INDUSTRY OF EMPLOYMENT

BY IMMIGRATION STATUS

A COMPARISON OF MAJOR CITIES IN ONTARIO AND QUEBEC

APRIL

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A Comparison of Major Cities in Ontario and Quebec

Key Findings

- In 2016, 83.2% of workers in Ontario and 81.8% of those in Quebec were employed in services. Between 2006 and 2016, health care and social assistance accounted for the largest increases in service sector employment in both provinces.
- The share of workers employed in manufacturing declined in both provinces. It declined from 14.7% in 2006 to 10.4% in 2016 in Ontario and from 15.5% to 11.6% in Quebec. Despite the decline, manufacturing was still the third largest industrial sector by employment in both provinces in 2016.
- The declining manufacturing and growing health care and social assistance sectors are the top two sectors of employment for foreign-born workers in Ontario and Quebec. Among Canadian-born workers, retail trade and health care and social assistance services are the top two sectors of employment.
- In Canada's two major gateway cities, the employment for foreign-born workers has a bi-modal quality. On the one hand, many workers are concentrated in the manufacturing and accommodation and food services sectors where many jobs do not require post-secondary education or strong language skills. On the other hand, a large share of foreign-born workers is employed in health care and social assistance, as well as professional and technical services where some post-secondary training is often required.
- The top three industries of employment for foreign-born workers in Toronto are manufacturing (13%), retail trade (10.8%) and professional and technical services (10.6%). In Montreal, health care and social assistance employ the largest proportion (14.6%) of foreign-born workers followed by manufacturing (13%) and retail trade (11.2%).
- These broad trends in employment in Ontario and Quebec are not always found in medium-size cities like Ottawa-Gatineau, Windsor, Quebec City and Sherbrooke. To varying degrees, each city is characterized by a less diversified industrial structure than is true of the province as a whole or the Toronto and Montreal metropolitan areas.

    - Ottawa-Gatineau is dominated by public sector employment with nearly one-quarter of the labour force working in public administration. In 2016, the share of Canadian-born workers (24.3%) in this sector was much greater than that of foreign-born workers (18.6%).
    - In Quebec City, a large proportion of the labour force was employed in public administration sector (13%), but foreign-born workers were under-represented in this sector. The number of foreign-born workers in the sector was also dwarfed by the Canadian-born population since the foreign-born population in Quebec City is small.
    - Whether Canadian- or foreign-born, workers in Windsor are much more likely to be employed in manufacturing than elsewhere in Ontario. Manufacturing provided jobs for almost one-quarter of foreign-born workers and 22.5% of Canadian-born workers, a reflection of the continuing importance of goods production in Windsor.
    - With a large percentage of its labour force working in health care and social assistance (17.7%), Sherbrooke is distinguished from other CMAs. In 2016, a slightly lower proportion of foreign-born (16.2%) than Canadian-born workers were employed in the sector.

Acknowledgments

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Preface: BMRC-IMRU and the Research Reports Series

Established in 2016, Building Migrant Resilience in Cities (BMRC) is a research partnership involving a multi-sector collaboration. It draws on over 20 years of experience in bringing together a range of key actors working on issues of immigration and settlement through the Centre of Excellence for Research on Immigration and Settlement (CERIS), a leading Ontario network of migration and settlement researchers, practitioners, and policymakers.

Our unique initiative explores the concept of social resilience to examine how institutions can facilitate migrant settlement in urban areas across Quebec and Ontario. We are generating new knowledge about emerging trends in international migration and resilience for academic debate and discussion that will be made readily available to decision makers and practitioners who strive to enhance migrant settlement outcomes.

We are deepening the links among academics, non-profits and government, creating new synergies that benefit from each sector's distinct knowledge and expertise. With partners across Quebec and Ontario, we are building a bilingual knowledge network that will train new generations of migration researchers. Our goal is to nurture a multidisciplinary partnership that will create and disseminate original and relevant knowledge about migration and settlement to researchers, policymakers and decision makers throughout Canada and around the world at the times they need it.

This research partnership succeeded because of its deep roots in CERIS, the successor to the Ontario Metropolis Centre funded by SSHRC, federal, provincial, and municipal governments and many of our current partners including the Ontario Committee of Agencies Serving Immigrants, United Way of Toronto and York Region, and Social Planning Toronto. The close ties among partners ensure a broad and sustained collaboration in which all participants contribute ideas and much more.

BMRC Reports are part of a series of research studies that examine how social, economic and individual factors affect migrants' settlement in different local contexts. The reports provide analysis of large-scale survey data, such as the 2006 and 2016 Censuses and the 2011 National Household Survey, to contextualize settlement challenges and propose evidence-based measures to enhance settlement processes and outcomes. The findings and conclusions are preliminary and can be used as starting points for further and more detailed research.

For more information about the Partnership, please visit the Partnership website:
(http://bmrc-irmu.info.yorku.ca/about/).
Email to marshia@yorku.ca for inquiries about this report.

"The views and opinions expressed in this report are those of the authors and do not necessarily reflect the official policy or position of the BMRC-IRMU partnership. This research was supported by the Social Sciences and Humanities Research Council of Canada."

Introduction

In the past four decades, cities in Canada have experienced deindustrialization and economic restructuring marked by the growth of a services and knowledge-based economy, and the decline of goods-producing industries. The service sector includes many relatively low-wage employment opportunities, as well as jobs that are well-paid due to advanced educational requirements. Employers typically pay a premium for highly educated and skilled workers. While jobs in services have expanded, manufacturing employment has declined and job losses have been experienced very strongly in Ontario and Quebec since at least the early 1970s. The transformation from manufacturing to service sector industries has been more drastic in Quebec than in Ontario. These broad economic changes have affected individual cities differently, in part reflecting differences in the evolution of urban economies, institutions, politics, economic development strategies, and overall regional context (Vinodrai 2010, 2015). Using micro-data from the 2006 and 2016 censuses, this report presents updated information about employment trends by industrial sector in Ontario and Quebec, as well as for some of the largest cities in each province. In all cases, the proportional representation of foreign- and Canadian-born workers by industrial sector is presented.

Shifts in the industrial structure of the Canadian economy have been accompanied by parallel changes in workforce characteristics, in part due to inflows of working-age immigrants (Hutton and Vinodrai 2015). With a priority on the educational attainment and skills of newcomers, Canadian immigration policies have generally emphasized the importance of matching immigrants to labour market requirements (i.e., number, skills, and adaptability of workers). In 2016, 50% of Ontario's and 54% of Quebec's immigrant population of working age (15-64) were originally admitted to Canada as economic immigrants.[1] Nevertheless, many newcomers often find the transition to full-time employment to be challenging, and success often depends on qualities of labour market demand in particular provinces and cities. For instance, it has been found that even highly-educated immigrants face challenges in accessing employment in Quebec, particularly outside Montreal. In contrast, immigrants have relatively better access to opportunities in Ontario's labour market. For example, a report from the early 2010's found that the unemployment rate among university-educated immigrants was higher in Quebec (9.4%) than in Ontario (9%) and British Columbia (8%) (Boudarbat 2011). The same trend was evident among those with no degree, certificate or diploma.

Unlike in Ontario, since the late 1960s Quebec has played a role in immigration management and over the years has signed a number of agreements with the federal government that pertain to selection, most recently the Canada-Quebec Accord (1991) (Knowles 2016). A similar system that privileges human capital characteristics such as education, work experience, language proficiency in English and/or French, and financial self-sufficiency is used by the Quebec and the federal governments to select economic applicants for permanent residence. In Quebec, French language proficiency is given greater weight as a selection criterion. As a result, Quebec and Ontario differ in the composition of their recent immigrant populations. For example, four of the top five source countries of immigrants living in Quebec in 2016 and who had arrived since 2006 were countries where French is the first or second language: Algeria (8.6%); France (8.4%); Morocco (7.7%); and Haiti (7.2%). China was the 5th top source country: 5.1%. In Ontario, the top

[1] Statistics Canada, 2016 census, data table 98-400-X2016202 (Appendix C provides the total number of working age immigrants in Ontario, Quebec and selected CMAs by admission category and period of arrival).

five source countries were: India (14.2%); China (12.4%); Philippines (10.4%); Pakistan (5.3%); Iran (3.9%).[2] Although immigrants from all over the world live in Quebec, the number of people from virtually every source country and region is greater in Ontario. In addition, an occupation demand list is used by Quebec to give additional points to individuals whose educational background would favour taking up employment opportunities in the sectors with chronic labour shortages. In both Ontario and Quebec, the applicants under economic class must possess relevant employment experience in occupations that are higher than level D[3] (within the meaning of the National Occupational Classification). Simultaneously, temporary workers are also recruited for low-skill labour-intensive jobs that many Canadians do not wish to take up (Leebosh and Israel 2013).

Immigrants are a major component of the labour force in large gateway cities like Toronto and Montreal where newcomers have settled in large numbers for generations, as well as in medium- and small-size cities in each province (Hutton and Vinodrai 2015). However, little information is available about the degree to which foreign-born workers are active in all sectors of urban economies in Ontario and Quebec, especially relative to Canadian-born workers. This report addresses this gap by examining Canadian- and foreign-born workers across industrial sectors at a provincial level for Ontario and Quebec, as well as for individual metropolitan areas in each province.

The study compares Canadian- and foreign-born workers (permanent and temporary residents). Only working-age individuals over 14 years old who were in the labour force at the time of each census are included in the study. It is important to recognize that there are gender differences in the distribution of workers across industries. In Canada, it is true that men are more likely found in manufacturing and construction than are women, and that women are much more likely to be found in service industries. Accompanying the feminization of many industrial sectors, such as food and accommodation services, is a tendency to devalue monetarily the labour of women; hence, employment in such sectors is typically associated with lower wages whether the employees are female or male. While we do not present wage data in this report, it is important to bear in mind that median wage levels vary significantly between industrial sectors and not only because of differences in educational attainment requirements.

The census metropolitan areas (CMAs) included in this report are main sites for the BMRC-IRMU partnership: Toronto, Ottawa-Gatineau, Kitchener-Waterloo and Windsor in Ontario, and Montreal, Quebec City and Sherbrooke in Quebec. Canadian censuses identify all individuals based on their place of residence, as well as place of work for those individuals who are active in the labour force and work at a usual location (i.e., those whose job does not require travel). Although there is merit in examining the workforce characteristics of individuals who live in a particular province or city, this study focuses on individual who work in Ontario or Quebec or in one of the metropolitan areas in each province. We seek to better understand the characteristics of individuals who work in a particular province or city in order to better understand the qualities of employment in that place.

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[2] Statistics Canada, 2016 census, data table 98-400-X2016202 (Appendix D lists the top ten countries of birth of working age immigrants in Ontario, Quebec and selected CMAs in 2016).

[3] Occupation level D: on-the-job training usually provided for these occupations (i.e., Sales support occupations, Trades helpers, construction labourers and related occupations, Harvesting, landscaping and natural resources labourers, Labourers in processing, manufacturing and utilities and Service support and other service occupations, n.e.c. (http://www23.statcan.gc.ca/imdb/p3VD.pl?Function=getVD&TVD=331719&CVD=331720&CPV=d&CST=01012016&CLV=1&MLV=4)

The North American Industry Classification System (NAICS) divides industries in Canada into two broad categories: goods production and services . The former sector comprises five types of industries: agriculture, mining, utilities, construction and manufacturing. The services sector comprises a diverse range of activities, including high-tech and knowledge-intensive jobs, as well as low-skill, labour-intensive jobs - everything from professional and health care services to fast-food server. A brief definition of the industries based on the NAICS is provided in Appendix-A. A detailed analysis of industries is provided for Ontario and Quebec as well as for the major gateway CMAs, Toronto and Montreal. In the case of smaller CMAs, to preserve a sufficient number of foreign-born workers for meaningful analysis required that some industries be aggregated (Vinodrai 2015). See Appendix-B for a list of aggregated industries.

The paper focuses on three aspects of employment by industry. First, the broad characteristics of employment, as well as changes in the proportion of workers employed in major industrial sectors between 2006 and 2016, are described for Ontario, Quebec and major metropolitan areas. The report then focuses on foreign-born workers and their employment across industrial sectors. The relative concentration of foreign-born workers by industry is analyzed using location quotient (LQ)[4] values. The LQ values indicate whether foreign-born workers are under-represented or over-represented in an individual industry for major metropolitan areas. Finally, the shares of Canadian-born and foreign-born workers in each industry are compared between the two provinces and across selected metropolitan areas. Provincial and metropolitan data indicate that employment opportunities vary in important ways between locales, and that immigrant and Canadian-born populations appear to have different degrees of access to, or preferences for, employment in specific industries.

Research Questions

This report addresses the following research questions:

- To what degree are Canadian-born and foreign-born workers similarly distributed across industrial sectors in Ontario, Quebec and major metropolitan areas?
- How has the relative concentration of foreign- and Canadian-born workers in industrial sectors changed over time?

Examining these questions will help academics, researchers, and community and government stakeholders gain a better understanding regarding the change in industrial structure in large and medium Ontario and Quebec cities and how the Canadian-born and foreign-born labour force has adapted to the conditions of the new economy across these cities. This study identifies the industrial sectors in each

[4] The location quotient (LQ) is a simple ratio often used to determine the concentration of an industry in a region (e.g. metropolitan area) in comparison to a larger reference or benchmark region (e.g. province or country). It can also be used for other measures, such as concentration of a group of people in an industry compared to another group within a particular location.

In this study, LQ = (xi/yi/XT/YT). In the equation,

xi = Number of foreign-born workers in industry i,
yi = Number of Canadian-born workers in industry i,
XT = Total number of foreign-born workers, and
YT = Total number of Canadian-born workers.

LQ = 1 indicates equal concentration among foreign-born and Canadian-born workers in a particular industry, while LQ <1 = under-representation of foreign-born workers, and LQ>1 = over-representation of foreign-born workers.

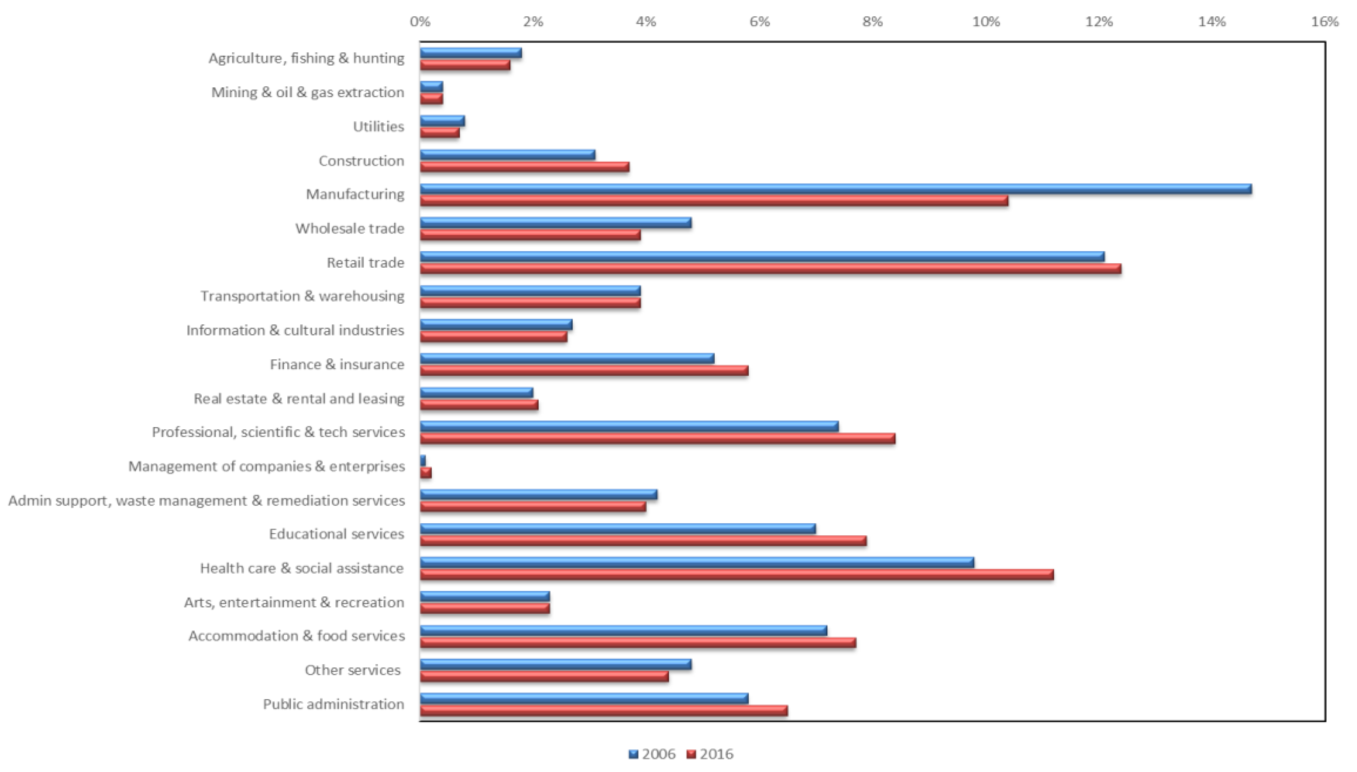
location where foreign-born workers are under-represented. This information will allow researchers and settlement service providers to recognize the local labour market challenges facing migrants.

Findings

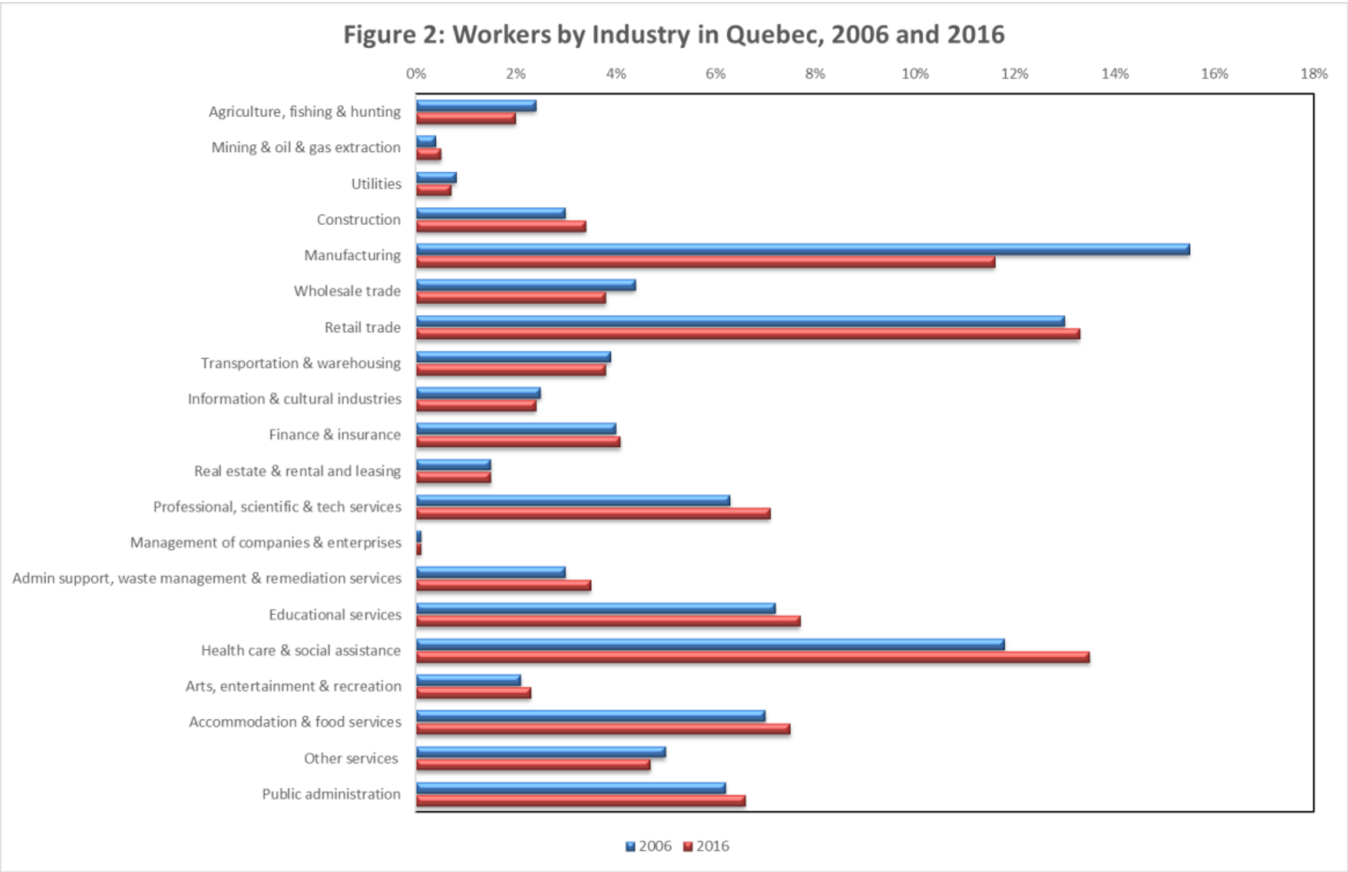
A. Shifts in Industry: Ontario and Quebec

Using the 2001 and 2006 censuses and the 2011 National Household Survey, previous studies document how the industrial structure of Canadian provinces and cities has shifted from manufacturing to service sector employment (Hutton and Vinodrai 2015; Vinodrai 2015). This section provides updated information regarding the changes in employment by industrial sectors in Ontario and Quebec between 2006 and 2016. As expected, service sectors overwhelmingly dominate the economies of Ontario and Quebec. In 2016, 83.2% of all workers in Ontario and 81.8% of all workers in Quebec were employed in services. In both provinces, the share of workers in the goods-producing sector fell by 4% between 2006 and 2016. The decline was mainly caused by job losses in manufacturing. The proportion of workers in manufacturing declined from 14.7% in 2006 to 10.4% in 2016 in Ontario and from 15.5% to 11.6% during the same period in Quebec (Figures-1 and 2). Despite the decline, manufacturing was still the third largest industrial sector by employment in both provinces in 2016, employing 10.4% of the labour force in Ontario and 11.6% in Quebec. Unlike manufacturing, employment in construction expanded slightly in Ontario and Quebec. Workers in construction comprised 3.1% of the total labour force in Ontario in 2006, grew to 3.7% in 2016. In the same period, the relative size of the construction labour force in Quebec increased from 3% to 3.4%.

Figure 1: Workers by Industry in Ontario, 2006 and 2016



Between 2006 and 2016, five service industries accounted for a growing share of employment in Ontario and Quebec: health care and social assistance, professional and technical services, educational services, accommodation and food services, and public administration. In both provinces, the largest increase in the share of employment occurred in the health care and social assistance sector (Figures 1 and 2). This sector accounted for the largest share of workers in Quebec and the second largest in Ontario. Of all workers in Ontario, 11.2% (741,430) were employed in health care and social assistance in 2016 compared with 9.8% (620,650) in 2006. In Quebec, the proportion of workers in health care and social assistance grew from 11.8% (451,420) to 13.5% (539,695) between 2006 and 2016.



In Ontario, the proportion of the labour force employed in the professional, scientific, and technical sector grew from 464,065 (or 7.4% of the total labour force) to about 554,745 (or 8.4%) between 2006 and 2016. Quebec's share of labour force in this industrial sector was relatively small in 2016, 283,440 (7% of the labour force). This was little changed from 2006 when 239,125 (6.3%) workers were employed in this sector.

Educational services, and public administration services experienced somewhat similar expansion between 2006 and 2016 in Ontario and Quebec. During this period, the share of labour force in educational services grew from 7% to 7.9% in Ontario and from 7.2 to 7.7% in Quebec. The public administration labour force in Ontario, numbering 368035 (5.8% of total) in 2006, increased to 430,065 (6.5% of total) in 2016. In Quebec, public administration grew to 266,420 (6.2%) in 2016, up from 237,960 (6.6%) in 2006.

Accommodation and food services accounted for about equal proportions of jobs in the two provinces in 2016, 7.7% (508,850) in Ontario and 7.5% (299,065) in Quebec. In both provinces the share of labour force in this industry increased by 0.5% between 2006 and 2016.

Retailing has consistently been an important industrial sector of employment in both provinces. Although the growth in retail industry was relatively modest when compared with other service industries, this industry comprised the largest share of labour force in Ontario (12.4%) and the second largest share in Quebec (13.3%) in 2016 and employed 819,905 and 533,375 workers in the two provinces respectively.

The analysis of the labour force by industries of employment indicates that between 2006 and 2016 both Ontario and Quebec experienced similar decline in manufacturing jobs and increase in service sector jobs. Yet, manufacturing remains one of the top three employment industries in both provinces in 2016. Among service industries, the largest increase took place in the health care and social assistance sector in both provinces. Professional, scientific and technical jobs have increased more in Ontario than in Quebec. Retail sector jobs and accommodation and food services experienced moderate growth, although these sectors employ a large proportion of workers in both provinces. The following section describes the industries of employment for Canadian-born and foreign-born workers by industrial sector, highlighting the similarities and differences in the relative concentration of each group. Do Canadian- and foreign-born workers find employment to the same degree in all industrial sectors?

B. Industry of Employment by Migration Status: Ontario and Quebec

Employment in manufacturing has declined in Ontario, but this sector still employs the largest share of the province’s foreign-born workers: 13% (2016). The share of foreign-born workers in the manufacturing sector, however, did decline by 6% over the 2006 to 2016 period. Health care (11.3%), retail trade (10.9%), professional and technical services (9.9%), accommodation and food services (7.5%), and finance and insurance (7.5%) were the next largest sectors of employment for foreign-born workers.

The distribution of Canadian-born workers across industries differs from that of their foreign-born counterparts in Ontario. Retail trade employed the largest share of Canadian-born workers (13%) in 2016, followed by health care (11.2%), manufacturing (9.3%), and educational services (8.6%).

Figure 3: Canadian-born and Foreigh-born Workers by Industry, Ontario, Census 2016

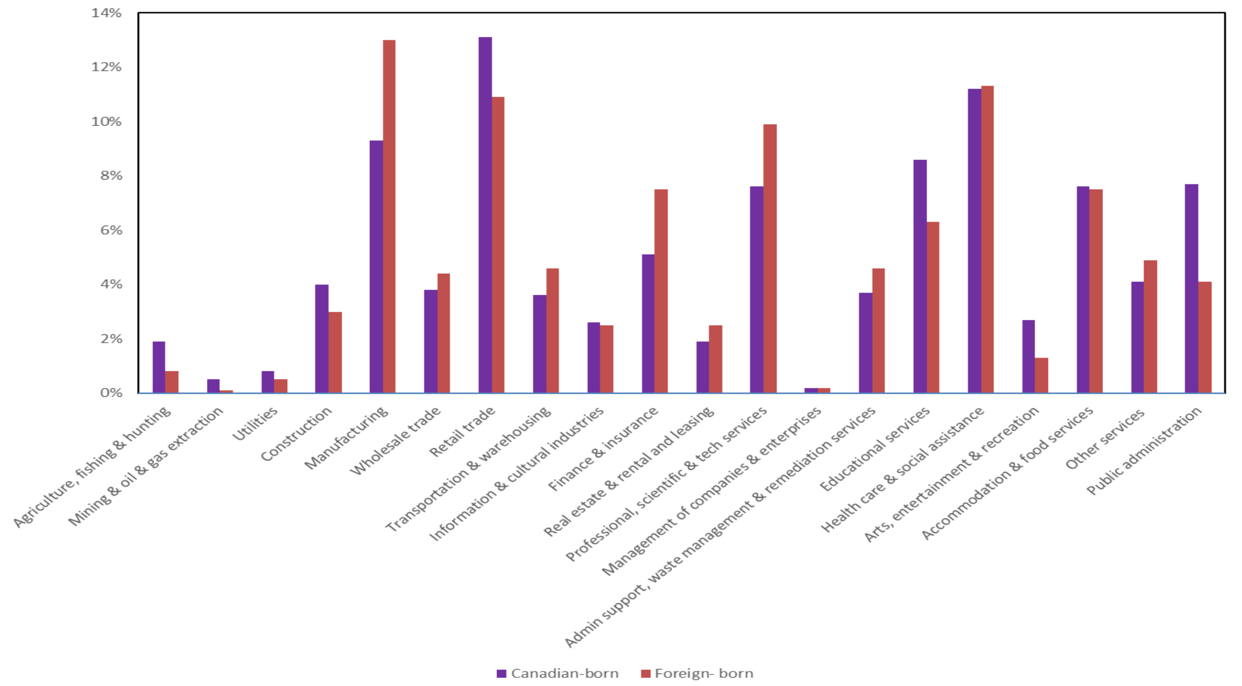
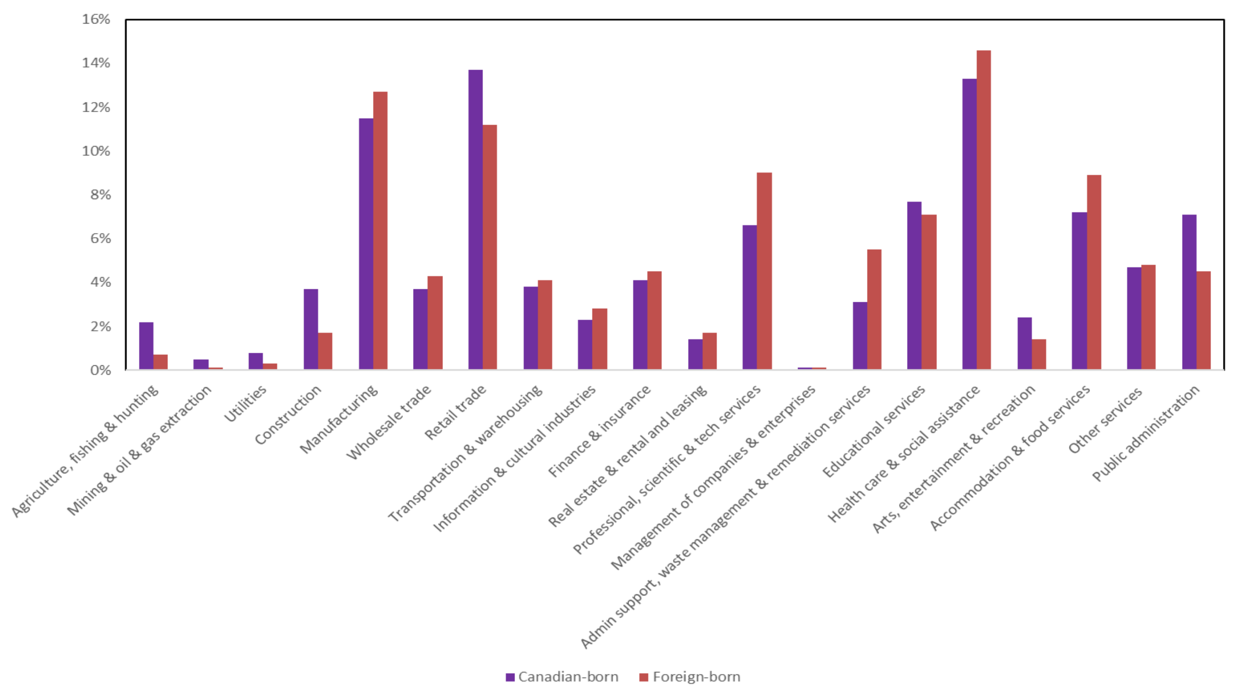


Figure 4: Canadian-born and Foreign-born Workers by Industry Quebec, 2016



In Quebec, health care and social assistance accounted for the largest share of foreign-born workers in the labour force in 2016 (Figure-4). The share of foreign-born workers in this industrial sector increased from 11% in 2006 to 14.6% in 2016. Manufacturing remained the second-largest industry of employment for foreign-born workers, employing 12.7%. Among other service industries in Quebec, retail trade, professional and technical services, accommodation and food services, and educational services provided employment for 11.2%, 9%, 8.9% and 7% respectively of all foreign-born workers.

As in Ontario, retail trade comprised the highest share (13.7%) of Canadian-born workers followed by health care and social assistance (13.3%), manufacturing (11.5%) and educational services (7.7%).

Location Quotient (LQ) ratios were calculated using the 2016 census data to measure the relative concentration of foreign-born workers in relation to Canadian-born workers in each industry in Ontario and Quebec (Table 1). The results indicate that foreign-born workers in Ontario and Quebec were over-represented in manufacturing in 2016, a declining sector in both provinces. They were, however, under-represented in other goods-producing industries. In both provinces, foreign-born workers were over-represented in several service-based industrial sectors: wholesale trade, transportation, finance, real estate, professional services, administrative and waste management, and accommodation and food services. On the other hand, foreign-born workers were under-represented in retail trade, educational services, arts and entertainment, and public administration. The under-representation of foreign-born workers in public administration is particularly notable.

Table 1: Concentration of Foreign-born Workers relative to Canadian-born Workers in Ontario, Quebec, Toronto and Montreal, 2016 (Location Quotient)

Industry	Ontario	Quebec	Toronto	Montreal
11 Agriculture, forestry, fishing and hunting	0.457	0.343	0.535	0.572
21 Mining, quarrying, and oil and gas extraction	0.259	0.223	0.679	0.648
22 Utilities	0.598	0.423	0.626	0.366
23 Construction	0.731	0.450	0.797	0.492
31-33 Manufacturing	1.384	1.081	1.655	1.260
41 Wholesale trade	1.159	1.163	1.007	0.977
44 -45 Retail trade	0.832	0.812	0.877	0.816
48 -49 Transportation and warehousing	1.259	1.026	1.226	0.930
51 Information and cultural industries	0.984	1.256	0.681	0.896
52 Finance and insurance	1.471	1.080	1.107	0.936
53 Real estate and rental and leasing	1.287	1.187	1.121	1.028
54 Professional, scientific and technical services	1.322	1.407	0.975	1.106
55 Management of companies and enterprises	0.927	1.194	0.541	0.701
56 Administrative and support, waste management and remediation services	1.257	1.783	1.289	1.666
61 Educational services	0.745	0.996	0.619	0.915
62 Health care and social assistance	0.985	1.058	1.231	1.153
71 Arts, entertainment and recreation	0.476	0.620	0.363	0.548
72 Accommodation and food services	1.022	1.265	1.171	1.332
81 Other services (except public administration)	1.240	1.024	1.389	1.150
91 Public administration	0.517	0.598	0.526	0.560

- Over -representation of foreign-born workers
- Significant under-representation of foreign-born workers

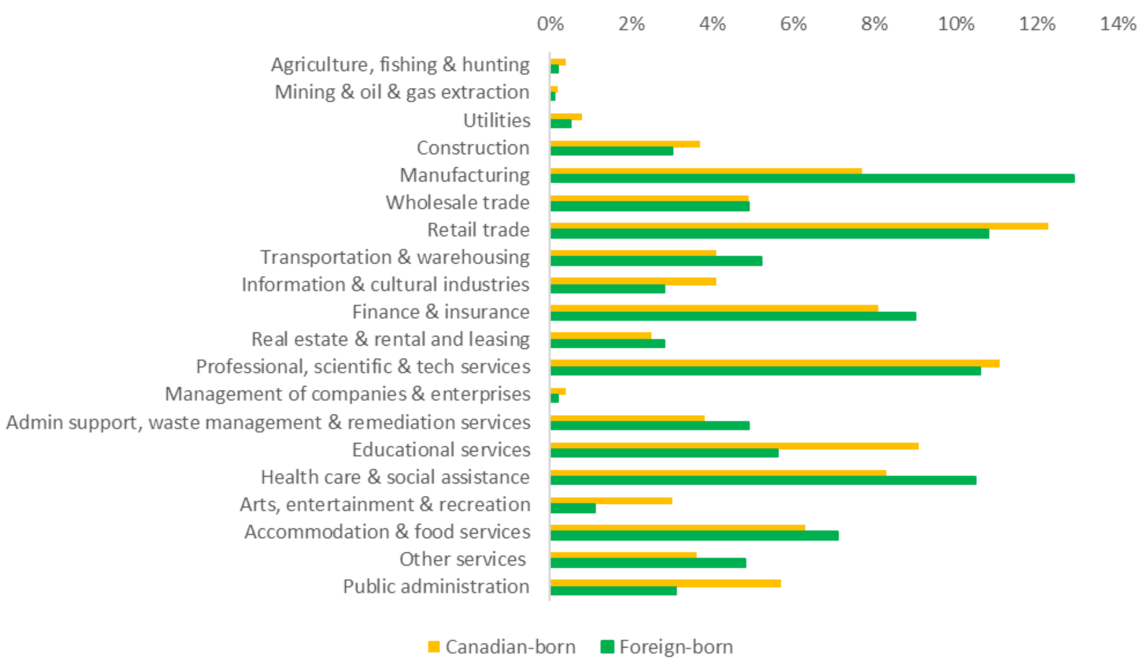
The representation of foreign-born workers in some industries varied between the two provinces. For example, foreign-born workers were under-represented in information and cultural industries, management of companies, and health care and social assistance services in Ontario, while they were over-represented in these industries in Quebec.

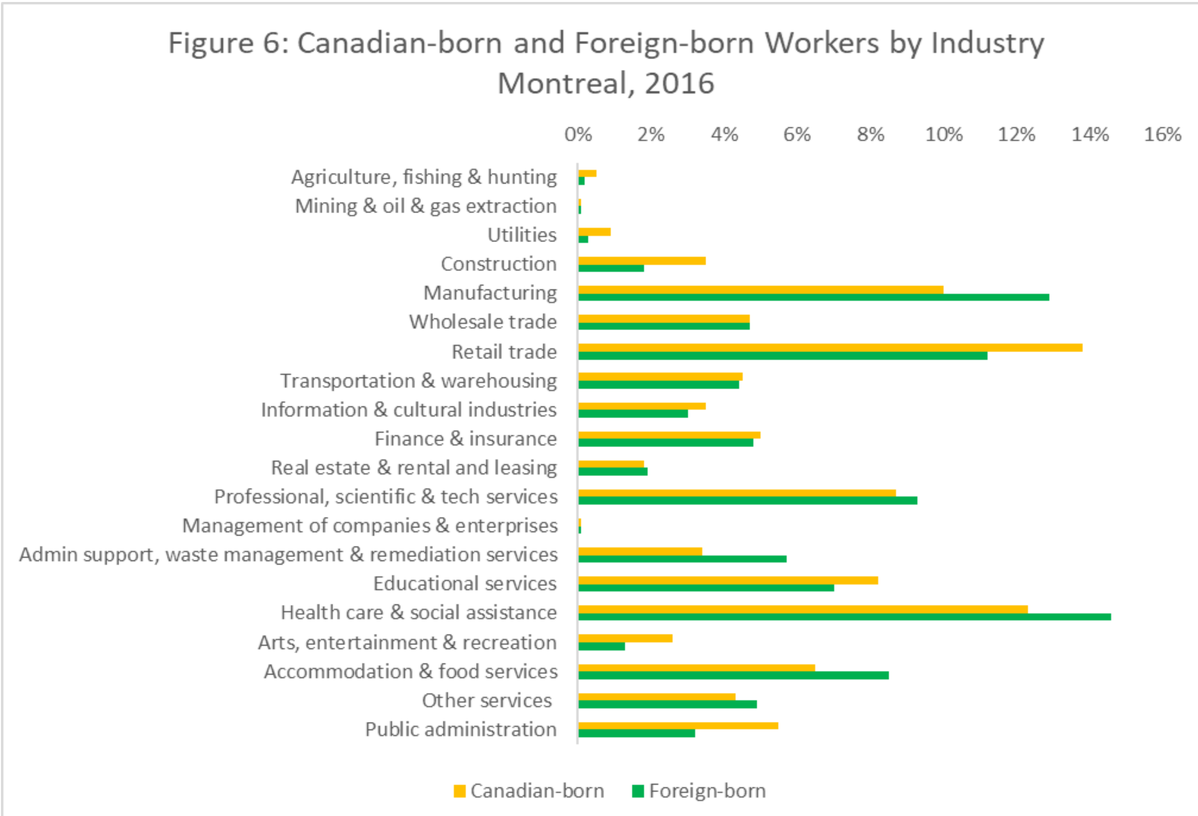
C. Industry of Employment: Toronto and Montreal

Changes in industrial structure at the provincial level are broadly reflected in the characteristics of employment in the Toronto and Montreal metropolitan areas. In both CMAs, the number of manufacturing jobs has declined and service sector employment has increased between 2006 and 2016. More than 85% of the labour force in each CMA worked in service industries in 2016. Among service industries, retail trade employed the largest number of workers in Toronto and Montreal, 11.6% of the labour force in Toronto and 13% in Montreal in 2016. Professional and technical services employed the second largest share of workers in Toronto (11%), while the health care and social assistance sector had the equivalent rank (12.7%) in Montreal's labour force.

The distribution of employment by industry shows a similar bimodal quality among foreign-born workers in both Toronto and Montreal. At one end, foreign-born workers are found in substantial numbers in the manufacturing and accommodation and food services sectors, which often do not require post-secondary education. At the same time, an important share of foreign-born individuals is employed in the health care and social assistance, and professional and technical services sectors where some form of post-secondary training is commonly required.

Figure 5: Canadian-born and Feoreign-born Workers by Industry
Toronto, 2016





Foreign-born workers were over-represented in manufacturing in Toronto and Montreal in 2016 (Table 1). In both CMAs, about 13% of all foreign-born workers worked in manufacturing, while a substantially smaller proportion of Canadian-born workers did so in Toronto (7.7%) and Montreal (10%). The wide gap between the two groups in Toronto underscores the significance of manufacturing as a source of employment for foreign-born workers in Toronto, even though the sector overall is in decline.

Accommodation and food services employed a larger share of the foreign-born labour force than the Canadian-born in both CMAs. In Montreal, 8.5% of foreign-born workers were employed in accommodation and food related jobs compared with only 6.5% of the Canadian-born labour force. In Toronto, the gap in the shares of these two groups was much smaller -- only 0.8%.

The foreign-born labour force is also over-represented in health care and social assistance jobs in both CMAs (Table 1). In 2016, their share of employment in this sector in both Toronto (10.5%) and Montreal (14.6%) exceeded that of the Canadian-born population. Professional, scientific and technical services are another major industry in Toronto and Montreal. The share of foreign-born workers (9.3%) in this industry was higher than that of their Canadian-born counterparts (8.7%) in Montreal. In contrast, the share of

Canadian-born workers (11%) in professional and technical services in Toronto surpassed the share of foreign-born workers (10.6%). This trend indicates that migrant workers may have greater access to professional and technical services in Montreal than in Toronto.

Foreign-born workers are under-represented in several service sectors, notably educational services, and public administration. Canadian-born workers dominate educational sevices in both CMAs, and their share is especially higher (9%) than for foreign-born workers (5.6%) in Toronto. A similar trend is also evident in the public administration sector.

D. Industry of Employment: Ottawa-Gatineau, Kitchener-Cambridge-Waterloo, Windsor, Sherbrooke and Quebec City

This section focuses on industry-wise employment among Canadian-born and foreign-born workers in selected medium-size CMAs in Ontario and Quebec. The broad macro-trends in each province's employment structure are not necessarily reflected in the same way or to the same degree in medium-size cities. As immigrants settle in smaller cities, they encounter a set of employment structures that may be quite different from those found at the level of the province or a gateway city like Montreal or Toronto where employment opportunities are more varied. For example, the structure of employment in Ottawa-Gatineau, where public administration services dominate and manufacturing sector is very small, is quite different relative to Toronto where the public sector is much smaller and the manufacturing sector still employs a large proportion of workers. The relative paucity of employment opportunities in some industrial sectors in smaller cities can influence the ease with which individuals find jobs that match their skills and experience.

The history of industrial development for individual cities is particularly important in shaping the structure of employment across regions (Vinodrai 2015). Ottawa-Gatineau is a particularly salient example of a city in which employment in public administration has attained a dominant position, while Windor is illustrative of a city that developed in tandem with manufacturing and is still dominated by this industrial sector even as employment in industries like automobile manufacturing weakens. Data for employment by industrial sector and the relative concentration of foreign-born workers are presented for each city, but only the most salient trends and changes are discussed. The intent is to provide an overview of the employment structure of each city, and the degree to which foreign-born workers mirror their Canadian-born counterparts' relative representation across industrial sectors.

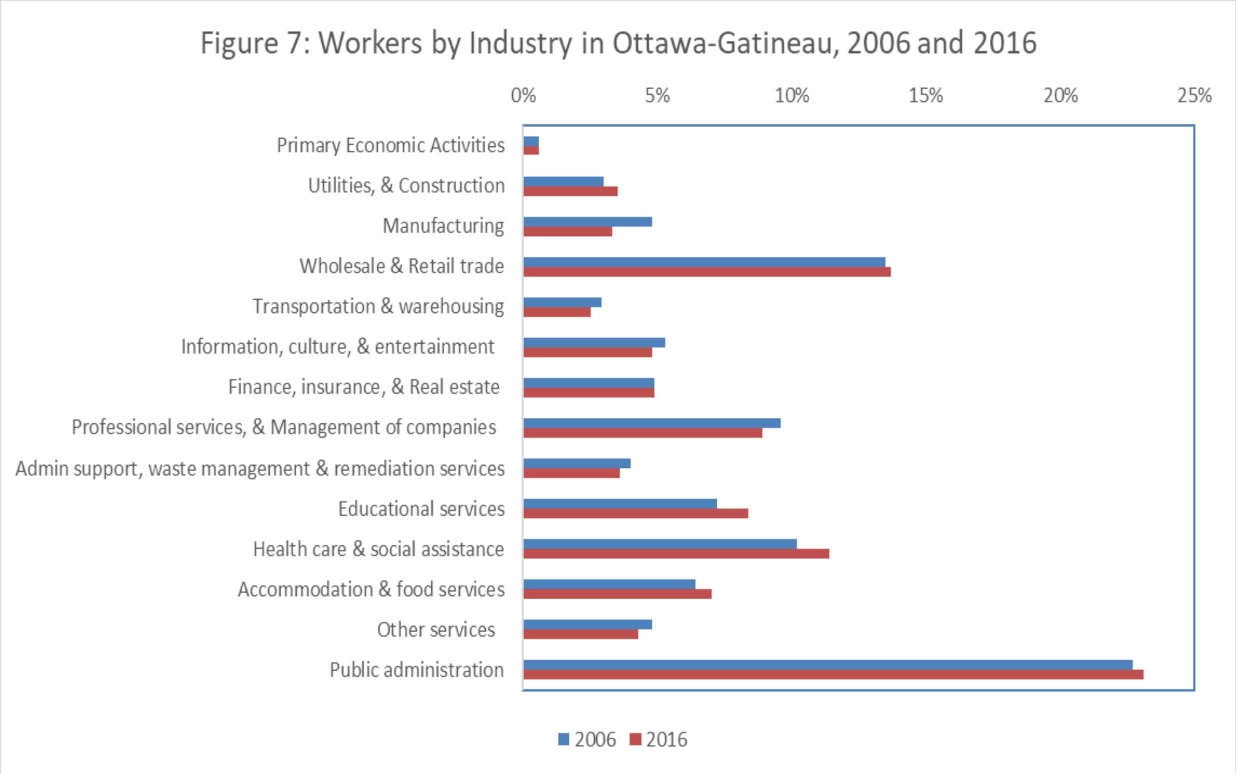
Some of the industrial categories are combined to achieve a sufficient number of foreign-born workers in each CMA for meaningful analysis. The re-categorization of industries follows the work of Vinodrai (2015) in which she describes the economic and industrial transformations of Canadian cities with a rise of a post-industrial knowledge-based economy. To capture the distribution of Canadian and foreign-born workers in the medium Ontario and Quebec metropolitan areas, agriculture, and forestry, and fishing and mining industries are combined into a single category, 'primary sector'. Wholesale trade and retail trade are combined to one category: 'trade'. A new category, 'FIRE' (finance, insurance and real estate), is formed by the aggregation of finance and insurance industry and real estate, rental and leasing sectors. Information and cultural and arts, entertainment and recreation sectors are amalgamated to form an 'information, culture and recreation' sector. The 'Professional services and management of companies' grouping is created by combining professional, scientific and technical services and management of companies and enterprises. Finally, utilities and construction are combined to a single category. Appendix B provides a detailed list of the original and aggregated industrial sectors .

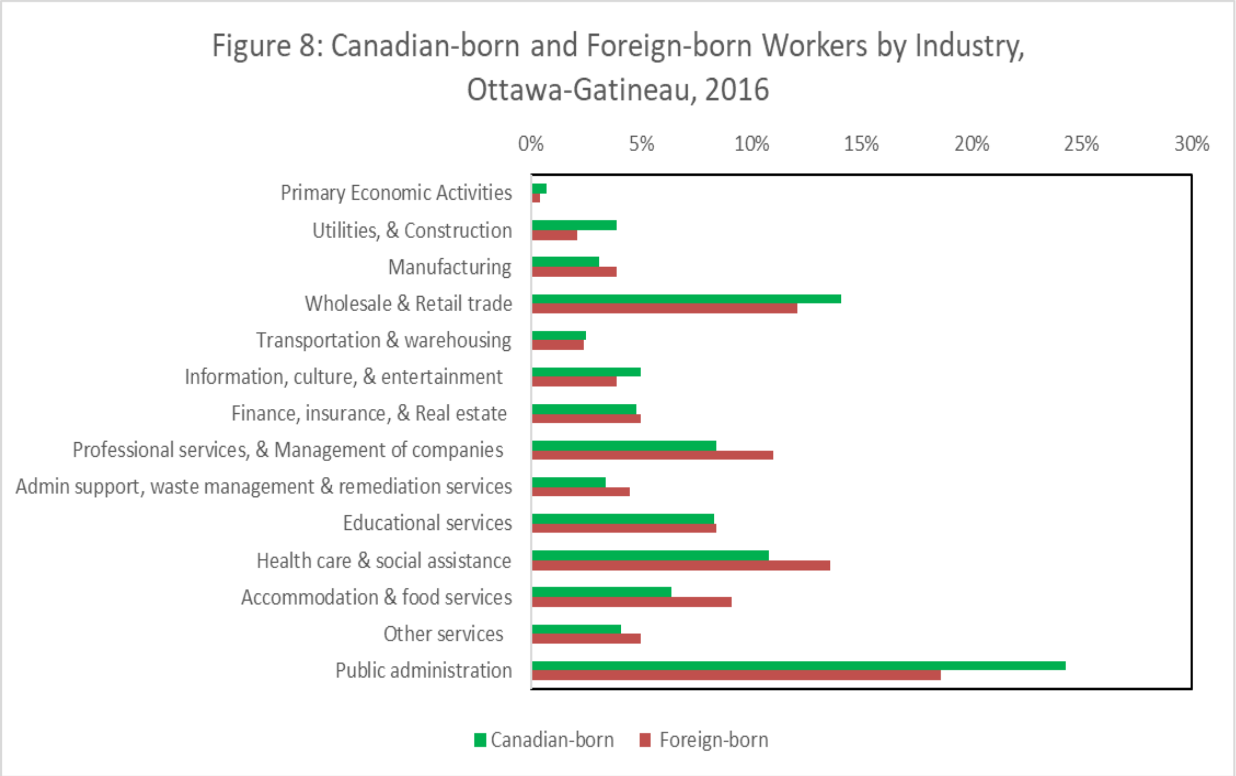
Table 2: Concentration of Foreign-born in each industry in relation to Canadian-born in Selected CMAs, 2016 (Location Quotient)

	Ottawa-Gatineau	Kitchener-Cambridge-Waterloo	Windsor	Sherbrooke	Quebec City
11 Agriculture, forestry, fishing and hunting and 21 Mining, quarrying, and oil and gas extraction	0.523	0.609	0.685	1.549	0.810
22 Utilities and 23 Construction	0.529	0.697	0.816	0.416	0.346
31-33 Manufacturing	1.231	1.361	1.074	1.108	1.038
41 Wholesale trade and 44 -45 Retail trade	0.861	0.770	0.892	0.745	0.828
48 -49 Transportation and warehousing	0.967	0.811	1.139	0.927	0.673
51 Information and cultural industries, and 71 Arts, entertainment and recreation	0.792	0.921	0.857	0.858	0.894
52 Finance and insurance, and 53 Real estate and rental and leasing	1.024	0.846	0.922	0.721	0.729
54 Professional, scientific and technical services, and 55 Management of companies and enterprises	1.311	1.222	1.390	1.059	1.362
56 Administrative and support, waste management and remediation services	1.320	1.194	1.217	1.602	1.591
61 Educational services	1.009	1.030	0.961	1.480	1.314
62 Health care and social assistance	1.258	1.093	0.958	0.911	0.966
72 Accommodation and food services	1.416	1.046	1.032	1.342	1.581
81 Other services (except public administration)	1.214	1.212	1.428	0.832	0.918
91 Public administration	0.764	0.519	0.496	0.689	0.857

- Over -representation of foreign-born workers
- Significant under-representation of foreign-born workers

Ottawa-Gatineau



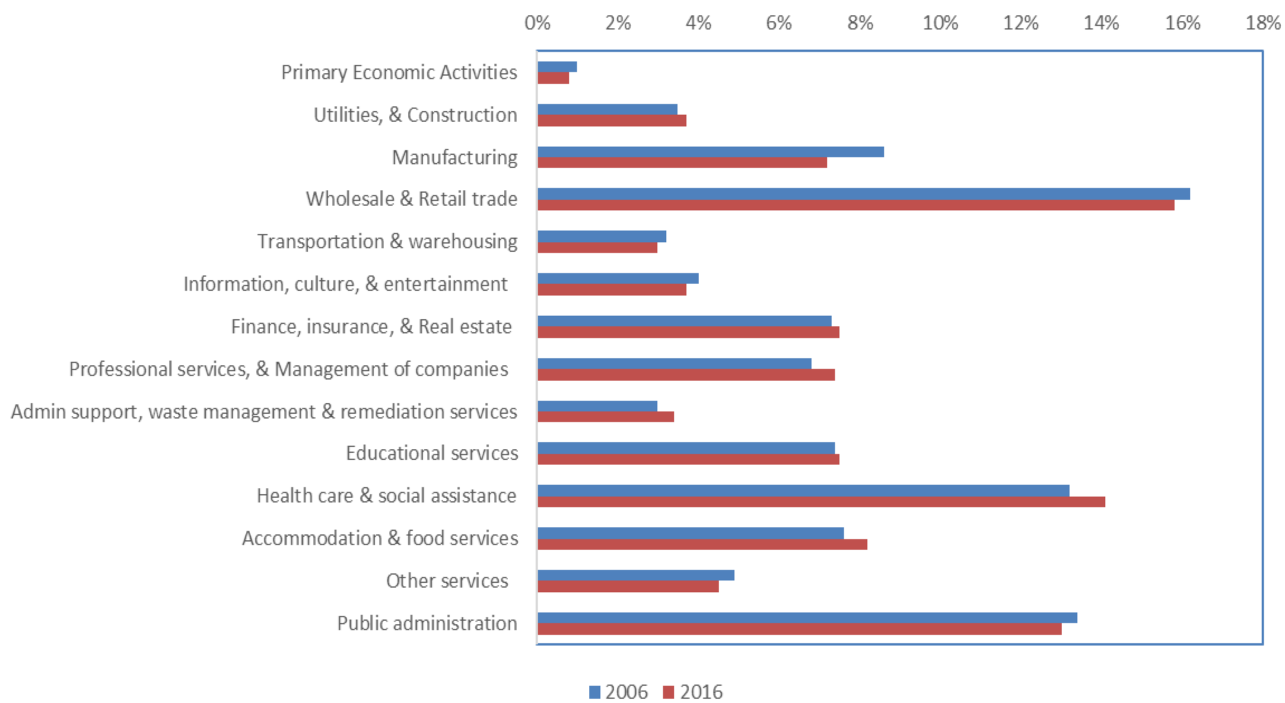


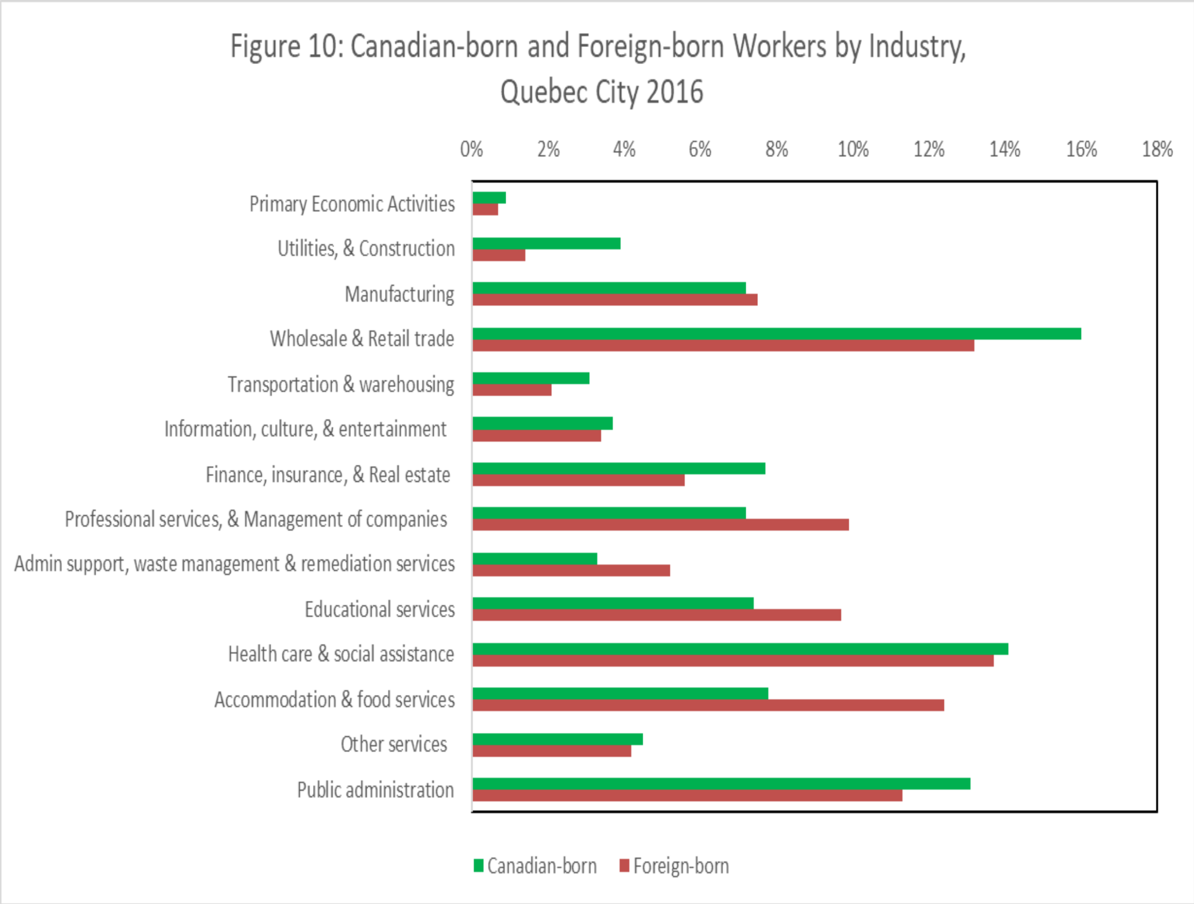
Ottawa-Gatineau is a strong example of industrial specialization due to the number of jobs in public administration, as well as in sectors associated with public administration (e.g., professional services and education). Unlike in other CMAs, manufacturing is a tiny component of Ottawa-Gatineau's economy (employed less than 4% of workers in 2016). In 2006, manufacturing employed only less than 5% workers which decreased to less than 4% in 2016.

- The concentration employment in public administration in Ottawa-Gatineau is distinctive: more than five times the proportion in Toronto, Montreal, Kitchener-Waterloo, Windsor and Sherbrooke.
- Individuals working in public administration in Ottawa-Gatineau grew from 146,435 (22.7%) to 165,015 (23%) between 2006 and 2016.
- Public administration employed the largest proportion of Canadian-born (23.4%) and foreign-workers (18.6%), with Canadian-born workers dominating in absolute numbers.
- The other major industries in Ottawa-Gatineau include trade, health care, and professional and management services (13.7%, 11.4% and 8.9% of the labour force respectively). Compared to Canadian-born workers, foreign-born workers were over-represented in health services, and professional and managerial jobs, but they were under-represented in retail and wholesale trade (Table 2).

Quebec City

Figure 9: Workers by Industry in Quebec City, 2006 and 2016





Employment specialization in Quebec City is in many ways similar to that found in Ottawa-Gatineau. As the provincial capital of Quebec, a large proportion of workers were employed in public administration in 2016.

- Public administration was the third-largest employment sector (13%) in the city after retail and wholesale trade (15.8%) and health care and social assistance (14%) sector. Employment in public administration sector has remained relatively stable with a slight decrease (13.4% in 2006).
- The number of foreign-born workers (3,485) employed in public administration is tiny relative to the Canadian-born (53,960). Nevertheless, 11.3% of foreign-born workers are employed in public administration, which is just slightly lower than among Canadian-born workers (13%).
- The largest proportion of Canadian-born and foreign-born workers were employed in the retail and wholesale trade sector: 65,665 Canadian-born (16%) and 4,095 foreign-born (13.2%) in 2016.

Windsor

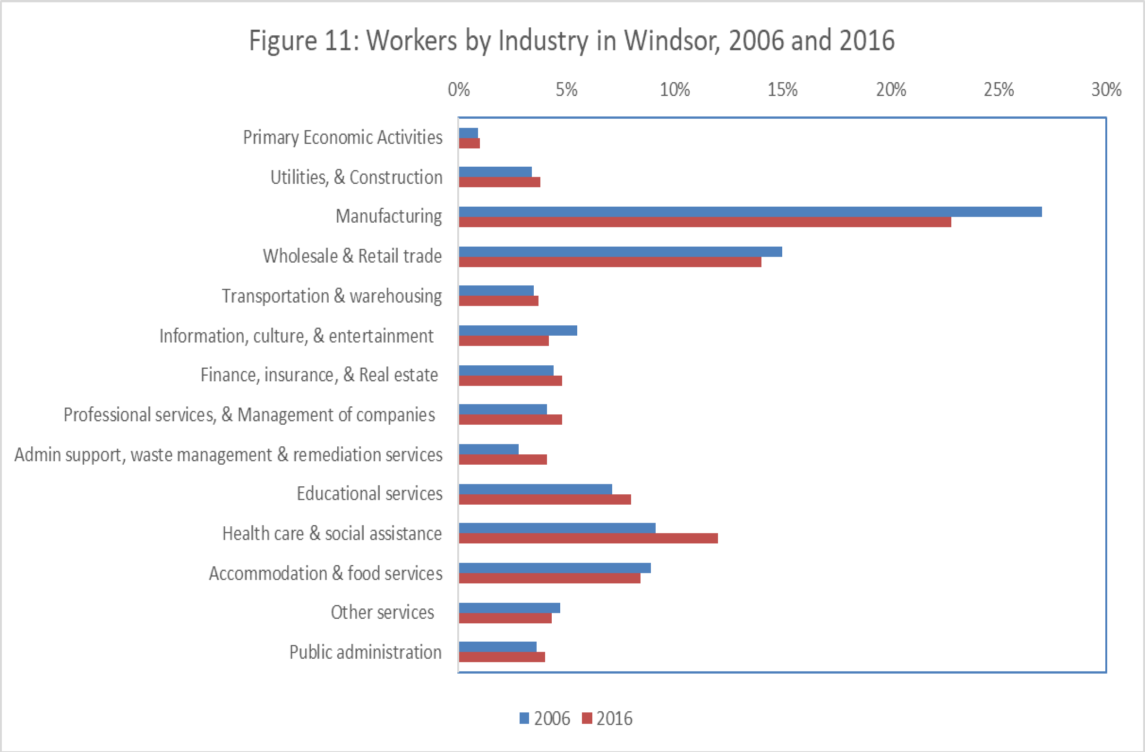


Figure 11: Workers by Industry in Windsor, 2006 and 2016
0%
5%
10%
15%
20%
25%
30%
Primary Economic Activities
Utilities, & Construction
Manufacturing
Wholesale & Retail trade
Transportation & warehousing
Information, culture, & entertainment
Finance, insurance, & Real estate
Professional services, & Management of companies
Admin support, waste management & remediation services
Educational services
Health care & social assistance
Accommodation & food services
Other services
Public administration
2006
2016

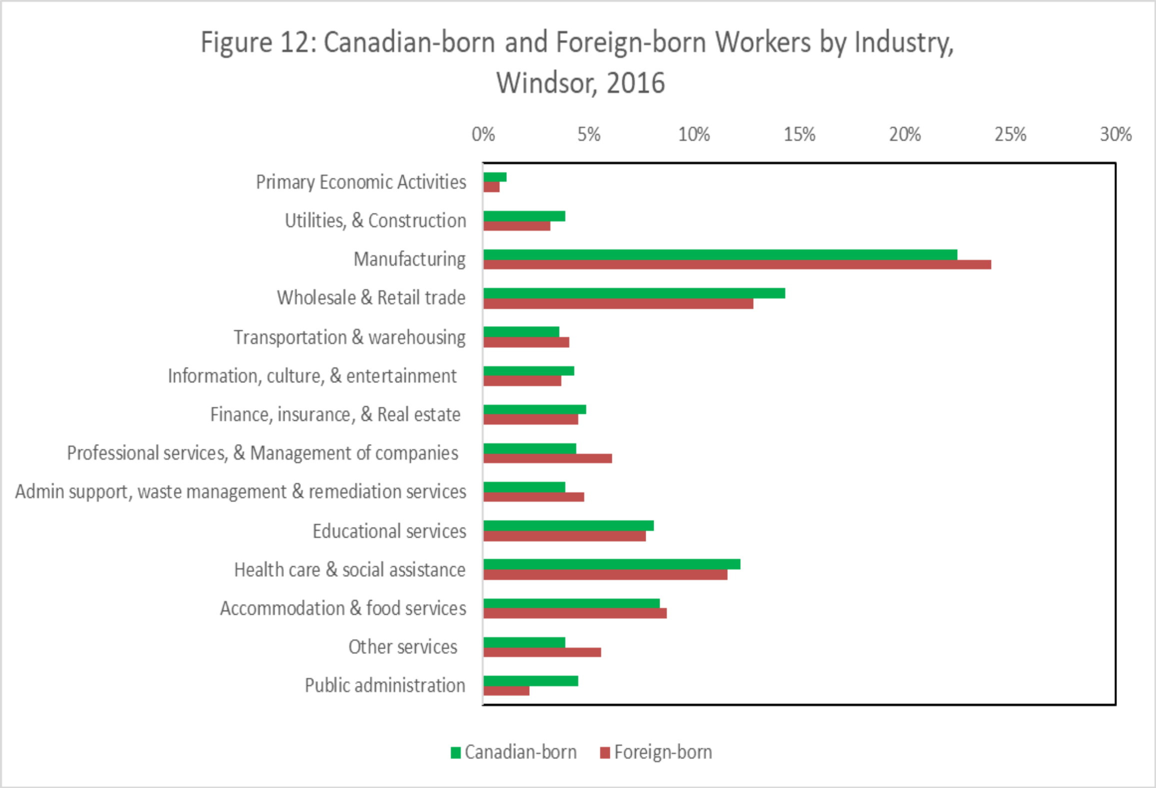
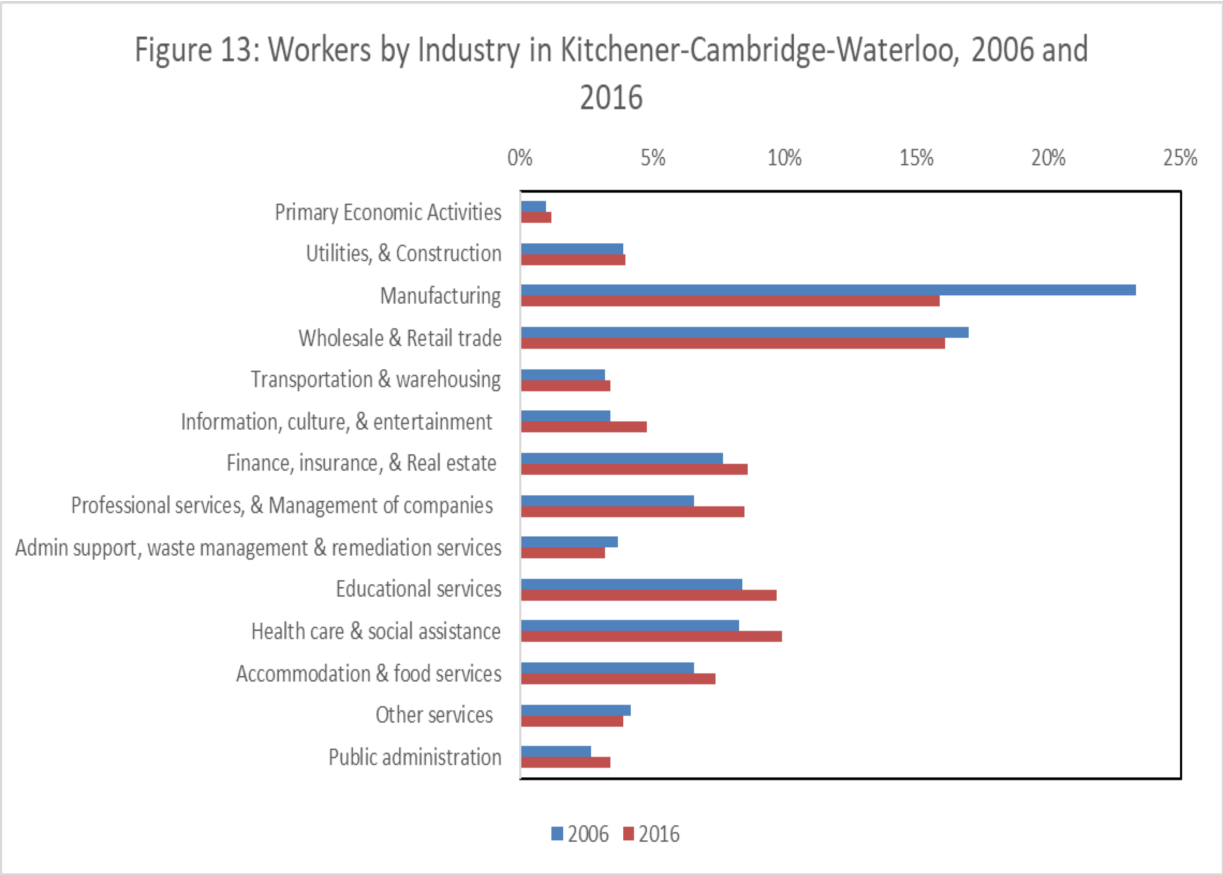


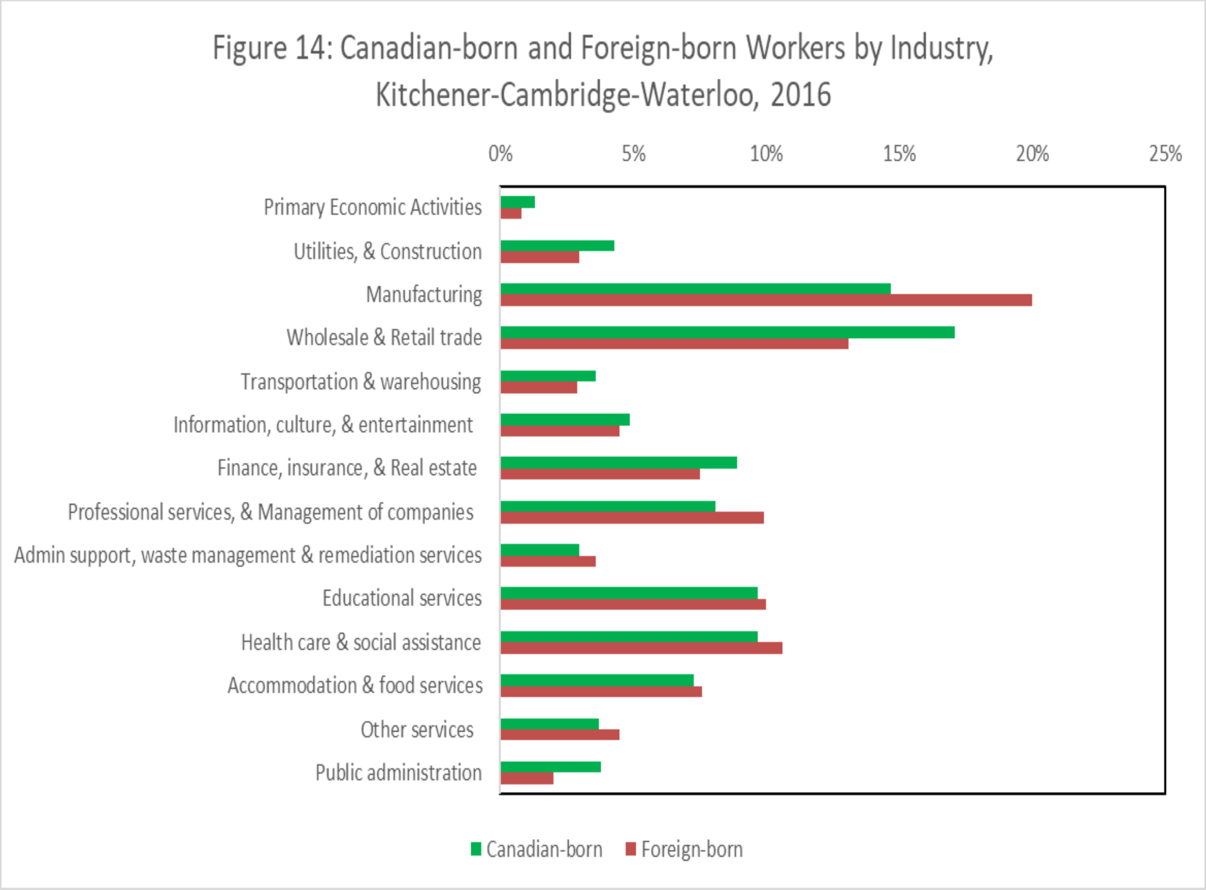
Figure 12: Canadian-born and Foreign-born Workers by Industry, Windsor, 2016
0%
5%
10%
15%
20%
25%
30%
Primary Economic Activities
Utilities, & Construction
Manufacturing
Wholesale & Retail trade
Transportation & warehousing
Information, culture, & entertainment
Finance, insurance, & Real estate
Professional services, & Management of companies
Admin support, waste management & remediation services
Educational services
Health care & social assistance
Accommodation & food services
Other services
Public administration
Canadian-born
Foreign-born

Among the cities profiled here, Windsor is a leading example of employment concentration in the manufacturing sector. The proportion of workers employed in manufacturing has contracted over a decade (from 27% to 22.8%), but this sector remains influential in the local labour market.

- Manufacturing provides jobs for almost one quarter of foreign-born workers (22.5% among the Canadian-born).
- Windsor's economy does have a significant service-sector component, led by retail and wholesale trade (14%) and health care and social services (12%). However, the city does face the challenge of diversifying employment away from the goods production sector that has historically been so dominant and is now in decline.
- Foreign-born workers were over-represented in service sectors that tend to be dominated by low wages, and are dramatically under-represented in Public administration, which tends to be better paid. (Table 2).

Kitchener-Cambridge-Waterloo





The industrial structure of Kitchener-Cambridge-Waterloo resembles that found in Toronto. Wholesale and retail trade (16%), manufacturing (16%), health care and social assistance (10%), educational services (9.7%) and professional and management services (8.5%) were the major industries of employment in 2016.

- However, manufacturing accounting for 16% of Kitchener-Cambridge-Waterloo's labour force was a more important sector in Kitchener-Cambridge-Waterloo than in Toronto.
- As expected, manufacturing was the largest employment sector for foreign-born workers. About one fifth of foreign-born workers were employed in manufacturing compared to 14.7% of Canadian-born workers.
- The share of employment in trade, an important sector of employment, declined from 17% in 2006 to 16% in 2016. A much higher proportion of Canadian-born workers (17%) than foreing-born workers (13%) was employed in this sector in 2016.
- Foreing-born workers were over-represented in growing service sectors, such as health care and social assistance (10.6%), educational services (10%) and professional and management services (10%).

Sherbrooke

Figure 15: Workers by Industry in Sherbrooke, 2006 and 2016

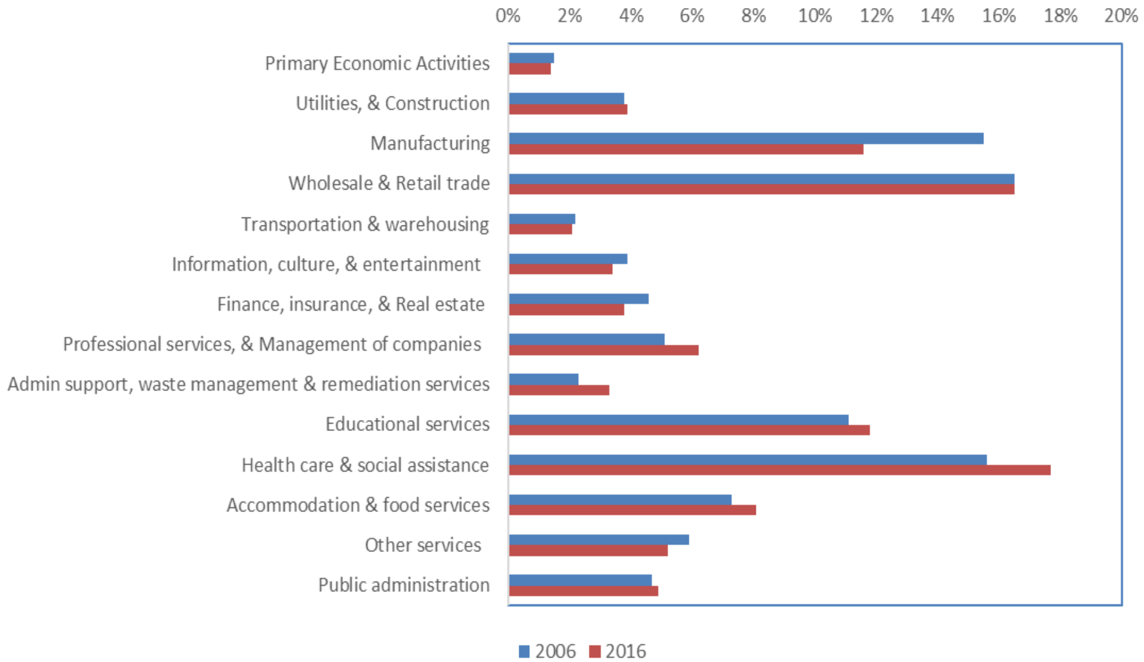
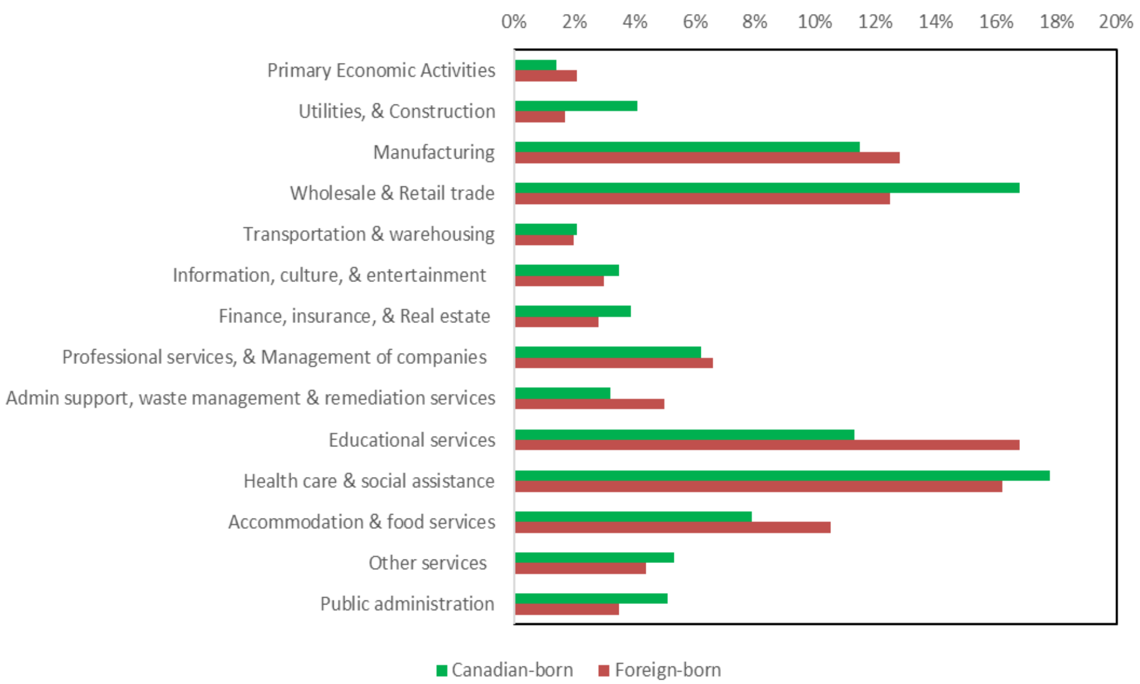


Figure 16: Canadian-born and Foreign-born Workers by Industry, Sherbrooke, 2016



In Sherbrooke, manufacturing sector is declining but still significant, especially for foreign-born workers. But, the employment structure is diversifying across a number of different service sectors over time. Strong employment growth has occurred in health and social assistance sector (dominated by Canadian-born workers) and accommodation and food services (dominated by foreign-born workers). In 2016, health care and social assistance, trade, and educational services were top three industries of employment in Sherbrooke.

- Manufacturing accounted for 12.8% of Sherbrooke's foreign-born workers compared to 11.5% of Canadian-born workers.
- In 2016, health care and social assistance employed the largest proportion of workers (17.7%) in Sherbrooke. A slightly lower proportion of foreign-born (16.2%) than Canadian-born workers (17.8%) was employed in this sector.
- Food and accommodation services employed a larger proportion of foreign-born workers (10.5%) than Canadian-born workers (8%).
- Educational services have not grown strongly between 2006-2016, but the proportion of foreign-born individuals working in education is very strong (16.8%) compared to their Canadian-born counterparts (11.3%).
- Although trade sector did not grow between 2006 and 2016, it was a major sector of employment during this period. In 2016, trade provided jobs for 12.5% of foreign-born workers and 16.8% of Canadian-born workers.
- Unlike the other CMAs, foreign-born workers were over-represented in primary industries in Sherbrooke (Table 2).

Conclusions

Analysis of employment change in major industrial sectors between 2006 and 2016 indicates how foreing-born and Canadian-born workers are incoprporated differently in specific industries. Although the share of workers in manufacturing fell between 2006 and 2016, this declining sector was still the largest job sector for foreign-born workers in both provinces in 2016. Whereas, compared to their Canadian-born counterparts, foreign-born workers were under-represented in public administration jobs in both provinces. The Location Quotient (LQ) ratios reveal a bimodal quality among foreign-born workers in both Ontario and Quebec. Foreign-born workers are employed in substantial numbers in the manufacturing and accommodation and food services sectors, which often do not require post-secondary education or in the health care and social assistance, and in the professional and technical services sectors where some form of post-secondary training is generally required.

The study also highlights the importance of going beyond the provincial scale to examine the industries of employment in individual cities. Although, the provincial trends in industries of employment are reflected to a large degree in the two gateway cities: Toronto and Montreal, they are not necessarily evident in the same way in second-tier and mid-size cities. The structural changes have affected smaller cities differently depending on each city's history and industrial specialization. For example, the labour force is almost exclusively service-based in Ottawa-Gatineau and Quebec City. Both provincial capital cities have a large public administration sector. Particularly, Ottawa-Gatineau exemplifies industrial specialization with a large public administration sector that employed one quarter of the workers in 2016. With a large share (just under one quarter in 2016) of workers in manufacturing, Windsor also demonstrates industrial specialization, while Sherbrooke stands out from the other CMAs with a large percentage of its labour force working in health care and social assistance. The dominance of a particular industrial sector in a city influences the distribution of foreign-born workers. For example, in 2016 the largest share of foreign-born workers in Toronto, Windsor and Kitchener-Cambridge-Waterloo was concentrated in manufacturing. However, in Ottawa-Gatineau and Sherbrooke the largest proportion of foreign-born workers was concentrated in public administration and in the health care and social assistance sector respectively. In larger cities, more immigrants are working in a wider range of industries. But, these mid-size metropolitan areas have limited span of employment opportunities. For example, foreign-born workers with experience in manufacturing would find it challenging to find work that matches his experience in Ottawa-Gatineau.

The distribution of labour force by migration status illustrates the incorporation of foreign-born and Canadian-born workers in industries in Ontario and Quebec cities. While similarities and differences between the provinces are important, the report highlights many specific characteristics of industries in individual cities that are often camouflaged by a provincial-scale analysis. For example, the importance of public administration jobs in Ottawa-Gatineau, manufacturing jobs in Windsor and health care and social assistance services in Sherbrooke indicates key differences in the industrial structure in these cities. Understanding these local economic conditions is crucial to provide settlement services and enhance migrants' possibilies for success in the labour market.

To interpret some of the observed differences in industrial structures, it is important to examine the social characteristics and employment outcomes of migrants in large and meidum metropolitan areas in Ontario and Quebec. Considering the interprovincial differences in the recruitment of migrant and immigrant newcomers is essential. A good example is the recruitment of professionals from France to contribute to Quebec's new service economy (Leebos and Israel 2013). The analysis in this report is about relative representation of foreign-born and Canadian-born workers by sector. The study does not discuss wages earned (i.e., how well workers are doing). Additional research is needed to compare wages for foreign-born and Canadian-born workers in particular sectors. For example, the fact that foreign-born workers are employed in large numbers in Manufacturing (a once highly unionized and well-paid sector) says nothing about how strong earnings are. Another important follow-up question is whether there are variations from place to place in the extent to which immigrants are holding jobs commensurate with their credentials. BMRC research team is conducting a study to investigate the (mis)match between migrants' skill level based on their occupation and their educational qualification in Ontario and Quebec cities. The forthcoming report would help us recognize the importance of occupation type in interpreting the locational differences regarding the distribution of foreign-born workers across industries.

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Appendix-A: North American Industry Classification System (NAICS) Canada 2017 Version 1.0

North American Industry Classification System (NAICS) Canada 2017 Version 1.0	
Goods Producing Sectors	
Agriculture, forestry, fishing and hunting	This sector comprises establishments primarily engaged in growing crops, raising animals, harvesting timber, harvesting fish and other animals from their natural habitats and providing related support activities.
Mining, quarrying, and oil and gas extraction	This sector comprises establishments primarily engaged in extracting naturally occurring minerals. These can be solids, such as coal and ores; liquids, such as crude petroleum; and gases, such as natural gas. The term mining is used in the broad sense to include quarrying, well operations, milling (for example, crushing, screening, washing, or flotation) and other preparation customarily done at the mine site, or as a part of mining activity.
Utilities	This sector comprises establishments primarily engaged in operating electric, gas and water utilities. These establishments generate, transmit, control and distribute electric power; distribute natural gas; treat and distribute water; operate sewer systems and sewage treatment facilities; and provide related services, generally through a permanent infrastructure of lines, pipes and treatment and processing facilities.
Construction	This sector comprises establishments primarily engaged in constructing, repairing and renovating buildings and engineering works, and in subdividing and developing land. These establishments may operate on their own account or under contract to other establishments or property owners. They may produce complete projects or just parts of projects. Establishments often subcontract some or all of the work involved in a project or work together in joint ventures. Establishments may produce new construction or undertake repairs and renovations to existing structures.
Manufacturing	This sector comprises establishments primarily engaged in the chemical, mechanical or physical transformation of materials or substances into new products. These products may be finished, in the sense that they are ready to be used or consumed, or semi-finished, in the sense of becoming a raw material for an establishment to use in further manufacturing. Related activities, such as the assembly of the component parts of manufactured goods; the blending of materials; and the finishing of manufactured products by dyeing, heat-treating, plating and similar operations are also treated as manufacturing activities. Manufacturing establishments are known by a variety of trade designations, such as plants, factories or mills.
Service Sectors	
Wholesale trade	This sector comprises establishments primarily engaged in wholesaling merchandise, generally without transformation, and rendering services incidental to the sale of merchandise. The wholesaling process is an intermediate step in the distribution of goods.
Retail trade	This sector comprises establishments primarily engaged in retailing merchandise, generally without transformation, and rendering services incidental to the sale of merchandise. The retailing process is the final step in the distribution of merchandise; retailers are therefore organized to sell merchandise in small quantities to the general public.
Transportation and warehousing	This sector comprises establishments primarily engaged in transporting passengers and goods, warehousing and storing goods, and providing services to these establishments. The modes of transportation are road (trucking, transit and ground passenger), rail, water, air and pipeline. These are further subdivided according to the

	way in which businesses in each mode organize their establishments. National post office and courier establishments, which also transport goods, are included in this sector. Warehousing and storage establishments are subdivided according to the type of service and facility that is operated.
Information and cultural industries	This sector comprises establishments primarily engaged in producing and distributing (except by wholesale and retail methods) information and cultural products. Establishments providing the means to transmit or distribute these products or providing access to equipment and expertise for processing data are also included.
Finance and insurance	This sector comprises establishments primarily engaged in financial transactions (that is, transactions involving the creation, liquidation, or change in ownership of financial assets) or in facilitating financial transactions.
Real estate and rental and leasing	This sector comprises establishments primarily engaged in renting, leasing or otherwise allowing the use of tangible or intangible assets. Establishments primarily engaged in managing real estate for others; selling, renting and/or buying of real estate for others; and appraising real estate, are also included.
Professional, scientific and technical services	This sector comprises establishments primarily engaged in activities in which human capital is the major input. These establishments make available the knowledge and skills of their employees, often on an assignment basis. The individual industries of this sector are defined on the basis of the particular expertise and training of the service provider.
Management of companies and enterprises	This sector comprises establishments primarily engaged in managing companies and enterprises and/or holding the securities or financial assets of companies and enterprises, for the purpose of owning a controlling interest in them and/or influencing their management decisions. They may undertake the function of management, or they may entrust the function of financial management to portfolio managers.
Administrative and support, waste management and remediation services	This sector comprises establishments of two different types: those primarily engaged in activities that support the day-to-day operations of other organizations; and those primarily engaged in waste management activities. The first type of establishment is engaged in activities such as administration, hiring and placing personnel, preparing documents, taking orders from clients, collecting payments for claims, arranging travel, providing security and surveillance, cleaning buildings, and packaging and labelling products. Waste management establishments are engaged in the collection, treatment and disposal of waste material, the operation of material recovery facilities, the remediation of polluted sites and the cleaning of septic tanks.
Educational services	This sector comprises establishments primarily engaged in providing instruction and training in a wide variety of subjects. This instruction and training is provided by specialized establishments, such as schools, colleges, universities and training centres.
Health care and social assistance	This sector comprises establishments primarily engaged in providing health care by diagnosis and treatment, providing residential care for medical and social reasons, and providing social assistance, such as counselling, welfare, child protection, community housing and food services, vocational rehabilitation and child care, to those requiring such assistance.
Arts, entertainment and recreation	This sector comprises establishments primarily engaged in operating facilities or providing services to meet the cultural, entertainment and recreational interests of their patrons. These establishments produce, promote or participate in live performances, events or exhibits intended for public viewing; provide the artistic, creative and technical skills necessary for the production of artistic products and live performances; preserve and exhibit objects and sites of historical, cultural or educational interest; and operate facilities or provide services that enable patrons to

	participate in sports or recreational activities or pursue amusement, hobbies and leisure-time interests.
Accommodation and food services	This sector comprises establishments primarily engaged in providing short-term lodging and complementary services to travellers, vacationers and others, in facilities such as hotels, motor hotels, resorts, motels, casino hotels, bed and breakfast accommodations, housekeeping cottages and cabins, recreational vehicle parks and campgrounds, hunting and fishing camps, and various types of recreational and adventure camps. This sector also comprises establishments primarily engaged in preparing meals, snacks and beverages, to customer orders, for immediate consumption on and off the premises.
Other services (except public administration)	This sector comprises establishments, not classified to any other sector, primarily engaged in repairing, or performing general or routine maintenance, on motor vehicles, machinery, equipment and other products to ensure that they work efficiently; providing personal care services, funeral services, laundry services and other services to individuals, such as pet care services and photo finishing services; organizing and promoting religious activities; supporting various causes through grant-making, advocating (promoting) various social and political causes, and promoting and defending the interests of their members.
Public administration	This sector comprises establishments primarily engaged in activities of a governmental nature, that is, the enactment and judicial interpretation of laws and their pursuant regulations, and the administration of programs based on them. Legislative activities, taxation, national defence, public order and safety, immigration services, foreign affairs and international assistance, and the administration of government programs are activities that are purely governmental in nature.

Appendix-B: List of Detailed and Aggregated Industries

List of Detailed and Aggregated Industries	
Detailed categories of industries in the Census, 2006	**Aggregated categories of industries for medium CMAs**
Goods-producing sectors	
Agriculture, forestry, fishing and hunting	Primary economic activities (Agriculture, forestry, fishing and hunting, and Mining and oil and gas extraction)
Mining and oil and gas extraction	
Utilities	Utilities and construction
Construction	
Manufacturing	Manufacturing
Service-producing sectors	
Wholesale Trade	Trade
Retail Trade	
Transportation and Warehousing	Transportation and warehousing
Information and Cultural Industries	Information, Culture and Recreation
Arts, entertainment and recreation	
Finance and insurance	Finance, Insurance, Real estate and Leasing
Real Estate and Leasing	
Professional Scientific and technical services	Professional and Management
Management of Companies and Enterprises	
Educational Services	Educational Services
Administrative and support, waste management and remediation services	Administrative and support, waste management and remediation services
Health Care and social assistance	Health Care and social assistance
Accommodation and food services	Accommodation and food services
Other services (except public administration)	Other services (except public administration)
Public Administration	Public administration

Appendix-C: Total Number of Working Age Immigrants in Ontario, Quebec and Selected CMAs by Admission Category and Period of Arrival, 2016

Total Number of Working Age Immigrants in Ontario, Quebec and Selected CMAs by Admission Category and Period of Arrival, 2016

	Age 15-64	Canada	Quebec	Quebec City	Sherbrooke	Montreal	Ontario	Ottawa-Gatineau	Toronto	Kitchener-Cambridge-Waterloo	Windsor
Period of immigration	Total	4,782,620	734,390	33,160	10,225	628,930	2,376,755	167,355	1,790,335	72,100	42,840
	Economic immigrants	2,567,390	396,760	18,570	4,225	345,665	1,185,045	79,620	924,960	31,580	16,030
	Principal applicants	1,111,795	209,425	10,710	2,115	181,090	484,315	35,525	380,170	12,015	6,345
	Secondary applicants	1,455,585	187,335	7,860	2,105	164,580	700,725	44,095	544,795	19,565	9,685
	Immigrants sponsored by family	1,428,360	203,330	8,005	2,110	173,010	746,935	45,835	564,805	19,690	12,470
	Refugees	736,355	125,195	6,435	3,785	101,875	415,700	40,200	277,990	20,325	13,715
	Other immigrants	50,515	9,105	150	115	8,385	29,080	1,700	22,570	510	630
1980 to 1990	Total	817,275	114,850	3,210	935	101,215	456,480	31,040	325,950	14,805	7,655
	Economic immigrants	327,010	47,975	1,180	330	42,680	183,635	12,060	134,585	4,660	2,130
	Principal applicants	124,125	20,055	405	130	18,155	70,980	4,710	54,240	1,470	705
	Secondary applicants	202,895	27,920	775	200	24,525	112,650	7,350	80,345	3,195	1,425

Total Number of Working Age Immigrants in Ontario, Quebec and Selected CMAs by Admission Category and Period of Arrival, 2016											
	Immigrants sponsored by family	291,010	39,415	1,075	360	34,205	159,870	9,460	117,745	4,410	2510
	Refugees	195,800	27,280	955	240	24,185	111,210	9,440	72,065	5,720	3,010
	Other immigrants	3,455	180	0	10	145	1,770	85	1,565	20	5
1991 to 2000	Total	1,306,835	171,115	6,145	2,380	148,080	735,125	51,905	558,285	21,730	14,055
	Economic immigrants	638,875	72,630	2,455	595	63,915	353,150	23,895	276,810	8,790	5,705
	Principal applicants	241,355	32,005	1,285	275	27,540	132,995	10,160	103,645	3,090	2,175
	Secondary applicants	397,520	40,630	1,170	320	36,380	220,150	13,740	173,160	5,700	3,535
	Immigrants sponsored by family	43,3145	58,630	2,035	600	50,625	241,370	14,460	185,585	5,630	4,045
	Refugees	223,620	39,120	1,645	1,185	32,835	134,160	13,380	90,160	7,190	4,265
	Other immigrants	11,195	725	0	10	705	6,445	170	5,725	130	40
2001 to 2010	Total	1,718,880	280,665	13,535	4,080	239,005	823,780	56,345	630,395	25,315	13,980
	Economic immigrants	1,021,540	172,525	8,345	2,125	150,190	456,730	29,665	359,980	13,530	6,015
	Principal applicants	435,515	92,640	4,830	1,020	80,015	182,295	13,190	143,915	5,065	2,250
	Secondary applicants	586,025	79,885	3,510	1,110	70,175	274,440	16,475	216,070	8,480	3,760
	Immigrants sponsored by family	456,630	63,085	2,590	620	53,410	234,365	14,230	178,155	6,530	3,820

Total Number of Working Age Immigrants in Ontario, Quebec and Selected CMAs by Admission Category and Period of Arrival, 2016

	Refugees	217,150	39,625	2,510	1,255	30,420	118,980	11,635	82,015	5,025	3,740
	Other immigrants	23,560	5,425	95	85	4,995	13,705	820	10,240	230	405
2001 to 2005	Total	837,760	128,245	5,540	1,870	109,580	440,675	27,895	340,560	13,240	7,475
	Economic immigrants	496,315	76,970	3,290	985	67,080	255,040	15,165	202,605	7,455	3,585
	Principal applicants	198,565	38,695	1,820	455	33,350	97,045	6,505	77,165	2,630	1,310
	Secondary applicants	297,750	38,275	1,470	535	33,730	157,995	8,665	125,440	4,825	2,265
	Immigrants sponsored by family	216,325	27,645	980	280	23,600	116,475	6,875	88,695	3,260	1,935
	Refugees	116,585	21,635	1,220	600	17,045	64,205	5,630	45,505	2,445	1,810
	Other immigrants	8,530	1,995	40	5	1,850	4,960	220	3,760	90	150
2006 to 2010	Total	881,125	152,420	7,995	2,210	129,425	383,105	28,455	289,835	12,070	6,510
	Economic immigrants	525,225	95,560	5,060	1,140	83,115	201,685	14,495	157,375	6,080	2,435
	Principal applicants	236,955	53,950	3,015	570	46,665	85,245	6,685	66,745	2,430	945
	Secondary applicants	288,270	41,610	2,035	570	36,445	116,445	7,805	90,635	3,650	1,500
	Immigrants sponsored by family	240,295	35,440	1,605	335	29,800	117,890	7,355	89,465	3,275	1,880
	Refugees	100,565	17,985	1,285	660	13,380	54,785	6,000	36,515	2,575	1,935

Total Number of Working Age Immigrants in Ontario, Quebec and Selected CMAs by Admission Category and Period of Arrival, 2016

	Other immigrants	15,030	3,435	45	80	3,135	8,745	600	6,485	140	255
2011 to 2016	Total	939,640	167,765	10,270	2,830	140,635	361,370	28,070	275,705	10,245	7,145
	Economic immigrants	579,955	103,630	6,580	1,170	88,880	191,540	14,000	153,590	4,595	2,170
	Principal applicants	310,805	64,725	4,190	690	55,385	98,045	7,470	78,370	2,390	1,205
	Secondary applicants	269,150	38,905	2,395	480	33,490	93,490	6,535	75,220	2,210	965
	Immigrants sponsored by family	247,590	42,210	2,310	535	34,780	111,335	7,685	83,325	3,120	2,100
	Refugees	99,790	19,170	1,325	1,095	14,435	51,345	5,750	33,755	2,395	2,695
	Other immigrants	12,300	2,755	50	25	2,535	7,150	630	5,035	145	190

Appendix-D: Top Ten Countries of Birth of Working Age Immigrants in Ontario, Quebec and Selected CMAs, Census 2016

Canada		
Total immigrants aged between 15 and 64: 4782215		
Top 10 Counties of Birth	Number	% of Total
India	488,870	10.2
China	482,820	10.1
Philippines	466,915	9.8
Pakistan	163,550	3.4
Hong Kong	139,100	2.9
United Kingdom	130,335	2.7
Iran	128,080	2.7
Viet Nam	125,235	2.6
United States	110,025	2.3
Sri Lanka	109,280	2.3

Ontario		
Total immigrants aged between 15 and 64: 2376590		
Top 10 Counties of Birth	Number	% of Total
India	267,145	11.2
China	239,820	10.1
Philippines	182,615	7.7
Pakistan	116,190	4.9
Sri Lanka	90,950	3.8
Hong Kong	74,400	3.1
Iran	72,120	3.0
Poland	66,615	2.8
Jamaica	65,280	2.7
Viet Nam	61,340	2.6

Quebec		
Total immigrants aged between 15 and 64: 734320		
Top 10 Counties of Birth	Number	% of Total
Haiti	55,645	7.6
France	54,545	7.4
Algeria	49,695	6.8
Morocco	47,985	6.5
China	38,365	5.2
Lebanon	28,865	3.9
Romania	23,565	3.2
Colombia	20,585	2.8
Philippines	19,920	2.7
Viet Nam	16,155	2.2

Montreal		
Total immigrants aged between 15 and 64: 628880		
Top 10 Counties of Birth	Number	% of Total
Haiti	51,805	8.2
Algeria	45,535	7.2
Morocco	42,705	6.8
France	38,770	6.2
China	33,960	5.4
Lebanon	26,445	4.2
Romania	21,380	3.4
Philippines	19,025	3.0
Viet Nam	14,810	2.4
Iran	13,445	2.1

Quebec City		
Total immigrants aged between 15 and 64: 33160		
Top 10 Counties of Birth	Number	% of Total
France	5,920	17.9
Colombia	2,270	6.8
Morocco	1,930	5.8
Algeria	1,615	4.9
Tunisia	1,220	3.7
China	1,175	3.5
Cameroon	845	2.5
Haiti	840	2.5
Bosnia and Herzegovina	810	2.4
Brazil	795	2.4

Sherbrooke		
Total immigrants aged between 15 and 64: 10220		
Top 10 Counties of Birth	Number	% of Total
France	1,355	13.3
Colombia	870	8.5
Bosnia and Herzegovina	685	6.7
Afghanistan	630	6.2
Morocco	455	4.5
Algeria	390	3.8
Congo, Democratic Republic of the	305	3.0
China	305	3.0
Mexico	240	2.3
United States	235	2.3

Toronto		
Total immigrants aged between 15 and 64: 1790260		
Top 10 Counties of Birth	Number	% of Total
India	230,230	12.9
China	201,595	11.3
Philippines	152,105	8.5
Pakistan	97,440	5.4
Sri Lanka	84,385	4.7
Hong Kong	69,720	3.9
Iran	61,895	3.5
Jamaica	54,635	3.1
Viet Nam	45,065	2.5
Guyana	41,575	2.3

Ottawa-Gatineau		
Total immigrants aged between 15 and 64: 167325		
Top 10 Counties of Birth	Number	% of Total
China	13,900	8.3
Lebanon	9,200	5.5
Philippines	7,550	4.5
India	6,805	4.1
Haiti	6,425	3.8
United Kingdom	4,825	2.9
United States	4,170	2.5
Iran	4,090	2.4
Viet Nam	4,080	2.4
Congo, Democratic Republic of the	3,775	2.3

Kitchener-Cambridge-Waterloo		
Total immigrants aged between 15 and 64 : 72090		
Top 10 Counties of Birth	Number	% of Total
India	6,360	8.8
China	5,235	7.3
Romania	3,985	5.5
Poland	3,150	4.4
Pakistan	3,120	4.3
United Kingdom	2,825	3.9
Bosnia and Herzegovina	2,780	3.9
Viet Nam	2,760	3.8
Philippines	1,940	2.7
United States	1,885	2.6

Windsor		
Total immigrants aged between 15 and 64: 42840		
Top 10 Counties of Birth	Number	% of Total
Iraq	4,920	11.5
India	2,850	6.7
Lebanon	2,820	6.6
China	2820	6.6
United States	2,705	6.3
Philippines	1,805	4.2
Romania	1,715	4.0
Pakistan	1,715	4.0
Poland	1,650	3.9
Viet Nam	1,260	2.9