

Canadian Index for Measuring Integration (CIMI): Exploring Gendered Immigrant Integration Outcomes



I- Canadian Index for Measuring Integration (CIMI)

- ▶ CIMI provides a credible framework for ongoing assessment of the state of immigrant integration in Canada, by measuring the **performance gap** between immigrants and the Canadian-born population.
- ▶ Looks at four key dimensions of integration: **Economic** (from Census), **Social, civic and democratic participation** (from General Social Survey - GSS), and **Health** (from Canadian Community Health Survey - CCHS).
- ▶ The CIMI presents rankings for **10 Canadian provinces and 35 cities** (CMAs) across six time periods from **1991-2018** based on the regression analysis scores, *after controlling for socio-demographic differences*.
- ▶ Descriptive data demonstrates “gaps” between immigrants and non-immigrants across indicators, *without accounting for socio-demographic differences*.

CIMI's 4 Dimensions & 23 Indicators

<ol style="list-style-type: none">1. Wages2. Low Income Measures3. Labour Force Participation4. Employment Status5. Unemployment Status6. Full-time Employment Status7. Non-official Language at Work8. Subsidized Housing <p>*Data Sources: Census, NHS</p> <p>Index Weight = <u>.40</u></p>	Economic
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<ol style="list-style-type: none">1. #Close Friends2. #Close Friends Living in the same City3. Sense of Belonging to: (i) Community (ii) Province (iii) Canada4. Victim of Discrimination in past 5 years <p>*Data Sources: GSS, EDS</p> <p>Index Weight = <u>.30</u></p>	Social
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<ol style="list-style-type: none">1. Unpaid Volunteer Work in past 12 mos.2. Involvement in Organizations in past 5 years3. Voted in the last Provincial Election4. Voted in the last Federal Election <p>*Data Sources: GSS, EDS</p> <p>Index Weight = <u>.20</u></p>	Civic & Democratic Participation
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<ol style="list-style-type: none">1. Has a regular Medical Doctor2. Unmet Health Care Needs3. Cost as Barrier to Health Care4. Self-perceived Life Stress5. Life Satisfaction <p>*Data Source: CCHS</p> <p>Index Weight = <u>.10</u></p>	Health
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CIMI Rankings are Controlled by Socio-demographic Differences

Variable	ECONOMIC	SOCIAL	CIVIC & DEMOCRATIC	HEALTH
Gender	*	*	*	*
Age	*	*	*	*
Visible Minority	*	*	*	*
Knowledge of Official Languages	*	*	*	*
Education	*	*	*	*
Full/part-time status	*	*	*	*
Occupation	*	*	*	*
Income		*	*	*
Mobility (5-year)	*			
Physical Health (self-perceived)				*
Mental Health (self-perceived)				*

CIMI Rankings are Based on the Difference/Gap between Immigrants & Canadian-born in Each Region

Province	Canadian-born	Immigrants	Difference	Score	Min-Max	Rank
NL	8.70%	9.80%	1.10%	0.85	0.83	5
SK	9.10%	11.00%	1.90%	0.63	1.00	1
AB	7.90%	10.80%	2.80%	0.68	0.96	2
MB	11.90%	15.30%	3.40%	0.71	0.93	3
BC	11.80%	17.60%	5.80%	0.83	0.85	4
NS	10.80%	18.10%	7.30%	1.06	0.67	6
NB	9.80%	24.50%	14.70%	1.29	0.49	9
ON	10.30%	18.20%	7.80%	1.12	0.62	7
QB	10.80%	22.00%	11.10%	1.26	0.51	8
PE	8.10%	28.70%	20.60%	1.93	0.00	10

Source: Census 2016, *Low-income cut-off*. Population aged 18-64

Overall CIMI Ranking

1991 to 2016	OVERALL		ECONOMIC		SOCIAL		CIVIC / DEMOC		HEALTH	
Province	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Newfoundland and Labrador	2	0.617	1	0.819	6	0.409	2	0.582	5	0.502
Prince Edward Island	10	0.326	9	0.328	7	0.400	9	0.227	9	0.291
Nova Scotia	7	0.461	7	0.533	9	0.368	5	0.526	8	0.319
New Brunswick	6	0.466	3	0.654	10	0.365	8	0.341	10	0.264
Quebec	9	0.396	10	0.260	3	0.587	7	0.349	6	0.457
Ontario	3	0.584	5	0.571	1	0.614	1	0.634	7	0.451
Manitoba	1	0.627	2	0.761	4	0.493	3	0.543	2	0.659
Saskatchewan	8	0.453	4	0.598	8	0.387	10	0.201	4	0.576
Alberta	4	0.549	8	0.509	2	0.598	4	0.531	3	0.596
British Columbia	5	0.527	6	0.533	5	0.474	6	0.490	1	0.736

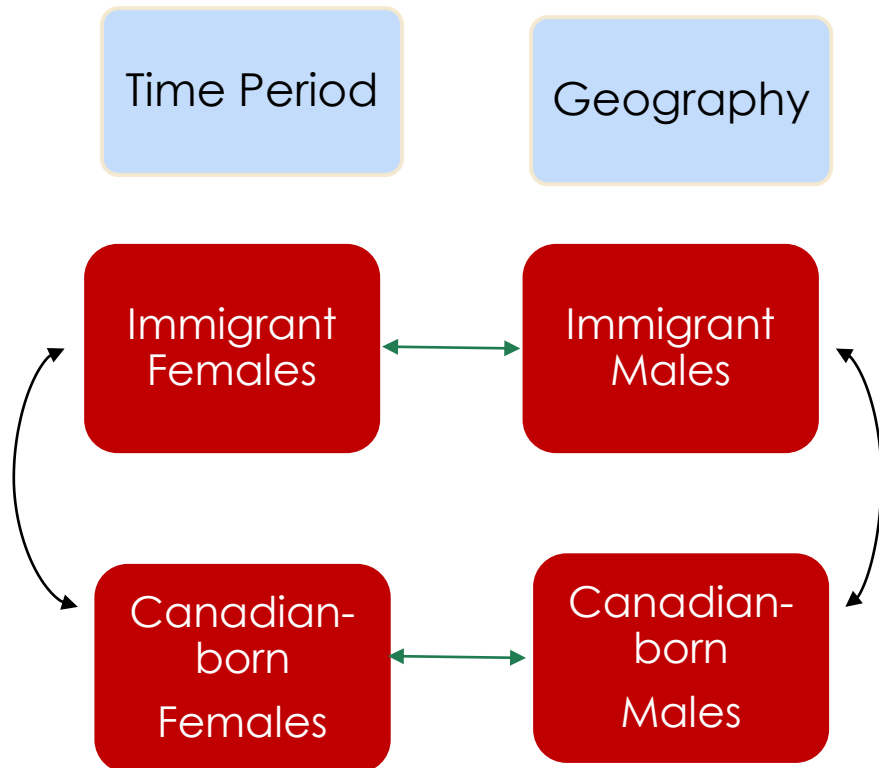
The overall CIMI ranking is subjected to change with the addition of CCHS 2018 (Health Dimension).

II- CIMI Expansion

CIMI's additional themes:

- Immigrant time of arrival (Recent vs. Established Immigrants)
- Visible minority status (Vismin vs. Non-vismin)
- Immigrant admission (Economic Immigrants vs. Refugees vs. Family class)
- **Sex (IMM & Non-IMM Female & Male)**

Who are We Comparing?



Possibilities

- Measuring performance gap between immigrants and Canadian-born
- AND/OR
- Measuring performance gap between men and women

Measuring Economic Performance between Immigrants and Canadian-born

Time Period	Labor Force Participation					
	Female			Male		
	Immigrants	Canadian-born	Gap	Immigrants	Canadian-born	Gap
2016	72.2%	77.5%	-5.3%	85.1%	83.6%	1.5%
2011	70.9%	76.9%	-6.0%	84.0%	83.8%	0.2%
2006	70.6%	76.7%	-6.1%	84.4%	85.3%	-0.9%
2001	68.8%	75.2%	-6.4%	83.8%	85.8%	-2.0%
1996	66.7%	72.7%	-6.0%	82.9%	85.7%	-2.8%
1991	70.4%	72.6%	-2.2%	88.0%	88.6%	-0.6%

Measuring Economic Performance between Females and Males

Time Period	Labor Force Participation					
	Canadian-born			Immigrants		
	Female	Male	Gap	Female	Male	Gap
2016	77.5%	83.6%	-6.1%	72.2%	85.1%	-12.9%
2011	76.9%	83.8%	-6.9%	70.9%	84.0%	-13.1%
2006	76.7%	85.3%	-8.6%	70.6%	84.4%	-13.8%
2001	75.2%	85.8%	-10.6%	68.8%	83.8%	-15.0%
1996	72.7%	85.7%	-13.0%	66.7%	82.9%	-16.2%
1991	72.6%	88.6%	-16.0%	70.4%	88.0%	-17.6%

Measuring Gaps in Social Performance

Measuring social performance between females and males

Time Period	Victim of Discrimination in the Past 5 Years					
	Canadian-born			Immigrants		
	Female	Male	Gap	Female	Male	Gap
2013	37.7%	27.9%	9.8%	41.4%	36.5%	4.9%

Measuring social performance between Immigrants and Canadian-born

Time Period	Victim of Discrimination in the Past 5 Years					
	Female			Male		
	Immigrants	Canadian-born	Gap	Immigrants	Canadian-born	Gap
2013	41.4%	37.7%	3.7%	36.5%	27.9%	8.6%

Measuring Civic & Democratic Performance between Females and Males

Time Period	Unpaid Volunteer Work In The Past 12 Months					
	Canadian-born			Immigrants		
	Female	Male	Gap	Female	Male	Gap
2013	41.3%	33.3%	8.0%	34.7%	30.3%	4.4%
2008	46.0%	40.1%	5.9%	34.0%	34.2%	-0.2%
2003	38.3%	32.7%	5.6%	31.5%	26.4%	5.1%

Measuring Civic & Democratic Performance between Immigrants and Canadian-born

Time Period	Unpaid Volunteer Work In The Past 12 Months					
	Female			Male		
	Immigrants	Canadian-born	Gap	Immigrants	Canadian-born	Gap
2013	34.7%	41.3%	-6.6%	30.3%	33.3%	-3.0%
2008	34.0%	46.0%	-12.0%	34.2%	40.1%	-5.9%
2003	31.5%	38.3%	-6.8%	26.4%	32.7%	-6.3%

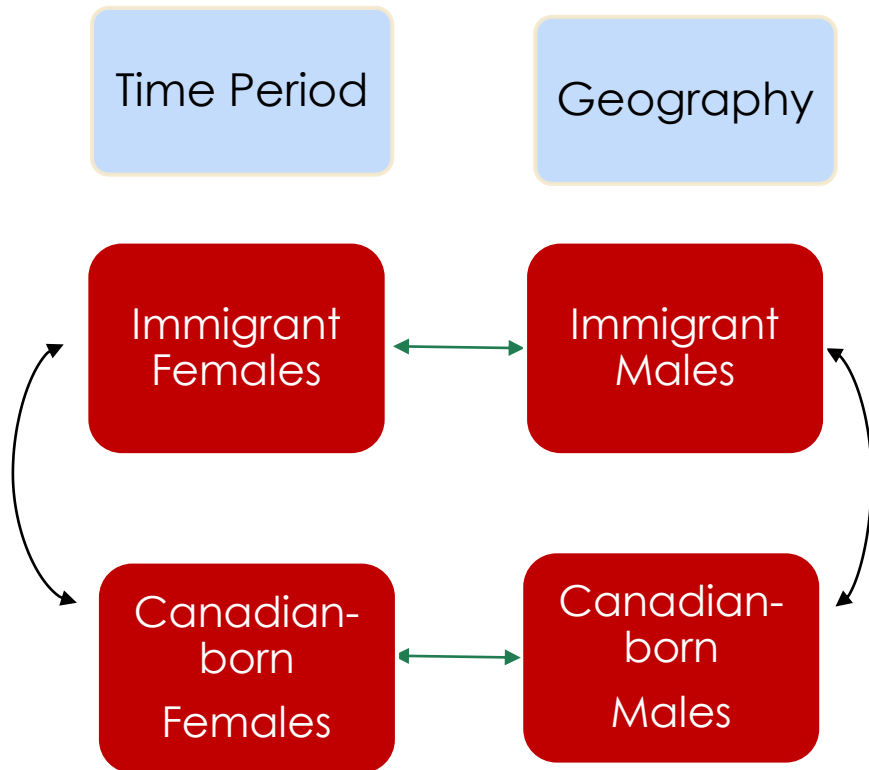
For more information ...

For more indicators
at the national, provincial, and CMA level, visit:

www.integrationindex.ca

Evolution of the CIMI:

How to fit the gender index into our existing integration model?



Possibilities

- Measuring performance gap between immigrants and Canadian-born - **INTEGRATION**
- Measuring performance gap between men and women - **EQUALITY**

Canadian Index for Measuring Integration **And INCLUSION**

Examples of how the index on inclusion would incorporate the wider expression of diversity:

- (1) Second Generation
- (2) Official Language Minorities
- (3) **Gender-Based Analysis (GBA)**

III- Gender-based Analysis (GBA)

- ▶ GBA allows us to track how well women are faring relative to men and non-binary individuals across a comprehensive set of dimensions and indicators.
- ▶ Our study will go beyond measuring the performance gap between women and men by conducting a **GBA+**. The GBA+ will consider multiple identity factors that intersect with gender such as immigrant status, vismin status, age, and knowledge of official languages.

Gender-Based Analysis (GBA)

- ▶ GBA looking at five dimensions:
 1. Economic participation and prosperity
 2. Leadership and democratic participation
 3. Education and skills development
 4. Poverty reduction, health and well-being
 5. Gender-based violence and access to justice

- ▶ Data can be collected in five-year cycles beginning in **1976 - 2016** from multiple data sources: Census, GSS, CCHS, National Justice Survey, Conference Board of Canada, Canadian Women's Foundation, etc.

GBA example in Economic Dimension

Geo	Time Period	LABOUR FORCE PARTICIPATION RATE				UNEMPLOYMENT RATE				
		Total	Female	Male	Gap	Total	Female	Male	Gap	
CANADA	2016	65.7	61.3	70.3	-9	7	6.2	7.7	-1.5	
	2011	66.7	62.2	71.4	-9.2	7.5	7	8	-1	
	2006	67	61.9	72.3	-10.4	6.3	6.1	6.5	-0.4	
	2001	65.9	59.8	72.3	-12.5	7.2	6.9	7.5	-0.6	
	1996	64.7	57.5	72.2	-14.7	9.6	9.3	9.9	-0.6	
	1991	66.6	58.4	75	-16.6	10.3	9.7	10.8	-1.1	
	- Employment Equity Act passed in 1986 -									
	1986	66.1	55.7	76.9	-21.2	9.6	9.8	9.5	0.3	
	1981	65	52	78.4	-26.4	7.6	8.3	7.2	1.1	
	1976	61.5	45.7	77.7	-32	7.1	8.2	6.4	1.8	

Note: Data presented above corresponds to the labour force population age 15 years and over (StatsCan Table 14-10-0018-01).

GBA+ : Example of Economic Outcomes by Gender and Visible Minority Status

Geo	Time Period	UNEMPLOYMENT RATE									
		Total Labour Force	Females			Males			Gap		
			Total	VizMin	Non-VizMin	Total	VizMin	Non-VizMin	Total	VizMin	Non-VizMin
CANADA	2016	7.7	7.1	9.6	6.4	8.3	8.9	8.2	-1.2	0.7	-1.8
	2011	7.7	7.5	10.9	6.8	7.9	9.1	7.7	-0.4	1.8	-0.9
	2006	6.6	6.6	9.5	6.1	6.5	7.9	6.3	0.1	1.6	-0.2
	2001	7.4	7.2	10.1	6.7	7.6	8.8	7.4	-0.4	1.3	-0.7

Measuring Gender Equality in Canada

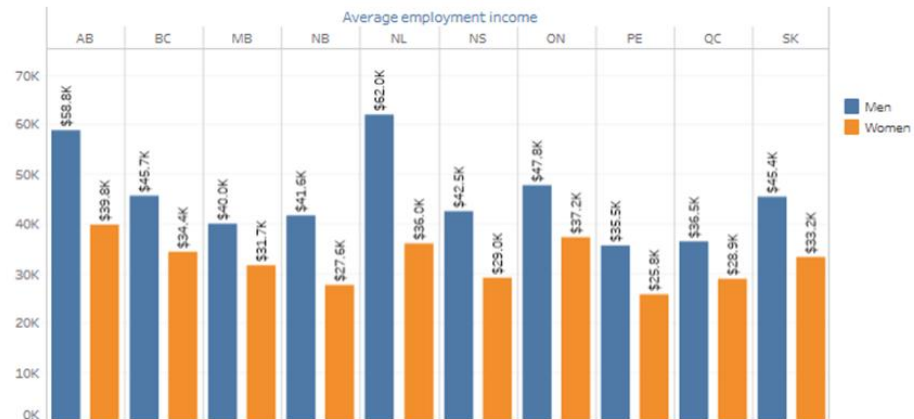
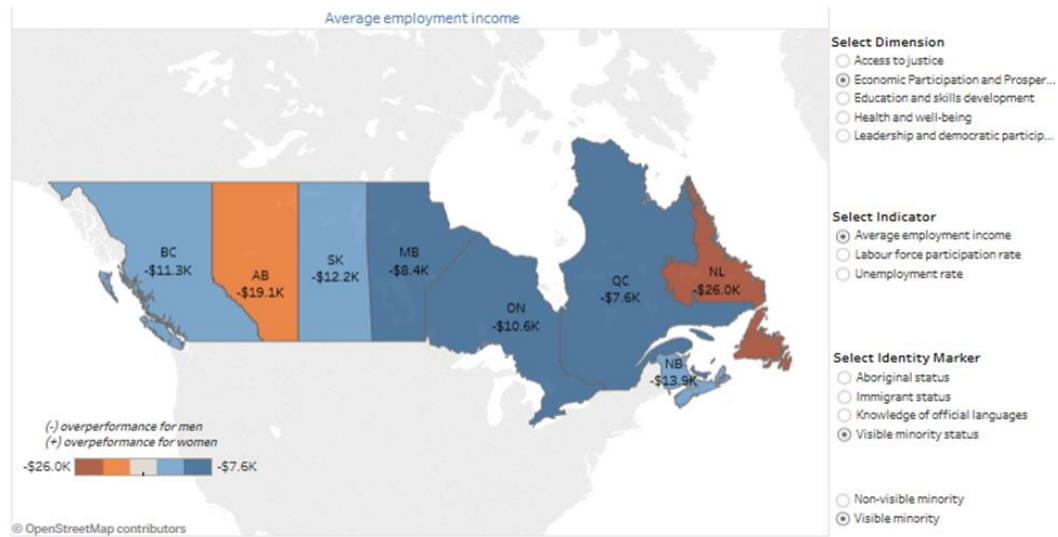
< Gender-based Analysis (GBA)

Gender-based Analysis Plus (GBA+) >

The following gender-based analysis plus (GBA+) shows the gap between men and women (age 18-64) on select indicators of gender equality between diverse groups of Canadians. Indicators are grouped into one of five dimensions: (1) Access to Justice, Economic Participation and Prosperity, (3) Education and Skills Development, (4) Health and Well-Being, and (5) Leadership and Democratic Participation.

To use the interactive map and bar charts, select the dimension, indicator, and identity marker of interest to the right of the map. Larger negative values (-) indicate an increasing gap in favor of men (e.g., higher annual wages) whereas values that approach zero indicate the gap is shrinking (*more equality*). Positive (+) values indicate an inverse gap between men and women on a given indicator that favors women.

You can also download gender gap data for indicators directly to your computer by clicking on the download tab in the bottom right of the dashboard.





THANK YOU!

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