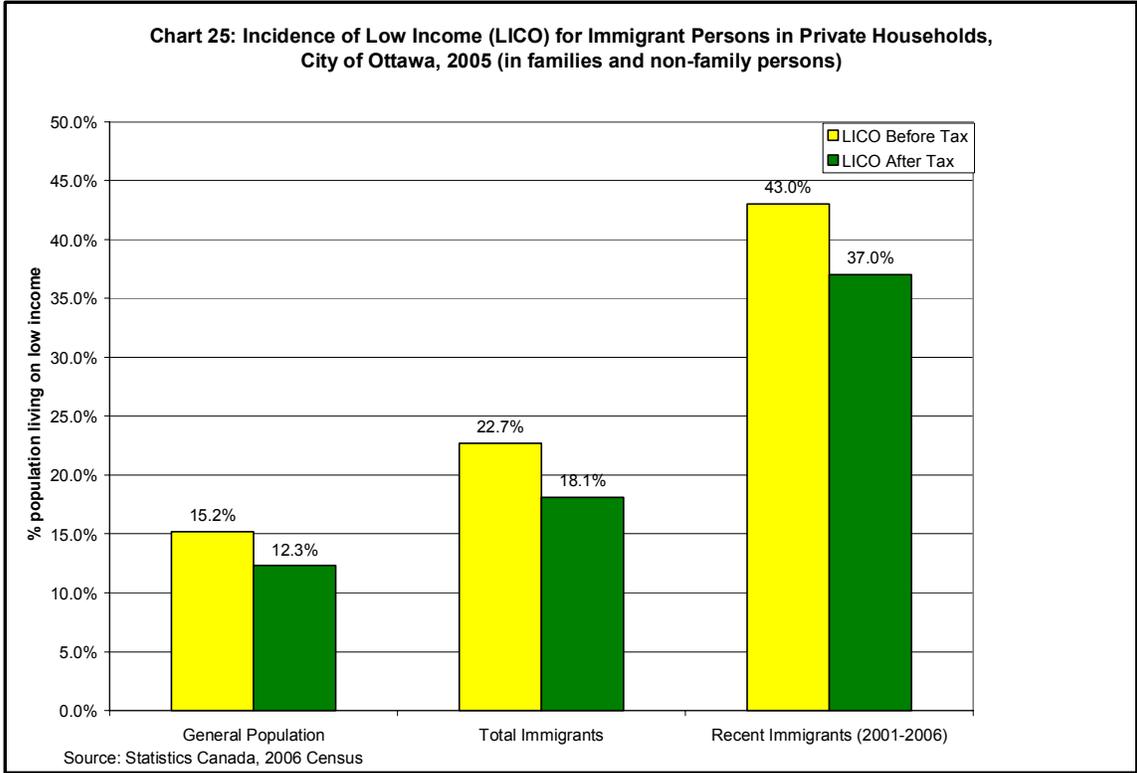
The most affected were children under six, with a 43.7% incidence of low income after tax, more than double that of all immigrants. The proportion for recent immigrant children under six was very close to the proportion of total immigrant children (44.0%).

8.9% of immigrant seniors 65 years and over were living with low income. For recent immigrant seniors the percentage of low income (25%) was triple that of all immigrant seniors.

Improvements through the tax system were small but notable.

The following chart illustrates the incidence of low income on the total immigrant population, before and after tax, with the highest impact on recent immigrants.

Table 50: Immigrant individuals, Children and Seniors Living on Low Income, City of Ottawa, 2005					
	Number in Low Income Before Tax	Incidence of Low Income Before Tax (%)	Number in Low Income After Tax	Incidence of Low Income After Tax (%)	% improvement Through Tax Measures
Total Immigrants					
Persons in private households*	40,370	22.7%	32,189	18.1%	4.6%
Individuals aged under 6	959	48.7%	861	43.7%	5.0%
Individuals aged 65 and over	4,660	15.1%	2,747	8.9%	6.2%
Recent Immigrants (2001-2006)					
Persons in private households*	12,691	43.0%	10,921	37.0%	6.0%
Individuals aged under 6	960	49.0%	862	44.0%	5.0%
Individuals aged 65 and over	331	29.0%	285	25.0%	4.0%
* in families and non-family persons					
Source: Statistics Canada, 2006 Census					



The analysis of the impact of low income on immigrants by period of arrival shows a trend of higher rates of poverty for those who arrived most recently, with lower rates for each of the preceding periods of arrivals. Immigrants who arrived before 1991 had a 14.3% incidence of poverty (before tax) compared to recent immigrants who arrived since 2001, who had an incidence of poverty of 43.4%. (See the table below).

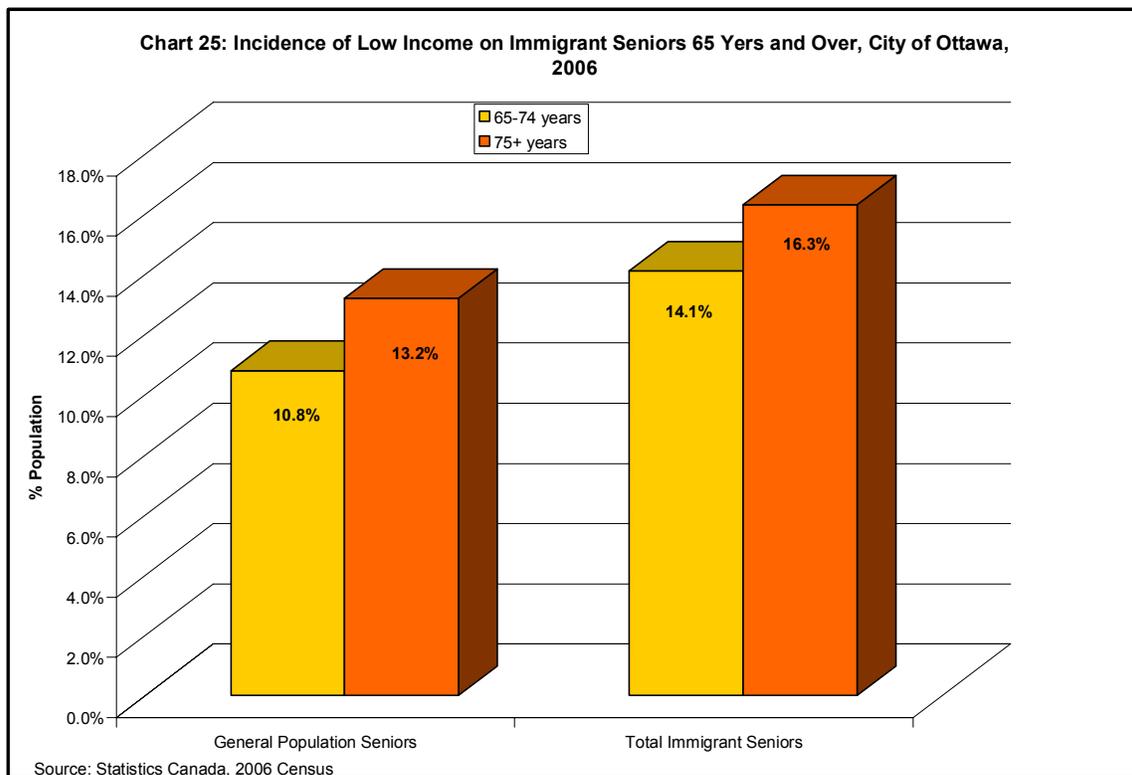
Table 51: Immigrant Population in Private Households by Low Income and Period of Arrival Before Tax, City of Ottawa, 2005		
	Number in Low Income Before Tax	Incidence of Low Income*
General Population	121,405	15.2%
Total Immigrants	40,440	22.7%
Before 1991	13,655	14.3%
1991 to 1995	6,875	26.4%
1996 to 2000	7,090	26.7%
2001 to 2006	12,820	43.4%
*Percentages calculated by the Social Planning Council		
Source: Statistics Canada, 2006 Census		

Data of low income before tax by age group highlights the severe impact on children, youth and seniors.

Children below 15 years old had an incidence of low income before tax of 41.8%, twice that exhibited by the general population (19.2%). Immigrant youth and youth in the general population aged 15-24 exhibited considerably higher incidences of poverty (39.8% and 23.7%, respectively). Seniors 75 years and over also had an incidence of low income of 16.3%, above that of the general population (13.2%). Among the working population, the most affected by low income were in the age groups 25-34 (27.5%) and 35-44 (23.0%). Their incidence of low income was also higher compared to the percentages in the general population for the same age groups (16.0% and 13.2%, respectively). The table below presents the incidence of low income before tax for the immigrant population by age groups.

Table 52: Population in Private Households by Immigrant Status, by Age and Low Income Before Tax, City of Ottawa, 2005				
Age Group	General Population		Total Immigrants	
	Number	Incidence of Low Income*	Number	Incidence of Low Income*
Total	121,405	15.2%	40,440	22.7%
Under 15	27,320	19.2%	4,435	41.8%
15-24	26,610	23.7%	7,110	39.8%
25-34	17,350	16.0%	6,410	27.5%
35-44	17,020	13.2%	8,570	23.0%
45-54	13,255	10.5%	5,580	17.6%
55-64	8,980	10.1%	3,690	14.1%
65-74	5,480	10.8%	2,545	14.1%
75+	5,390	13.2%	2,100	16.3%

* Percentages calculated by the Social Planning Council using census data
Source: Statistics Canada, 2006 Census



The incidence of low income for immigrant children and youth shows the same pattern with respect to period of arrival as for immigrants overall. As we see in the table below, those who arrived in the most recent period (2001 – 2006) had higher rates of poverty

than those who arrived in previous periods. However, the poverty rates for children and youth, whatever their period of arrival, are scandalous, with potentially significant impact on the healthy development of these children and youth.

Age group	2005		Period of Arrival					
	Number	Incidence of Low Income	2001-2005		1991-1995		1996-2000	
			Number	Incidence of Low Income	Number	Incidence of Low Income	Number	Incidence of Low Income
0-6	1,230	47.1%	1,195	49.3%	0	0.0%	30	15.3%
0-12	3,510	42.8%	2,670	50.0%	95	38.0%	745	28.6%
0-17	6,390	41.8%	3,965	50.5%	770	37.3%	1,535	30.8%
6-17	5,430	40.8%	3,005	50.9%	770	37.3%	1,530	30.7%
7-12	2,280	40.9%	1,470	50.3%	95	37.2%	710	29.4%
15-24	7,110	39.8%	n/a*	n/a	n/a	n/a	n/a	n/a
* not available								
Source: Statistics Canada, 2006 Census								

The disproportionate representation of children and youth of recent immigrants living below low-income levels affects particularly visible minority groups, who comprised the majority of recent immigrants.

There is a widening gap with respect to the incidence of low incomes affecting immigrant households. The rate of low income after tax for immigrant economic families was 15.5% compared to 8.9% in the general population.

Persons in Economic Families	Before Tax		After Tax		% Improvement through tax Measures
	Number	Incidence of Low Income	Number	Incidence of Low Income	
General Population	81,265	11.5%	63,155	8.9%	2.6%
Immigrants	31,290	20.0%	24,325	15.5%	4.5%
Source: Statistics Canada, 2006 Census					

Ottawa was among cities with recent immigrant households experiencing low incomes at a proportion two to four times greater than that of Canadian-born households, and affecting 50-55% of all recent immigrant households.⁴⁰ Moreover, it is estimated that close to 60% of all recent immigrant families led by a single parent had incomes below LICO in 2006.⁴¹

Low wages, social assistance rates below LICO and labour market barriers are reflected in the low economic status of significant segments of the immigrant population.

⁴⁰ FCM, 2009, pg. 42

⁴¹ FCM, 2009, pg. 33

Ontario's minimum wage of \$9.50 per hour - \$6,000 a year is below the low-income cut-off for a single person. A future positive step is that the Ontario government plans to raise the minimum wage to \$10.25 in 2010. However, it will still be below the level needed to reach the poverty line⁴² A couple with one child would qualify for \$12,432⁴³ of social assistance per year from Ontario Works, which is less than half of the amount they would need to be just at the poverty line.

Housing Affordability

Household Size

Households and living arrangements are changing as a result of the aging population. In the general population there is a decline in the share of couples with children in households and the number of persons living alone is growing faster. In Ottawa, the number of persons living alone increased to 27.4% in 2006 from 26.3% in 2001, among them many were female seniors. As well, the number of one and two-person households in the City, accounted for 60.1% of the total households in 2006, while the fastest growing household at national level was one-person households during the period 1971-2006. Changes in household composition have led to a steady decline in average household size. In Ottawa it declined from 2.52 persons in 2001 to 2.48 in 2006.⁴⁴ As a result of this trend, a significant portion of new residential projects are expected to be condominiums, a housing type that meets the needs of the aging population.

By contrast, the immigrant population, particularly recent immigrants, are younger and have larger families. The average household size at national level for recent immigrants is 3.2 persons and for Canadian-born households 2.5 persons. By contrast, while the families are larger for immigrants, the average number of rooms is smaller. The average number of rooms is 4.7 for recent immigrants, compared to 6.3 for Canadian-born.⁴⁵ Moreover, there is an accelerated growth of multiple-family households comprising multi-generational families, associated with the rising percentages of immigrants. These households are less than 2% of all households in the country. In 2001, over half of multiple-family households in Canada were maintained by immigrants.⁴⁶ Strong extended-family tradition of immigrants plays an important role, as well as shortage of affordable units suitable for large immigrant families. This shortage in both social and market housing, can result in families doubling up to pay the rent. In 2008, there were

⁴² The Poverty of Colour Campaign. *Understanding the Racialization of Poverty in Ontario in Income Levels & Social Assistance in 2007*. Fact Sheet #6.

⁴³ Income Security Advocacy Centre, *Social Assistance Rates: New rates effective November/December 2008*. Fact Sheet: 2% Rate Increase.

⁴⁴ City of Ottawa. *Growth Projections for Ottawa 2006 – 2031*, Chapter 2, Item 2.4.

⁴⁵ David Wachsmuth, *Housing for Immigrants in Ontario's Medium Sized Cities*, Canadian Policy Research Networks (CPRN), 2008, pg.9 <http://www.cprn.org/doc.cfm?doc=1937&l=en>

⁴⁶ Canada Mortgage and Housing Corporation, *Demographics and Socio-economic Influences on Housing Demands*, 2008, pg.21-26 http://www.cmhc-schl.gc.ca/en/corp/about/cahoob/cahoob_001.cfm

9,629 households on the waiting list for social housing. The average wait time is about 5 years.⁴⁷

The housing market is not responding to the immigrant population needs in terms of household size, quality of housing and affordability. This situation is a big concern for immigrant organizations, as inadequate housing conditions are considered an active barrier to integration and a contributing factor to poverty. According to Canada Mortgage and Housing Corporation, housing conditions of recent immigrants are below adequate standards of quality and affordability. As well, households maintained by recent immigrants typically have lower incomes. As a result, they are also less likely to own their homes and more likely to live in crowded housing. Moreover, the possibility for immigrants to own a house is fading. The trend has been that after 15-20 years the gap between immigrants and Canadian-born on home ownership would disappear. However, between 1980 and 2001, homeownership rates for immigrants have steadily declined, while home ownership rates of Canadian-born families have steadily increased in the country.⁴⁸ Instead, it is expected that home ownership levels of immigrants who arrived after 1996 will not catch up to Canadian-born levels.⁴⁹

Research indicates that recent immigrants also spend higher portions of their incomes on shelter than general population households. This is related to the fact that recent immigrants have lower than average incomes. In 2006, nearly one half of all recent immigrant homeowners were spending 30%+ of their income on shelter. This was in harsh contrast with 15.0% of homeowners in Ottawa's general population. While close to 42.0% of tenant household in the City's general population were spending more than 30%+ of their income on shelter, this proportion increased to 50% among recent immigrant tenant households and approximately 43% for long-term immigrant tenant households.⁵⁰ Moreover, the Housing for Immigrants in Ontario's Medium Sized Cities study⁵¹ found that newcomers can be trapped in a "cycle of deprivation" by the lack of affordable housing, because in order to pay the rent they sacrifice other essential expenses such as food and educational material, compromising their socio-economic advancement.

Published reports have provided evidence of the erosion of economic well-being and increasing risks of homelessness for recent immigrants to Canada. Studies from Toronto and Ottawa suggest that immigrants and refugees represent between 13% and 14% of the homeless population that use shelters in Toronto and Ottawa.⁵²

The City Housing Strategy considers housing conditions as an indicator for measuring a level of social exclusion in a society. The Strategy states that the second most serious

⁴⁷ City of Ottawa, *Ottawa Poverty Reduction Strategy Framework*, Report to Community and Protective Services Committee. 1 April 2009. RefNo.ACS2009-COS-SOC-0005.

⁴⁸ Michael Farrell, *Responding to Housing Instability Among Newcomers*. Immigration and the Intersections of Diversity. Metropolis. Spring 2005. pg.119.

⁴⁹ CPRN, 2008 pg.5

⁵⁰ FMC, 2009, pg. 29, 30, 42 & 43

⁵¹ (CPRN), 2008, pg.v

⁵² Michael Farrell, 2005. pg.119

problem cited by almost six out of ten immigrants living in the Ottawa-Gatineau area was finding suitable and affordable housing.⁵³ A big concern on this regard is that Ottawa's rent levels are the third highest in the country.⁵⁴ A high percentage of immigrants also fail the core housing need indicator. Households are considered to be in core housing need if they live in housing that is inadequate, unsuitable or unaffordable, and would have difficulty finding an affordable alternative in the local market.⁵⁵ In 2006, 41.5% of immigrant rental households in Ottawa⁵⁶ were in core housing need, compared to 24.6% of Canadian-born rental households.⁵⁷ Poor housing (including substandard and overcrowded housing) is also associated to negative health outcomes of immigrants. Furthermore, higher housing costs leave less of a family's income for food, which can lead to malnutrition.

The Canadian Policy Research Networks (RPCN), states that immigrants are likely to face additional disadvantages from discrimination on the bases of race, class and gender in the housing market. Discrimination is particularly associated with visible minority groups, who represent a majority of recent immigrants. There is also a concern that visible minority women with children are the subject of multiple forms of discrimination. The result of these practices is lesser choices in the housing market for immigrants that can lead to inadequate housing and poorer access to services. Furthermore, immigrants, regardless of their knowledge of English, face an additional disadvantage in regards to a lack of clarity and understanding of the terminology of the leases they have to sign. The Colour of poverty campaign states that about 80% of recent immigrants in Ontario depend on rental housing. And immigrants and refugees lack of information about their housing rights and housing services put them at risk for homelessness, together with poverty and discrimination.⁵⁸ Findings from the Longitudinal Survey of Immigrants to Canada from 2001, indicates that 38% of immigrants looking for housing, experience difficulty in obtaining appropriate housing. The most often cited causes were high costs, financial difficulty, lack of credit history, guarantor or co-signer. The housing gap cannot be filled by social housing, because the system has a deficit of units available.

⁵³ City of Ottawa, *Housing: A Determinant of Social and Economic and Health Outcomes in Ottawa*, 2008 http://ottawa.ca/residents/housing/housing_strategy/housing_en.html

⁵⁴ CPRN, 2008, p.23

⁵⁵ Human Resources and Skills Development Canada, *Indicators of Well-being in Canada: Housing-Housing Need* <http://www4.hrsdc.gc.ca/3nd.3c.1t.4r@-eng.jsp?iid=41>

⁵⁶ Ottawa-Gatineau (Ontario Part)

⁵⁷ CPRN, 2008, pg.4

⁵⁸ The Colour of Poverty Campaign. *Understanding the Racialization of Poverty in Ontario in Housing and Homelessness in 2007*. Fact Sheet #9

Conclusions and Recommendations

Immigrants' cultural and linguistic diversity has strengthened Canada's comparative advantages in the global economy, in private sector development and leadership role in international development and peacekeeping. At the domestic level, immigrants are the driving force behind population growth in the City of Ottawa, as Canada and Ottawa face a zero population growth rate. Immigrants are consumers and taxpayers, and act as Canadian ambassadors when they travel back to their native countries. They bring with them not only their families, but a diaspora in many countries of the world. This is an important factor for international business. Thus, success in the social and economic integration of their families, particularly of their children and youth, is strongly linked to the economic growth of the City. The predominance of visible minorities in recent immigration trends illustrates this diversity. There is also an increasing importance of French-speaking immigrants on the growth and cultural diversity of the francophone community.

Immigrants settling in Ottawa are making a major contribution to minimizing the local labour shortage. A significant percentage of recent immigrants are in their younger working ages. As well, their families have large percentages of children and youth. They are the labour force replacement highly needed for the City's aging workforce.

A significant number of recent immigrants are well equipped in terms of their level of education and their English and/or French language skills. There are a small percentage of immigrants that do not possess a formal education background, requiring specific approaches for their labour market integration. Included in this segment are immigrants with experience in the skilled trades, but unfortunately lacking a certificate or diploma to accompany their skills.

Yet, data shows that the City is failing to attract and retain the level of immigrants it needs. The percentage of immigrants settling in Ottawa has decreased in the past two years. Immigrants who had settled in Ottawa are also moving to a second destination, elsewhere in Canada, and in some cases returning to their home countries or moving to other countries. Among the factors influencing this process are a lack of employment opportunities & access to public services, difficulties with the housing market, negative experiences and systemic discrimination of racialized visible minority groups.

It is important to recognize from this portrait that the majority of immigrants enjoy a good standard of living in Ottawa. Some have done very well in business. Many others are working in good jobs, related to their higher than average levels of education. They are well represented in Professional, scientific and technical services sector and the Health care and social assistance sector.

Despite this economic success, there is a very significant level of economic exclusion for immigrants, as highlighted by the lower average incomes, lower employment incomes, higher rates of poverty and higher rates of unemployment. While the outcomes vary

across and within different groups within the immigrant population, the extensive economic exclusion and higher incidence of poverty has a huge impact on the health of individuals, families and communities.

Labour market outcomes show that immigrants are not benefiting fully from the education levels they bring to Ottawa. Unemployment is consistently very high, particularly for recent immigrants who possess a postsecondary education. Equally, recent immigrants are overrepresented in part-time, insecure jobs and in low-paying service industry occupations, such as clerical jobs, cleaners and taxi drivers. Research has documented several cases of highly-educated university accredited immigrants who hold these types of underemployment roles. Moreover, findings of this report indicate that some visible minority groups face a profound deterioration of employment incomes. Researchers have expressed concern that lack of labour integration erodes immigrants' civic and political participation. This is particularly damaging for younger generations. "For immigrants, labour market attachment is critical to integration, identity formation, ability to claim a sense of belonging and ultimately, full citizenship"⁵⁹

Immigrant women are at an even greater disadvantage in the labour market. Despite their reported high levels of education, female immigrants are overrepresented in traditional female occupations, precarious part-time jobs and in the lowest median employment incomes. Labour market integration of mothers in couple families and female lone-parents is affected by the lack of access to affordable and culturally-sensitive daycare. And visible minority women have the combined effect of gender inequalities and discrimination as a racialized group in the labour market.

Immigrant seniors are more likely to experience economic and social exclusion. They have lower median incomes compared to seniors in the general population. A significantly higher percentage of seniors lives below the low income cut-off compared to the general population of seniors. This is particularly the case for immigrant seniors over 75. Some seniors are under the family 10-year sponsorship agreement that prevents them from accessing many resources and thus, are economically dependent on their children. Furthermore, allophone seniors cannot access mainstream services, generally offered in English or French.

There is a widening gap in relation to the incidence of low incomes affecting the immigrant population, particularly recent immigrants. The major impact of low income is on children and youth and seniors 75 years and over. Visible minority groups that exhibited the lowest median incomes are also severely affected. Percentages over 40% in incidences of low income among children and youth create serious challenges for the healthy development of immigrant children and youth, and will negatively affect the economic growth of the City.

⁵⁹ Grace-Edward Galabuzi, *Factors Affecting the Social and Economic Status of Canadian Immigrants in the New Millennium*. Immigration and the Intersections of Diversity. Metropolis, Spring 2005. pg.53.

There are several factors leading to economic exclusion for immigrants. This report, and previous work by the Social Planning Council⁶⁰, clarifies that economic exclusion for immigrants on the one hand, and visible minority citizens on the other, is multi-faceted. If this economic exclusion is to be addressed effectively, there is a need to tackle all the primary factors that result in the economic exclusion. There are five primary factors affecting the economic exclusion of immigrants in Ottawa, specifically:

- **Labour market barriers** experienced by first-generation immigrants (e.g. lack of recognition of foreign credentials and experience, language barriers, difficulties related to the naturalization process, challenges faced by refugees).
- **Labour market barriers** experienced by ethnic minority residents (either Canadian born or immigrants), (access to networks and social capital, cultural context in hiring and promotion, racism and anti-Arab sentiment, particularly since 9/11, and a shortage of culturally appropriate child care).
- **The nature of Ottawa's economy and labour market**, including:
 - The importance of the federal government as an employer in Ottawa, with a persistent and documented lack of progress on equitable access to government jobs
 - The importance of English / French bilingualism
 - Changes in the labour market which disadvantage all new entrants (including all recent immigrants)
 - A growing number of precarious jobs
 - Changes in the labour market requiring increased levels of education, - changes which are disadvantaging all individuals with low levels of education (25% of immigrants have low levels of education - 9.4% have no certificate, diploma or degree and 16% of immigrants have only high school)
 - The downturn in sectors with a significant proportion of immigrant employees such as the high tech sector
 - The importance of knowledge based employment with rapidly changing education requirements, etc).
- **The demographic and family structures of immigrant communities**, esp. recent (including visible minority) immigrants - larger percentage of dependents, larger percentage of one earner families, – coupled with lack of access to affordable day care (e.g. in 2007, there were only 7,481 subsidized, licensed child care spaces and 3,614 children on the waiting list) and appropriate housing.
- **Racialization of economic exclusion in Ottawa**, particularly poverty, resulting in polarization of economic benefits along colour lines. The factors which result in the racialization of poverty are the same as those which affect immigrants

⁶⁰ See the series of publications in the “Communities Within” project at www.spcottawa.on.ca, particularly the report *Mixed Blessings and Missed Opportunities: The Intercase Study on Inclusion and Exclusion of Ottawa's Visible and Ethnic Minority Residents*, 2008

By exploring these key factors in the social and economic exclusion of immigrants, the report can guide the development of family and labour policies and programs. Family and labour policies and programs to address the challenges that immigrants and families face are crucial for their social and economic inclusion and the City's economic prosperity.

Recommendations

Increase Support to Families

- **Increase support to parents through increased incomes for families, expanded parental/maternity leave provisions and through community supports and services for stay-at-home parents.** Parents need to be supported in the care and education of their children whether they work outside the home or choose to stay at home to raise their children. While this situation applies to the general population of the City, the impact on immigrant families is more severe because they have more children.
- **Investments in good family policy such as increased incomes for low income families, extended maternity/parental leave** and through a comprehensive, integrated system of early learning, child care and parenting support services is the best way to meet the needs of children and to support parents in their parenting role. To this aim, it is important to increase access to information on early learning support programs for stay-at-home parents from ethno-cultural communities.
- **Increased investments in community programs and services for seniors** that take into consideration their diversity in terms of culture, knowledge of the official languages and familiarity with the Canadian culture based on their period of arrival. To this aim, it is important to support ethno-cultural groups assisting seniors who do not speak either French or English. These seniors are at a disadvantage to access existing services and more at risk of becoming isolated. This *de facto* exclusion undermines their quality of life and sense of personal control.

Access to Services

Develop a service delivery model that meets the needs of diverse populations no matter where they live in the City of Ottawa. The model should include a collaborative approach among the City, community agencies and community groups in a systematic way that ensures a cohesive approach to service development and delivery. Key aspects to consider in this model include the following:

- Increase immigrant awareness of services available (e.g. where to access them and what they need to access them). Key players in this respect are immigrant agencies

and ethno-cultural groups. Important channels to deliver the information are through neighbourhood campaigns, faith groups and cultural festivals, among others.

- Support mainstream voluntary sector, educational and health services to integrate diversity strategies in their service planning and delivery. For example, there is a need for more diversity in the program offerings for seniors and for youth recreation as well as greater inclusion of immigrant families in early learning services.
- Support ethno-cultural groups that provide services to immigrants, particularly seniors. These groups are places where immigrants can come together, discuss and find collaborative ways to help each other.

Official Language Training

Adequate language training programs with related support services. Key aspects to address include the following:

- ESL or FSL courses for adult immigrants should have appropriate methodologies according to their educational levels and content suitable to their life situation or profession.
- Language training should include information about Canadian cultural practices and soft skills (e.g. codes of communication, ways to address disagreements and express opinions) that facilitates immigrants' integration. Other important information includes characteristics of the Canadian economy, banking system, mortgage system and labour market. Furthermore, written materials on this topic should be available in different languages and posted on the Internet.
- Increased availability of free and/or affordable opportunities for an immigrant to learn a second official language (English or French). Bilingualism is a key factor to access employment in Ottawa, where the labour market is dominated by the public sector.
- All language training should offer appropriate childcare services on-site, in order to include immigrant parents taking care of their children. On-site daycare facilitates reduced transportation time and costs for families. Women suffer disproportionately from the lack of access to daycare and postponing their language training jeopardizes their labour market opportunities.

Implement strategies to increase inclusion in the education system. The diversity of languages, as well as the growing percentage of immigrants who are children and youth, speaks to the need for more supports in the school system (e.g. Multi-cultural Liaison Officers). As well, a better support system should be in place for immigrant students based on their age at the time of arrival, period of arrival and circumstances of immigration. This is particularly important for refugee students who are affected by war trauma.

Programs targeting early school leavers should have flexible options. This will require resources for transition and support programs such as individual tutors (to help youth to remain in school), paid co-op placements and subsidized apprenticeship programs. This means working with the local business community to find placements for apprenticeship and coop placements. Similar programs could be developed for young adults that have already left the school without finishing their studies. These young adults are the workforce replacements the City needs for its economic growth. Not finishing their education compromises these young people's future and increases their risk of being part of the working poor.

In this aspect, it is important to engage more parents from ethno-cultural communities in school activities. This will involve school boards working with community representatives on systemic changes which would enhance inclusion (such as alternate forms of parental participation, reduction of school fees, etc.).

Labour market integration

Develop a comprehensive labour market strategy with a systemic approach that involves the public, private and voluntary sectors. Strategic actions include the following:

- **Integrate labour market information on immigrants' application.** Access to the labour market should start before immigrants arrive in Canada. Immigration Canada should provide immigrants more details about the recruitment process, formal education requirements and process of recognition of foreign credentials in Canada. Landed immigrants should receive more concrete information to understand how the labour market works. This is particularly important regarding the nature of jobs in their education field, knowledge of new technologies and how they can market their skills for specific job opportunities.
- **Increase availability of information about updated employment support programs.** There is a concern that some immigrants are unaware of programs that can assist them to access the labour market. Employment services need to respond to the fast changing labour market and recruitment needs. In the case of the public sector, a specific component should be developed to help immigrants understand how the recruitment process works.
- **Increase information to ethnic minority communities and new immigrants about employment programs and job opportunities in the trades and other non-traditional employment choices.** The participation of immigrants in skills trade occupations is low, despite it being one of the current priority areas of immigration policy. The infrastructure of learning opportunities should be expanded outside of formal education settings. This will assist the inclusion of knowledgeable immigrant workers without a certificate or diploma (e.g. skills trade) to back up their skills. Examples include: skills update training, paid job placements, and apprenticeships.

- **Strengthen employment services through increased funding, especially for those using best practices in employment supports.** Community based employment support services are often very well placed to provide the personalized support which is so critical for effective employment services. However, many of the services are at risk of closing due to inadequate funding. Organizations with a track record of successful employment placement should be stabilized.
- **Improve the spectrum of employment services by developing a collaborative approach that includes other community players.** Community-based organizations and other small organizations are making a valuable contribution supporting immigrants to access jobs, but some lack access to funding. A collaborative approach could bring them together for a greater impact on labour market outcomes for immigrants. A point of coordination among the different programs could be developed.
- **Enhance employment services that combine the re-skilling of the immigrant labour force with job search training.** Key areas of work within this approach are transition programs to match immigrants' transferable skills and capabilities with current job market needs, such as sector-specific language training and skills training programs. The duration of re-skill programs would be determined by the type of jobs available or wanted, credentials of candidates, command of an official language and work experience.
- **Support more employment "bridging" programs, which transition international professionals into comparable employment in Canada.** A bridging strategy recognizes that the current labour market is rapidly changing, and employers are very specific in their needs. A bridging program is based on a solid evidence base of the details of the actual jobs available and the specific needs of the employers, an identification of the unique transition needs of an immigrant who could transition into that job with some supports, the development of partnerships and supports to facilitate the transition and implementation of the plan.
- **Develop a program which engages Volunteer Ottawa as well as some employers with possibilities to bridge volunteer or training work with a job or contract.** Key players to approach include the City of Ottawa, non-profit organizations, social services, community agencies and organizations working with the immigrant population. Employment networking opportunities should complement this initiative. This will include reaching out to organizations that have jobs and are willing to participate in a bridge program. The community information center could be a key player. The bridge program could highlight good practices from employers' decisions to hire immigrants and visible minorities and how this has benefited their workplace.

- **Improve access to skills development for the working poor.** There is a need for policies and programs to make skills development and training available to the working poor who wish to improve their circumstances. Skills development opportunities must be closely related to competencies which the labour market demands. For example, vocational training and skills upgrading could be made available to working poor individuals in order to meet immediate skill shortages in the local economy. The program should include funding to support participants and paid job placements or apprenticeships, in order to do outreach to the target population. Community economic development initiatives have an important role to play.
- **Help the working poor meet basic needs by**
 - **Developing a safety net and government support for the working poor, including improved income and taxation supports**
 - **Improving access to affordable transportation**
 - **Improving access to affordable housing**

More monetary and non-monetary supports are needed to prevent working individuals from entering a situation of low income and assisting those currently in low income to escape poverty. Access to adequate supports would mean that after having paid non-negotiable items such as housing, utilities, food, childcare, and health care, individuals and families have sufficient income left to pay for other necessary items, such as adequate clothing, basic telephone service and transportation costs.

Access to health and drug benefits is, for many, the difference between staying employed and having to go on social assistance. Changes in the labour market have resulted in many individuals and families having no coverage for health, drug, vision and dental benefits through their employer. This is particularly a problem for people working in non-standard employment, including many of the working poor.

- **Implement improved strategies to hiring immigrants and visible minorities at all levels of government.** All levels of government must commit to act upon their promises and hire immigrants and visible minorities, and, by doing so, set a precedent and an example to private sector employers.
- **Expand initiatives for recognition of foreign-acquired credentials and include recognition of capabilities people have acquired in their jobs rather than relying on formal education.**

Increase access within Ottawa to locations for immigrants to have their credentials evaluated. Learn from success in other jurisdictions (e.g. Toronto) and from integration processes of foreign teachers and nurses. Some options for the recognition of foreign credentials could include paid internships, work under study programs, trial periods (3-6 months) and incentives for employers who hire new immigrants on a trial basis (as interns) and on a permanent basis. The lack of

agreement between provinces in terms of length of certification time is another challenge that deserves attention.

Ottawa should develop a capability-based assessment using the lessons learned by a similar program implemented in Alberta. These are knowledgeable workers. They do not need more education. They already have the skills. The province developed this initiative to address skilled workers' shortages. The proposed program would include assessment of people's skills without formal education and support to transfer their skills to specific industries.

Community economic development strategy: There is a need for a comprehensive community economic development (CED) strategy to address the challenges and opportunities of the immigrant experience of Ottawa's labour market. A CED approach is an effective local response to poverty and economic exclusion. Such a CED approach would have several elements:

- Comprehensively address the barriers which are negatively impacting the labour market integration of immigrants (such as inadequate recognition of foreign acquired credentials, improve access to culturally appropriate childcare, etc.)
- Create initiatives to take better advantage of the assets which immigrants provide (for the benefit of immigrants) such as business development building on the high levels of education related to science and technology, ties to other countries, and multiple language capabilities. The strategy should support community members to create their own jobs and generate new jobs within their communities.
- As well, it should enhance community entrepreneurs' skills through enhanced business support programming targeted to the distinct needs of immigrants. Mentoring opportunities with existing entrepreneurs and networking are vital for new Canadians as they seek to establish themselves in the economic life of their new country. Furthermore, the strategy should encourage the formation and sustainability of ethnic business associations. The Social Planning Council ethnic business minority initiative is an example of this type of programs and have valuable lessons learned to share.
- A community economic development strategy could be part of the City of Ottawa's new economic plan and have resources allocated to implement it.

Income Security

Poverty reduction and poverty mitigation initiatives which are currently being implemented need to integrate the needs of immigrants, who face disproportionate rates of poverty. Immigrant families are more affected by the incidence of low income, as they have more dependent children and also are caring for their vulnerable seniors. Thus, special attention should be given to the severe levels of immigrant children, youth and seniors (75+) living below low income. Visible minorities deserve special attention, particularly the groups that exhibit the lowest levels of median incomes among the working poor. Further research is needed to clarify why immigrant seniors are not benefitting equally for other seniors poverty reduction strategies. Policy initiatives which are relevant to improving income security for immigrants include:

- The Province's Poverty Reduction Strategy
- The "Put food in the budget" initiative
- Living wage discussions
- The City of Ottawa's Poverty Reduction Strategy.

Access to affordable and adequate housing is strongly linked with income security. This report has documented the significant number of immigrants that live below the low income cut-off. Immigrants also are paying a large percentage of their household income in rent. At a minimum there should be some partnership with the private sector to respond to the distinct needs of immigrants' extended family structures, so that they can have adequate and affordable housing. This may also require co-operation on housing issues between the City of Ottawa and la Ville de Gatineau. Some immigrants work in Ottawa, but live in Gatineau.

Enhance services available for refugees, in recognition of the significant proportion of refugees among Ottawa's immigrants. These improved supports could include:

- Mental Health supports including mutual support groups, crisis intervention, individual and group therapy, coordinated professional services including legal, medical and social care which provide treatment, documentation and legal support.
- Settlement Services: employment, housing, language, skills training, social assistance, applications for family reunification, sponsorships, orientations based on the client's needs are provided to assist in settlement,
- Special supports for children and youth, including individual and family counselling, specialized settlement services for children, crisis intervention, homework club, support groups for children, youth and parents, recreational and empowerment activities that incorporate conflict resolution, mentoring, peer support and story-telling.
- Customized language instruction and computer training: English as a Second Language courses which are specifically designed to meet the needs of survivors and include a strong life skills component. Classes include all levels of literacy: beginners, intermediate and advanced.
- Opportunities for volunteer engagement and for accompaniment supports.

Increase Support for Existing Immigrant Community Infrastructure

There is a need for particular attention to the important role of small and / or informal ethnocultural groups in responding to diverse needs. These groups and organizations are a critical part of increasing inclusion for immigrant individuals and families, but they face significant capacity challenges, including less access to funding and other resources.

These groups serve a bridging function for many immigrants to main stream services and to civic participation. They need increased support to more effectively fulfill their role of meeting diverse needs.

Glossary of Selected Census Terms

Allophone

Allophone is a person whose mother tongue is other than English or French. Being an allophone does not mean one cannot speak either English and/or French.

Census Families

Family (also called "census family")

A married couple (with or without children of either or both spouses), a couple living common-law (with or without children of either or both partners), or a lone parent of any marital status, with at least one child living in the same dwelling. A couple living common-law may be of opposite or same sex.

Core Housing Need

Households are considered to be in core housing need if they live in housing that is inadequate, unsuitable or unaffordable, and would have difficulty finding an affordable alternative in the local market.

Early School Leavers

Early school leavers are youth aged 15-24 who did not complete high school.

Economic Families

Economic families refers to a group of two or more persons who live in the same dwelling and are related to each other by blood, marriage, common-law or adoption. A couple may be of opposite or same sex. For 2006, foster children are included.

Immigrants

Immigrants are people who have been granted the right to permanently live in Canada by immigration authorities. Some immigrants have lived in Canada for a number of years, while others are recent arrivals to the country.

Labour Force Replacement Ratio

The Labour force replacement can be measured as a ratio of the current population aged 0-14 to the current population aged 50-64. It measures a community's capacity to sustain the size of its labour force, by comparing the population poised to enter the labour force over the next 15 years to the one preparing to exit the labour force over the same time frame. A ratio greater than one implies that a community's labour force will remain capable of supporting growth in the economy, whereas a ratio below one suggests a long-term contraction in the size of the economically active population in relation to young and retired individuals.⁶¹

⁶¹ FCM, 2009, pg.17

Median Income

The median income of a specified group of economic or census families or non-family persons 15 years of age and over is that amount which divides their income size distribution into two halves. That is, the incomes of the first half of the families or non-family persons are below the median, while those of the second half are above the median.

Mother Tongue

Mother tongue is defined as the first language a person has learned at home during childhood and still had a good understanding at the time of the census.

Permanent Residents: People who have been granted permanent resident status in Canada. Permanent residents must live in Canada for at least 730 days (two years) within a five-year period or risk losing the status.

Recent Immigrants

Recent immigrants are population that arrived in Canada during the five years preceding the census. For the 2006 Census, recent immigrants are landed immigrants who arrived in Canada between January 2001 and Census Day, May 16, 2006.

Refugees

Permanent residents in the refugee category include government-assisted refugees, privately sponsored refugees, refugees landed in Canada and refugee dependants (e.g. dependants of refugees landed in Canada, including spouses and partners living abroad or in Canada).

Refugee Claimant

Refugee claimants are temporary residents in the humanitarian population who request refugee protection upon or after arrival in Canada. A refugee claimant whose claim is accepted may make an application in Canada for permanent residence. The application may include family members in Canada and abroad.

Second Generation

These are the children of immigrants. They are non-immigrants, but Canadian-born who have been raised and educated in the country.

Secondary Migration

Secondary migration is the phenomenon of recent immigrants moving from their original place of settlement within weeks, months or a few years of their arrival within Canada. It also includes immigrants who leave Canada to settle in other countries. The extent of secondary migration is obtained by comparing five years of cumulative Canadian Immigration and Citizenship (CIC) immigrant data for a given community to the actual population of recent immigrants living in that community as reported by the Census.

Stock of Refugee Claimants

The stock statistics measure the number of temporary residents with a valid record of refugee claim present in the Citizenship and Immigration Canada system. The stock statistics are calculated on December 1 of each calendar year. It indicated whether the individual is still authorized to be in the country on that date, regardless of when he or she entered the country.

Visible Minorities

Visible minorities are defined by the Employment Equity Act, as non-Caucasian in race or non-white in colour, other than Aboriginal. They include: Chinese, South Asian, Black, Filipino, Latin American, Southeast Asian, Arab, West Asian, Korean and Japanese. The objective of this definition was to ensure visible minority equal access and representation in the public sector.

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