

Social and Economic Integration

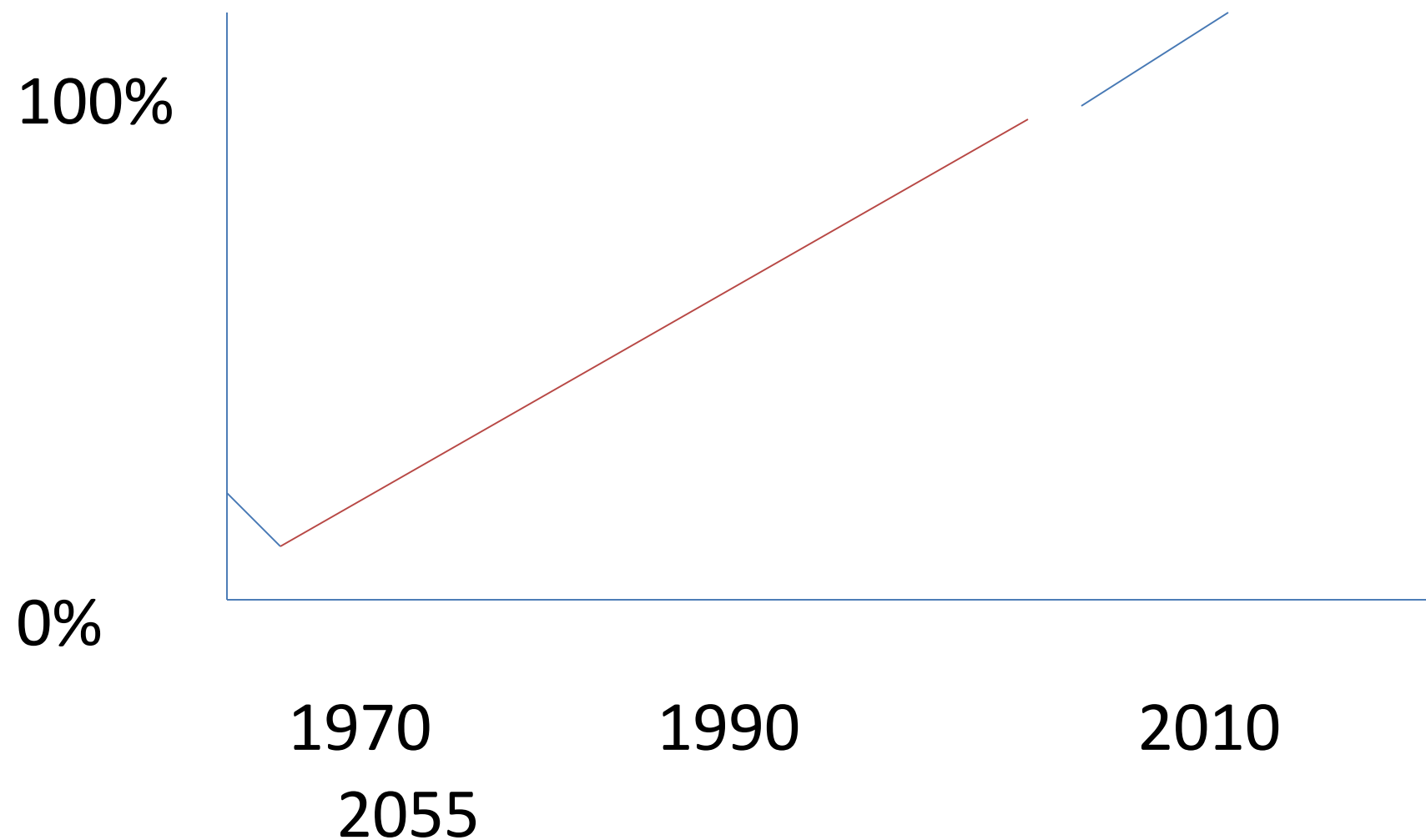
Presented to
Committee for Employment and Integration
City of Copenhagen

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History of Immigration

- 1896-1913 National Policy-settlement
- 1914-1949 Wars & Depression
- 1950-1989 Post War (point system/High)
- 1990-Today Contemporary Period
 - 1% of population per year
 - Permanent (economic category)
 - Temporary Foreign Workers (1M in 2009)
 - The big three (75% to 50%)
 - Federal Skilled workers (Occ. from 351 to 38 to 29)

Immigrant Share of Canadian Population Growth 1970-2055



Impact of Immigration

- Pros
 - Complement skills of domestic labour force
 - New investments
 - Innovative Practices
 - Open new trade routes
 - Enhance Cultural diversity
- Cons
 - Displace low skilled domestic workers
 - Drive down wages
 - Drain on Public Resources

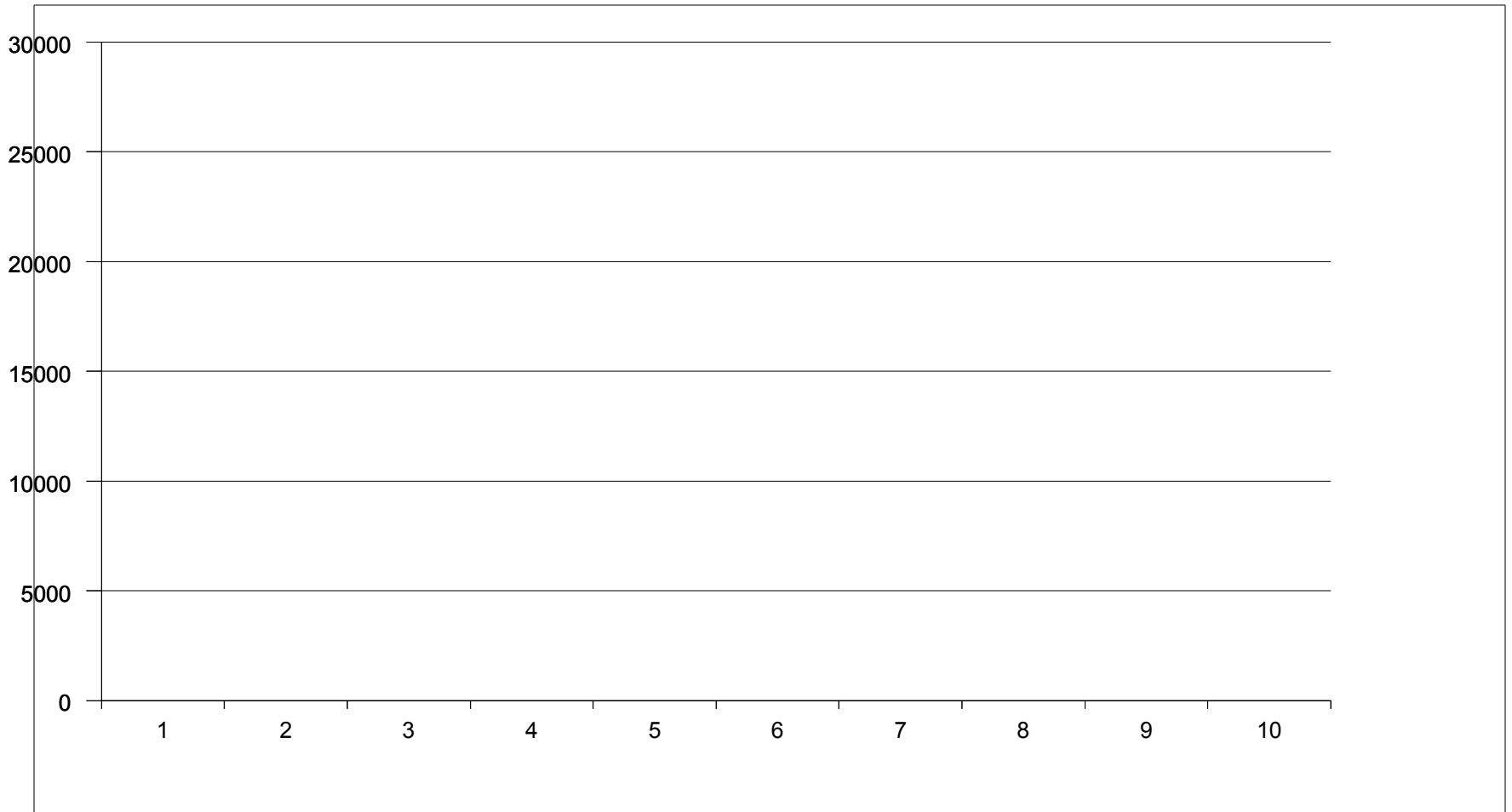
Impact of Immigration (cont.)

- **Evidence** (Toronto Dominion bank, Metropolis & 25 years review of data)
 - Low skilled workers are not displaced
 - Immigration increased employment levels
 - Positive long term impact on productivity
 - No impact on average income per person
 - Deals with low birth rate
 - Changes from pre-1985 (.85 to 15 years .98) cohort to post 1985 cohort (.61 to ??)

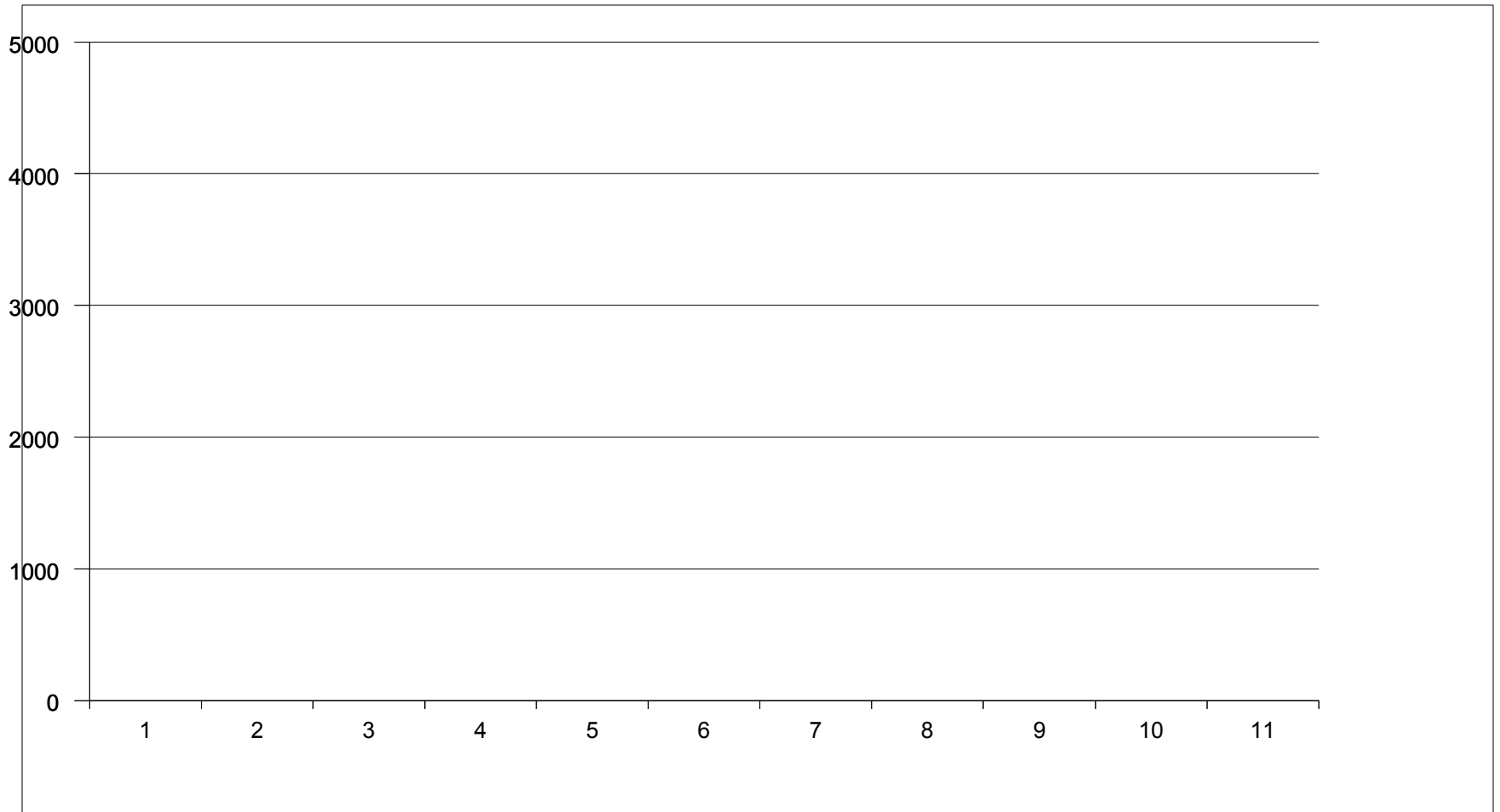
Integration Efforts 1960-2012

- 1960-70 National Identity
- 1980-1990 National Unity
- 1990-2000 Social Cohesion
- 2000-2005 Shared Citizenship
- 2005-2009 Social Inclusion/Social Capital
- 2010- Integrated society

Permanent Residents by top 10 source Countries, 2007-2009



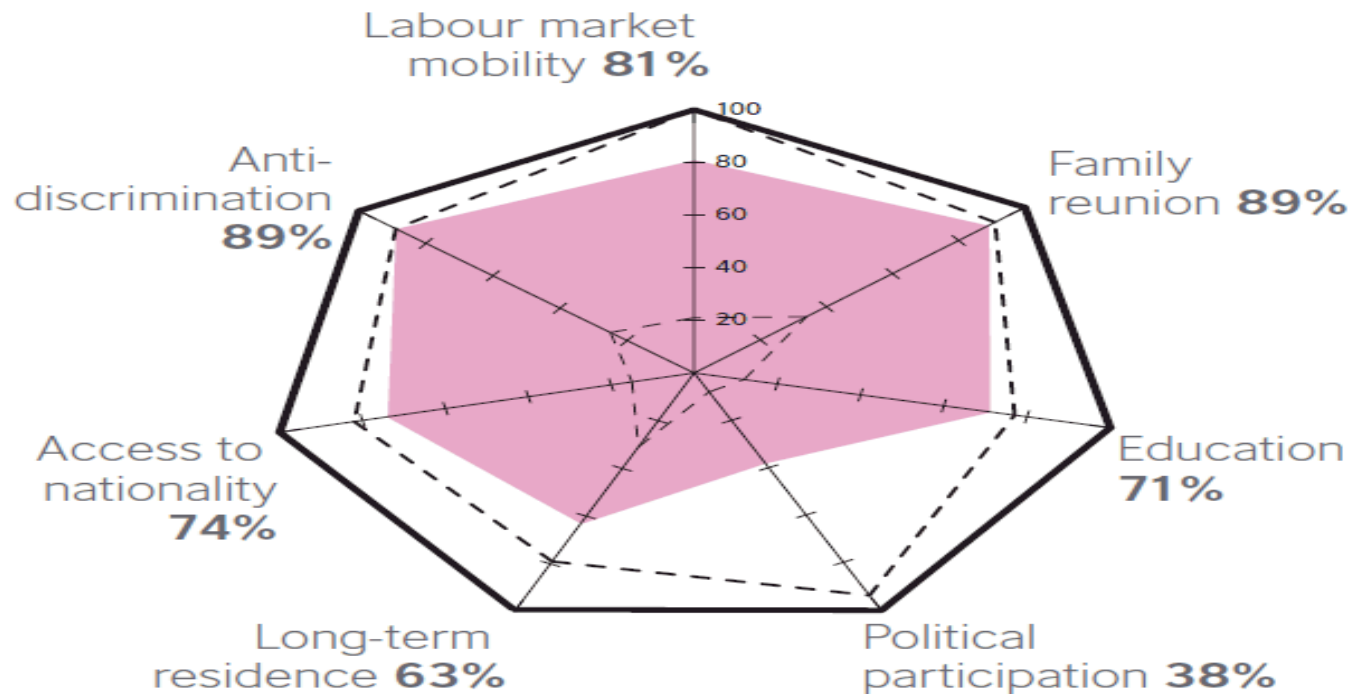
Population by Visible Minority Group 2006 & 2031 projection scenarios



MIPEX Score Overview, Canada

SCORE OVERVIEW

— 100% on MIPEx scale ■ Canada - - Best practice in 31 countries - - Worst practice in 31 countries



Emigration 2010 (Estimated)

- **By category:** Family, 9%, Business 20%, Skilled workers, 17%, PNP 4%
- **By Province:** AB, 11%, Atl. 18%, BC 12%, Ont. 11%, Man. 9%, Sask, 13%
- **By year emigrate/National group (selected):**
 - Aus. 33% (1-3 years)
 - HK 21% (4-6 years)
 - China 10% (4-6 years)
 - India 6% (1-3 years)
 - USA 32% (1-3 years)

Immigrant Categories: 2011

	average)	(5 year
• Family Class	56,419	15.2% (-)
• Refugees (-)	27,852	8.5
• Other	8,309	2.0 (0)
• Economic Class	156,077	73.9 (+)
– Skilled Workers	88,761	
– Entrepreneurs	706	
– Investors	10,594	
– Others	56,016	
– TOTAL	248,657	100%
<u>Temporary Foreign Workers (2010)</u>	<u>993,518</u>	

Four Policy Frameworks

- 1. Multiculturalism
- 2. Human Rights
- 3. Anti-racism
- 4. Employment and Pay Equity

Statutes and Policies Related to Multiculturalism

- Canada Cdn Multiculturalism Act
- BC B.C. Multiculturalism Act
- AB Human Rights Act
- Sask Sask. Multi Act
- Manitoba Man. Multi Act
- Ont. Citizenship and Culture Act
- NS N.S. Multi Act
- NB N.B. policy on Multiculturalism
- PEI Provincial Multi Act
- NFLD & Lab. Policy on Multi.

1. Multiculturalism Policy Framework

- Goals

- Create warm, welcoming and inclusive communities
- Maximize the economic, social, cultural and political integration of immigrants and members of minority groups
- Two way process

Responsibilities

Cabinet minister/committee (explicit)

Resource allocation (silent) (varies by jurisdiction)

Multiculturalism (cont.)

- Provisions
 - Protection is equivalent to norms and principles of a liberal democratic society, the Canadian Charter of Rights and Freedoms, human rights acts, etc.
 - Cultural groups/organizations are not afforded any special treatment, e.g., financial or non-financial benefits
 - Must be a non-profit organization to be eligible for resources

2. Human Rights Policy Framework

- Charter of Rights and Freedoms

- Human rights Acts

- Codes of federal/provincial governments

International Bill of Human Rights

- Universal Declaration on Human Rights

- International Covenants

- e.g., International Covenants on
Economic, Social and Cultural

Rights

Human Rights (cont.)

Goals

--Recognize and respect human rights of all people

--Eliminate discriminatory policies

--Provide avenues for filing complaints

--Require compensatory /corrective action

- Responsibilities

- Human Rights Tribunals/Commissions

3. Anti-Racism Policy Framework

- Federal
 - Canada's Action Plan Against Racism
 - Departments of Justice & Human Resources and Skills Development
- Provincial
 - Single, narrow sector initiatives
 - Broad oriented multi-sector
- Municipal
 - Federation of Canadian Municipalities

4. Employment Equity, Pay Equality & Pay Equity Policy Framework

- Goals
 - Establish prohibited grounds of discrimination
 - Outline principles of employment policies
 - Identify the designated groups
 - Fair economic integration of immigrants/minority
 - Maximize equality and fairness in labour market
- Responsibilities
 - Federal/provincial/Courts
 - Charter, various Acts, e.g. Public Service Act*

(a) Employment Equity (Federal)

- *Canadian Human Rights Act*
 - Creation of Equity plans by employers
 - Role of Human Rights Commission
- *Federal Contractors Program*
- *Public Service Employment Act*
 - *Creation of employment equity programs—4 grps*
- *Employment Equity Act*
 - *Development of employment equity policies/plans*
 - *Limited applicability, e.g., >100 employees*

Provincial Equity Programs

- All have employment equity policies/practices
 - Except Alberta
- Apply to public service sector
- Voluntary process for Employers
- Allows provincial human rights commission to investigate and issue orders
- Provides guidelines for establishing equity programs

(b) Federal/Provincial Pay Equality and Pay Equity Policies

- Focus on level of compensation for participating in labour market
- Equal compensation for “the same or substantially similar work”
- Alberta has no such policies
- Focuses mostly on public service, not private sector

Point System (post 1967), Canada, New Zealand, Australia

Cdn	NZ	Aus		
Education		25%	25%	30%
Language		24	Mand	
	13			
Work Exper.		21	23	5
Age		10	12	15
Arranged Empl		10	23	10
<u>Adaptabililty</u>		<u>10</u>	<u>19</u>	<u>27</u>
Maximum pts		100	265	200
Pass mark		67	140	120

Employment Insurance

- Employer/employee contributions
- 400-720 hours
- Employee no-fault unemployment
- Various alternative forms, e.g., military, self-employed, low income supplements
- Currently undergoing massive changes proposed by ruling Conservatives