

August 2016

Immigrant Women and Non-Permanent Residents of Saskatchewan

Status of Women Office



Saskatchewan
Status of
Women Office 

DEMOGRAPHIC AND SOCIOECONOMIC PROFILES OF SASKATCHEWAN WOMEN

REPORT #3 OF 10

**IMMIGRANT WOMEN AND
NON-PERMANENT RESIDENTS**

PREPARED FOR

SASKATCHEWAN STATUS OF WOMEN OFFICE
GOVERNMENT OF SASKATCHEWAN

BY

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TABLE OF CONTENTS

Table of Contents	1
Executive Summary	2
Section 1: Introduction and Background	5
Section 2: Basic Counts	7
Section 3: Demographic Characteristics	12
Section 4: Completed Education and Labour Force Participation	16
Section 5: Personal Income.....	27
Appendix A – Technical Issues with the Census/NHS Data	
Appendix B – List of Industry Groups	
Appendix C – Source Data for Charts/Graphs	

EXECUTIVE SUMMARY

This is the third in a series of ten reports that summarize research undertaken for the Status of Women office in the Ministry of Social Services. This report describes the characteristics of Saskatchewan women who are immigrants or non-permanent residents, a group that is virtually synonymous with women who were born outside Canada.

The research was undertaken and this report was written by Doug Elliott, the principal of QED Information Systems Inc. The opinions expressed in this document do not necessarily represent those of the provincial government or the employees of the Saskatchewan Ministry of Social Services.

Reliable statistical information about this particular group of Saskatchewan women is mainly from the Statistics Canada census which is conducted every five years. This is supplemented with more recent information from Statistics Canada's monthly Labour Force Survey.

When the data are available, three separate groups of these foreign-born women are described because they have distinctly different demographic and socioeconomic characteristics.

- Established immigrants are those who have lived in Canada for at least ten years, which for the 2011 census means that they came to Canada prior to 2001.
- Recent immigrants have lived in Canada for less than ten years. In the 2011 census, this means that they came to Canada after 2000.
- Non-permanent residents are those who are refugee claimants, temporary foreign workers, or those who are here on a student visa.

The key findings from this report are described below in point form.

Basic Counts

- In 2011, 38,435 Saskatchewan women were immigrants (34,990) or non-permanent residents (3,445). One-half of the immigrant women (50.0%) are recent immigrants and one-half (50.0%) are established immigrants.
- Immigrants and non-permanent residents made up 7.6% of all women in the province in 2011. This compares with 5.7% in 2006 but is still well below the national average of 22.3%.
- The number of women who are immigrants and non-permanent residents will have increased substantially since 2011.
- Almost one-half of established immigrants (45.4%) were born in Europe. The majority of recent immigrants come from Southeast Asia in general (55.5%) and the Philippines in particular (31.0%). Most non-permanent residents (54.4%) were born in Southern, Eastern, or Southeast Asia.
- Within the province, 69.8% of foreign-born women lived in the Regina and Saskatoon metropolitan areas in 2011. In urban centres outside Regina and Saskatoon, recent immigrants are more common in Swift Current and North Battleford.

Demographic Characteristics

- Immigrants and non-permanent residents are much more likely than Canadian-born women to be members of a visible minority group. In 2011, 78.7% of recent immigrants and 75.8% of non-permanent residents in Saskatchewan were members of a visible minority group compared with 1.6% of women born in Canada. The proportion is lower but still quite high (38.9%) among established immigrants.
- Nine out of ten women who are established immigrants have their Canadian citizenship but the proportion falls to less than one-quarter among recent immigrants.
- Recent immigrants and non-permanent residents are much younger, on average, than other Saskatchewan women. In 2011, 72.4% of recent immigrants were either in the family formation age group (25 to 44 years) or female children (under 15). This compares with 44.0% of all Saskatchewan women. The proportion is similar for non-permanent residents.
- Established immigrants are much older, on average, than other Saskatchewan women. In 2011, 54.2% were 55 years of age or older compared with 27.5% of all Saskatchewan women.
- Among recent immigrants, 84.8% have a mother tongue other than English and 67.9% normally speak English at home. Almost all (94.2%) can understand either English or French.

Education and the Labour Market

- Women who are immigrants and non-permanent residents have, on average, high levels of formal education. Among those 25 to 64 years of age in 2011, 72.4% of recent immigrants and 62.5% of established immigrants were post-secondary graduates. This compares with 60.9% of women in the province.
- Women who are recent immigrants and non-permanent residents are much more likely than women born in Canada to have a post-secondary education in one of the STEM (science, technology, engineering, mathematics) fields of study.
- Higher education levels have not resulted in higher employment rates. Restricted to the primary labour market age group of 25 to 64 years, the employment rate for women who are recent immigrants was 69.1% compared with 72.2% for established immigrants and 75.0% for all Saskatchewan women. The unemployment rate of 7.3% for recent immigrants is higher than the provincial average.
- Data from the monthly Labour Force Survey suggests that the employment rate for recent immigrants has improved somewhat since 2011.
- The two most common industry groups where immigrant women are employed are “health care and social services” and “other services” with the latter category including a wide variety of private sector services. Together 47.3% of recent immigrants and 45.6% of established immigrants work in these two large industry groups. At the other end of the scale, relatively few recent immigrants work in the education sector or in business services.

Income

- In 2010, the average income for adult women who were recent immigrants was \$21,200 before income tax. This is two-thirds of the provincial average of \$31,400.

- The lower average incomes for recent immigrants are the result of lower employment rates – and, among the employed, more part-time or casual jobs and/or more jobs with lower wage rates.
- Established immigrants, on the other hand, have average incomes that are 8% above the provincial average.
- One-quarter (25.9%) of women who are recent immigrants had incomes below the Low Income Measure (after tax) in 2010. This is a higher incidence of low incomes than the 17.3% for all Saskatchewan women.

SECTION 1: INTRODUCTION AND BACKGROUND

This is the third in a series of ten reports that summarize research undertaken for the Status of Women Office in the Ministry of Social Services. Seven of the reports have demographic and socioeconomic statistics describing specific groups of women in the province, namely women who are members of a visible minority group, immigrants, Indigenous women, women living in rural areas, those with a disability, seniors, and lone parents. The final three reports focus specifically on three socioeconomic characteristics of women in Saskatchewan – education, employment, and income.

This report describes the characteristics of women who are immigrants or non-permanent residents. This group of women is virtually synonymous with the group of Saskatchewan women who were born outside Canada.

The research was undertaken and this report was written by Doug Elliott, the principal of QED Information Systems Inc., a Regina-based consulting firm and the publisher of *Sask Trends Monitor*. The opinions expressed in this document do not necessarily represent those of the provincial government or the employees of the Saskatchewan Ministry of Social Services. Responsibility for the accuracy of the data and the validity of the conclusions remains with the author.

Ten Demographic and Socioeconomic Reports

- | | |
|-----|--|
| #1 | <i>Indigenous Women</i> |
| #2 | <i>Women with a Disability</i> |
| #3 | <i>Immigrant Women</i> |
| #4 | <i>Members of a Visible Minority Group</i> |
| #5 | <i>Women who are Lone Parents</i> |
| #6 | <i>Rural Women</i> |
| #7 | <i>Women who are Seniors</i> |
| #8 | <i>Completed Education</i> |
| #9 | <i>Labour Force</i> |
| #10 | <i>Income</i> |

Reliable statistical information about this particular group of Saskatchewan women is almost exclusively from the Statistics Canada census which is conducted every five years. Appendix A has a list of technical issues related to the census. The most important of these issues are as follows.

- The so-called “long form” of the census for which completion was mandatory was replaced with a voluntary survey, renamed as the National Household Survey (NHS), in 2011.
- These figures do not include women who live in collective dwellings such as nursing homes, corrections facilities, or religious colonies.

Some statistics in this report measure trends over time but the majority describe immigrant women at a particular point in time, namely May 2011 when the census/NHS was conducted. To put the figures in context, the characteristics of women who are immigrants are compared with the population of all women in the province. Comparisons between the sexes, that is, comparisons with immigrant men, are not normally included.

The basic counts for the number of immigrant women are documented in Section 2. This includes information about where they live in the province, an interprovincial comparison, their country of origin, and recent patterns in immigration. Section 3 has basic demographic information such as age, citizenship, membership in a visible minority group, and language. Section 4 has statistics related to the economic

characteristics of completed education and participation in the labour market. Section 5 has information about personal income.

The number of women immigrating to Saskatchewan has been dramatically affected by the introduction of the Saskatchewan Immigrant Nominee Program (SINP). This program provides an alternate means of entry into Canada. The SINP allows Saskatchewan to nominate applicants, who qualify under criteria established by the province, to the federal government for permanent residency. Immigrants coming to Saskatchewan from the SINP typically have a job offer, or are family members of someone living in Saskatchewan before coming to the province. The SINP was implemented in the mid-2000s.

There are three technical appendices.

- Appendix A describes some issues related to the Census/NHS and other data sources used in this report.
- Appendix B has a description of the industry groups used to describe where women work.
- Appendix C has the source data for the charts in this report.

SECTION 2: BASIC COUNTS

There are two general categories of women who are examined in this report and two different approaches to thinking about their demographic and socioeconomic characteristics.

The two general categories are defined below.

- Immigrants or “landed immigrants” are women who have been granted the right to live permanently in Canada by immigration authorities rather than being Canadian citizens by birth. Some immigrants have resided in Canada for a number of years, while others have arrived recently. Almost all immigrants were born outside Canada. In the 2011 NHS, immigrants are those who landed in Canada prior to May 10, 2011.
- Non-permanent residents are women born in another country who have a work or study permit or who are refugee claimants, including any foreign-born family members living in Canada with them. This category includes temporary foreign workers and foreign students. Many non-permanent residents eventually become landed immigrants.

Together these women are sometimes referred to as the foreign-born¹ even though not all were born outside Canada. In this report, the term “foreign-born” will be used to describe women who are either immigrants or non-permanent residents.

The two different ways of looking at their demographic and socioeconomic characteristics are as follows.

- One can examine the flow of immigrant women who come to the province directly from another country in any given year.
- One can examine the stock of immigrant women and non-permanent residents who are living in Saskatchewan at a particular in time. This will include:
 - those who moved directly to the province from another country if they are still living here; and
 - those who immigrated to another province and then moved to Saskatchewan.

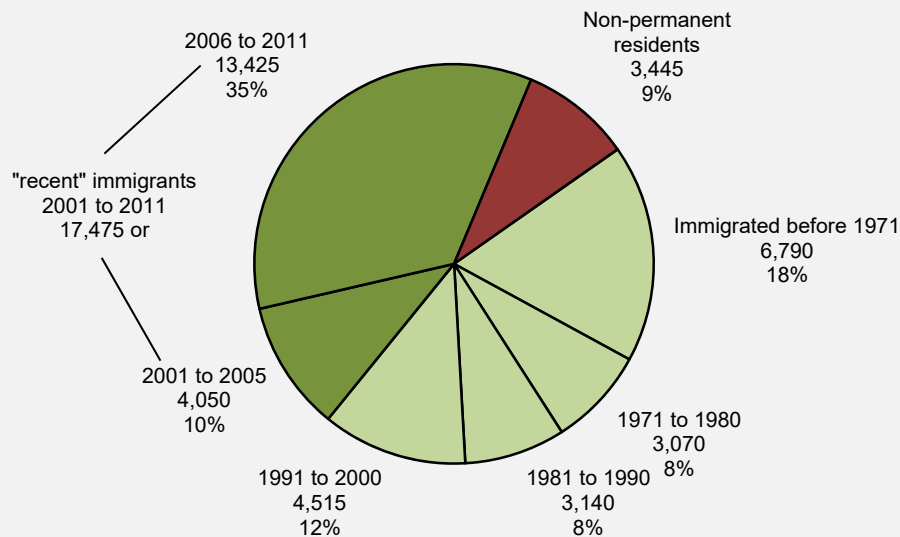
It will exclude those who originally came to Saskatchewan and subsequently moved to another province.

It is useful to differentiate between women who are recent immigrants, those who have come to Canada in, say, the last ten years, and other immigrants. When the data allows, three groups of women will be described separately in this report:

- recent immigrants are those who immigrated to Canada within the last ten years;
- other immigrants are those who immigrated to Canada more than ten years ago; and
- non-permanent residents.

¹ Some Canadian residents were born outside Canada but are not immigrants and, conversely, some people born in Canada are not Canadian citizens by birth. Examples include children of foreign embassy staff or births that happen while the mother is temporarily in another country (for example, a foreign visitor on vacation or on business, with or without a visitor's permit).

Figure 2.1 - Immigrant Women and Non-Permanent Residents, Showing Period of Immigration, Saskatchewan, 2011 (total = 38,435)



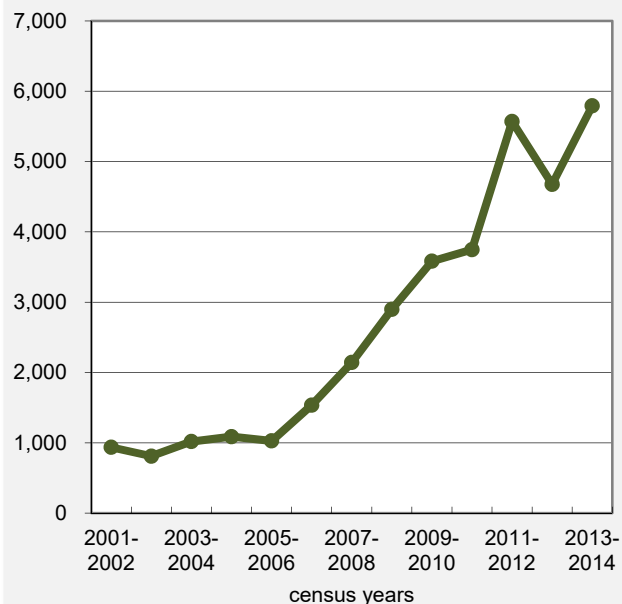
Those who came to Canada more than ten years ago will sometimes be referred to as “established immigrants”. Note that with the passage of time, individuals who are recent immigrants will become established immigrants.

Figure 2.1 shows that of the 38,435 foreign-born Saskatchewan women living in the province in 2011, 45.5% were recent immigrants, 45.6% were established immigrants, and the remaining 9.0% were non-permanent residents.

Annual Flows

The number of women moving directly to Saskatchewan from another country is published by Statistics Canada using administrative data from Citizenship and Immigration Canada. The figures for the past ten years² are shown in Figure 2.2. These figures count only immigrants, that is, they exclude non-permanent residents.

Figure 2.2 - Women Immigrating to Saskatchewan, 2001/2002 to 2013/2014



² Statistics Canada publishes these annual flows on a census year basis. A census year is the twelve months starting on July 1 and ending on June 30 in the following year.

The number of women immigrating to Saskatchewan increased exponentially from the mid-2000s to 2011-12 with the introduction of the SINP. From 2005-2006 to 2011-12, for example, the number increased by 4,542 or by an average of 33% per year.

Men slightly outnumber women in these annual flows of immigrants. For example, in 2013-2014, the ratio was 53% male:47% female.

Figure 2.3 shows the number of non-permanent residents living in Saskatchewan for the last ten years. Note that, unlike the annual flows in Figure 2.2, these represent the number of non-permanent residents at a point in time. Non-permanent residents are even more dominated by men. In 2015, the ratio was 62% male:48% female.

Changes over Time

From 1996 to 2006, the number of immigrant women living in the province declined slightly, from 27,585 to 25,465. Over the same ten years, the number of non-permanent residents increased slightly, from 1,245 to 2,105. These changes occurred during a period when the provincial population was relatively stable. During this ten-year period, mortality and inter-provincial out-migration among immigrant residents will have been greater than the immigration flows into the province.

The five years from 2006 to 2011 are in sharp contrast to the previous ten-year period. From 2006 to 2011, the number of immigrant women increased by an average of 1,905 per year which is equivalent to an average increase of 6.7% per year. The number of non-permanent residents, while significantly smaller, increased even more quickly, growing by an average of 10.4% per year.

One of the consequences of this fast growing population is that immigrant women now

Figure 2.3 - Saskatchewan Women who are Non Permanent Residents, 2003 to 2015

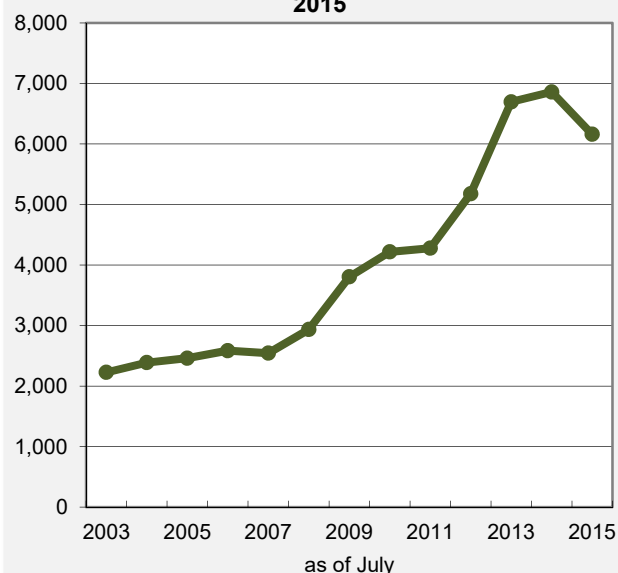
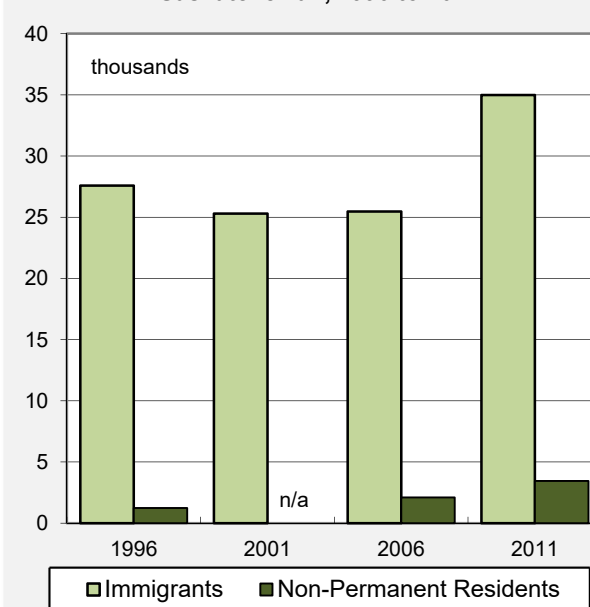


Figure 2.4 - Immigrant Women in Saskatchewan, 1996 to 2011



represent 6.9% of women in the province compared with 5.3% in 2006.

The trend lines in Figures 2.2 and 2.3 will mean that, even with the drop in non-permanent residents in 2015, the population of foreign-born women living in Saskatchewan will have increased significantly since 2011.

Interprovincial Comparison

In spite of the rapid increase from 2006 to 2011, the proportion of foreign-born women living in Saskatchewan is still well below the national average. In fact, Figure 2.5 shows that the proportion of women who were born outside Canada is higher than in the four Atlantic provinces but lower than in each of the other provinces.

In particular, the 7.6% of Saskatchewan women who were foreign-born is one-half of the proportion in Manitoba and one-third of the proportion in Alberta.

The same is true for recent immigrants where Saskatchewan's 3.4% is well below the national average of 6.7%.

Residence

Within the province, foreign-born women are concentrated in the urban centres in general and Regina and Saskatoon in particular³.

In the two major cities foreign-born women represent more than one in ten women and almost one-half of these are

Figure 2.5 - Immigrant Women and Non-Permanent Residents, by Province, 2011

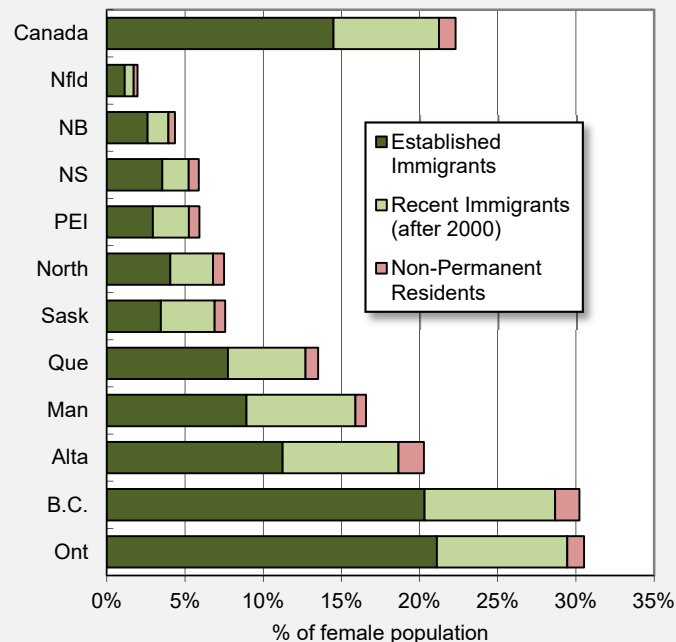
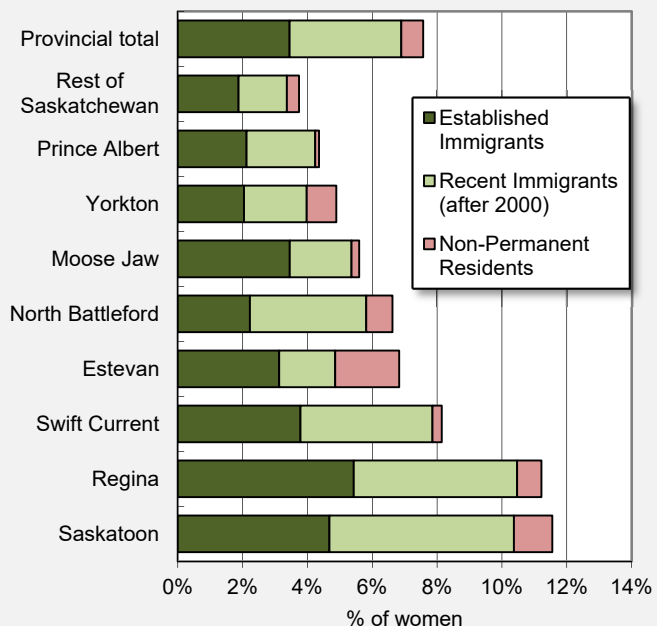


Figure 2.6 - Immigrant Women and Non-Permanent Residents, by Residence within Saskatchewan, 2011



³ By "urban centres", we mean both the city proper and the surrounding "bedroom" communities that are in the metropolitan area. This includes, for example, Martensville and Warman in Saskatoon, Lumsden and White City in Regina, and Battleford in North Battleford. The Saskatchewan side of Lloydminster is included in the "rest of Saskatchewan".

recent immigrants.

Outside the two largest cities, the proportion of foreign-born women is highest in Swift Current and the proportion of recent immigrants is highest in Swift Current and North Battleford. The lowest proportions are in Prince Albert and in the towns and villages outside the eight largest centres.

Looked at another way seven in ten (70.0%) immigrant women live in either the Regina or Saskatoon metropolitan areas. The proportion is similar for non-permanent residents (67.5%) and even higher (72.8%) for recent immigrants.

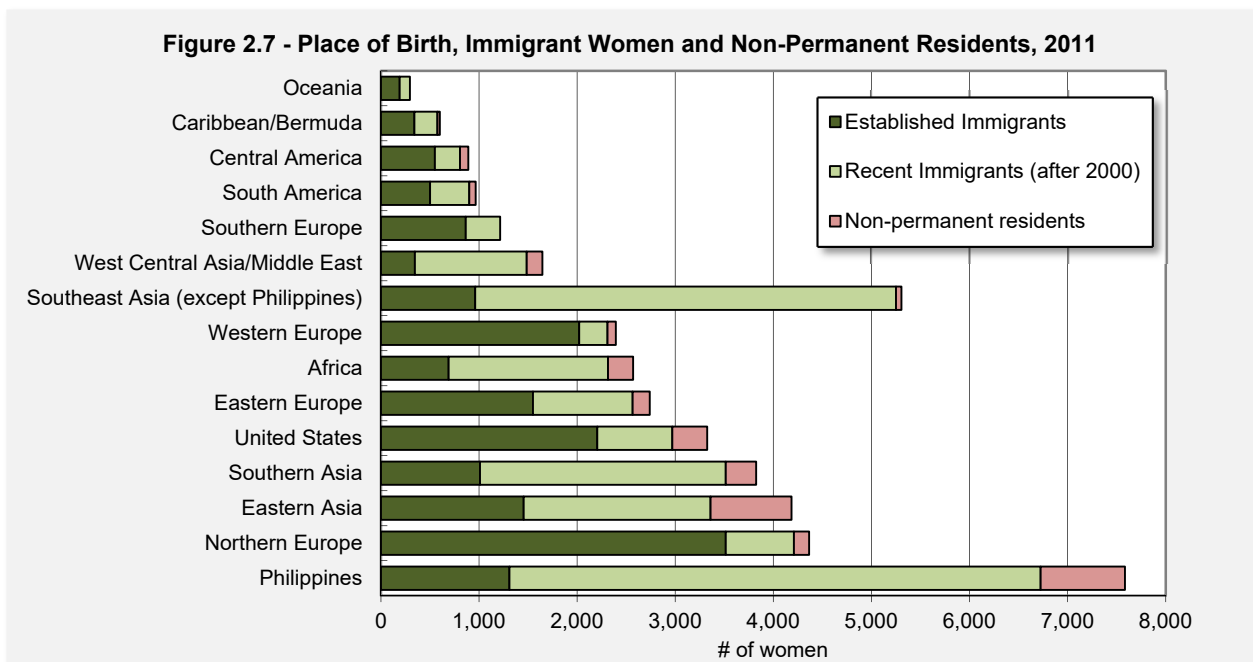
Country of Birth

Respondents to the Census/NHS are asked about their country of birth. The results for foreign-born women are shown in Figure 2.7. The country of birth is noticeably different among the three categories of foreign-born women.

Women who immigrated to Canada before 2001 tended to come from USA or European countries such as Germany or the United Kingdom. Almost one-half (45.4%) of foreign-born Saskatchewan women who come to Canada prior to 2001 (and were living in Saskatchewan in 2011) were born in Europe.

Recent immigrants, on the other hand, are much more likely to come from Southeast Asia in general and the Philippines in particular. More than one-half of recent immigrants are from Philippines (31.0%) or other Southeast Asian countries (24.5%) such as Viet Nam and Myanmar. There are also a large proportion from Southern Asia (e.g. Indian, Pakistan) and Eastern Asia (e.g. China, South Korea).

Non-permanent residents are typically from Eastern Asia (23.9%) or the Philippines (25.0%).



SECTION 3: DEMOGRAPHIC CHARACTERISTICS

This section describes some of the basic demographic characteristics of women who are immigrants or non-permanent residents.

Citizenship

Many recent immigrants have not lived in Canada long enough to obtain their Canadian citizenship. Among those who came to Canada after 2000, fewer than one in four (21.7%) are Canadian citizens. The proportion increases to 89.1% among those who came to Canada in the 1990s and to 91.2% among those who have lived in Canada for more than forty years (see Figure 3.1).

Members of a Visible Minority Group

Statistics Canada uses a self-identity approach to determine who is a member of a visible minority group. The question in the NHS simply asks respondents if they are:

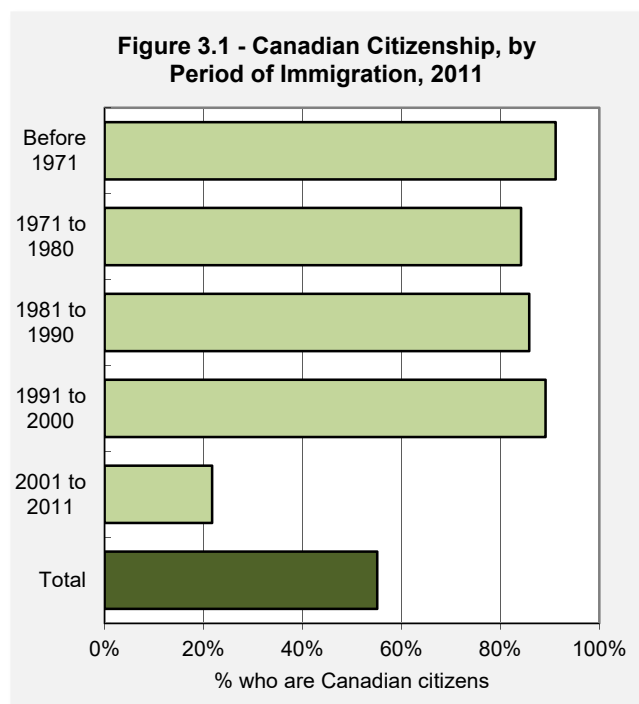
- Chinese,
- Filipino,
- Arab,
- Japanese,
- South Asian,
- Latin American,
- West Asian,
- or a combination of these
- Black
- Southeast Asian
- Korean

Note that Aboriginal women are not considered to be members of a visible minority group.

Immigrants are much more likely than the Canadian-born to be members of a visible minority group. In 2011, 58.7% of women immigrants in Saskatchewan were members of a visible minority group compared with 1.6% of women born in Canada.

Figure 3.2 shows that the proportion is much higher among recent immigrants with, for example, four out of five women (78.7%) who immigrated to Saskatchewan after 2000 being members of a visible minority group. This compares with 8.9% among those who came to Canada before 1971. These statistics clearly demonstrate how the patterns of immigration into Canada have changed over the decades.

The majority of non-permanent residents (75.8%) are members of a visible minority group.



One can look at the figures a different way to show that three-quarters (75.2%) of the Saskatchewan women who are members of a visible minority group are either immigrants (66.7%) or non-permanent residents (8.5%).

Age Group

The age structure of a population is one of its most important characteristics because age affects a great deal of our economic behaviour. Some examples are employment, child rearing, vehicle purchases, day care, and travel. Age also affects the use of many public services (e.g. education services, health care, and public transit) and more intangible factors such as attitudes and opinions.

Recent immigrants and non-permanent residents tend to be young adults. This is partly because individuals in this age group are more mobile than their older counterparts and partly because the Canadian immigration process tends to favour younger people.

Those who came to Canada many years ago will, of course, be older. Figure 3.3 shows that 33.7% of Saskatchewan women who came to Canada before 2001 are 65 years of age or older. This compares with 15.2% for all Saskatchewan women and only 1.5% of recent immigrants (see Figure 3.4). The proportions are reversed at the other end of the age scale with 1.0% of Saskatchewan women who came to Canada before 2001 under 15 years of age compared with 18.9% of all Saskatchewan women.

Fully 72.4% of recent immigrants are either children or in the family formation age group (25 to 44 years). This compares with 44.0% of all Saskatchewan women.

Figure 3.4 shows that women who are non-permanent residents are even more concentrated in the 25 to 34 age group.

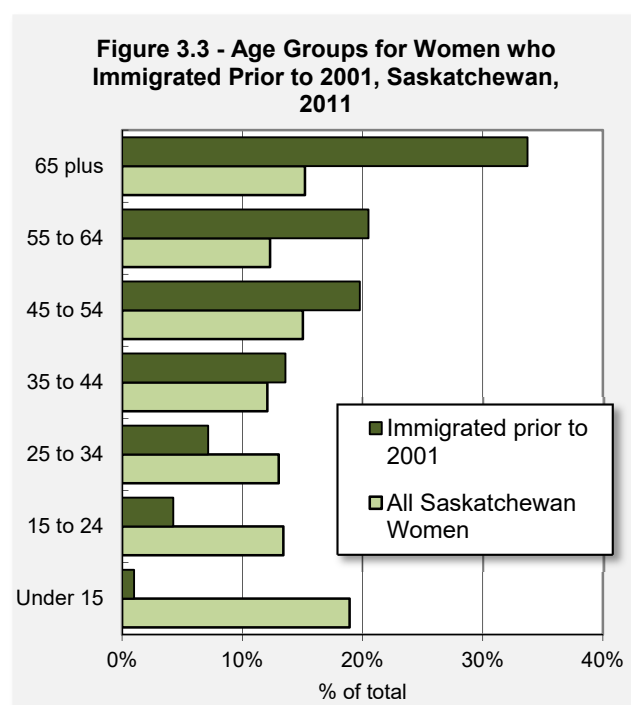
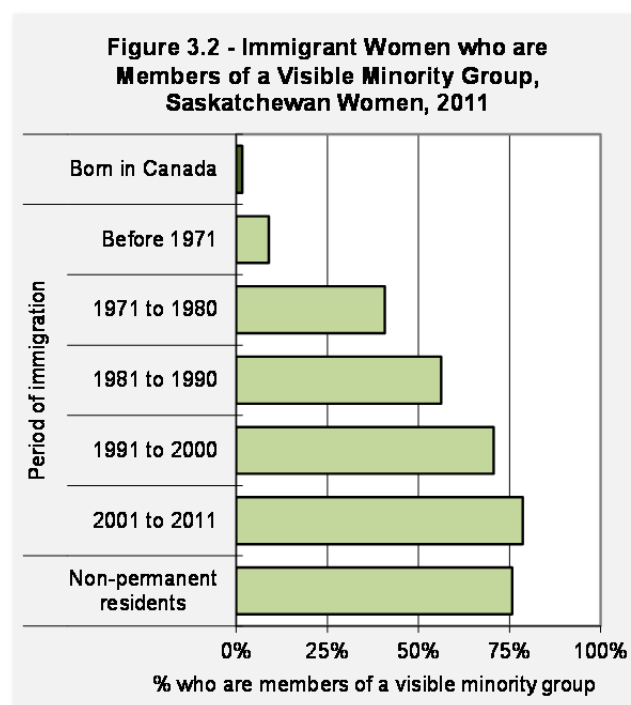
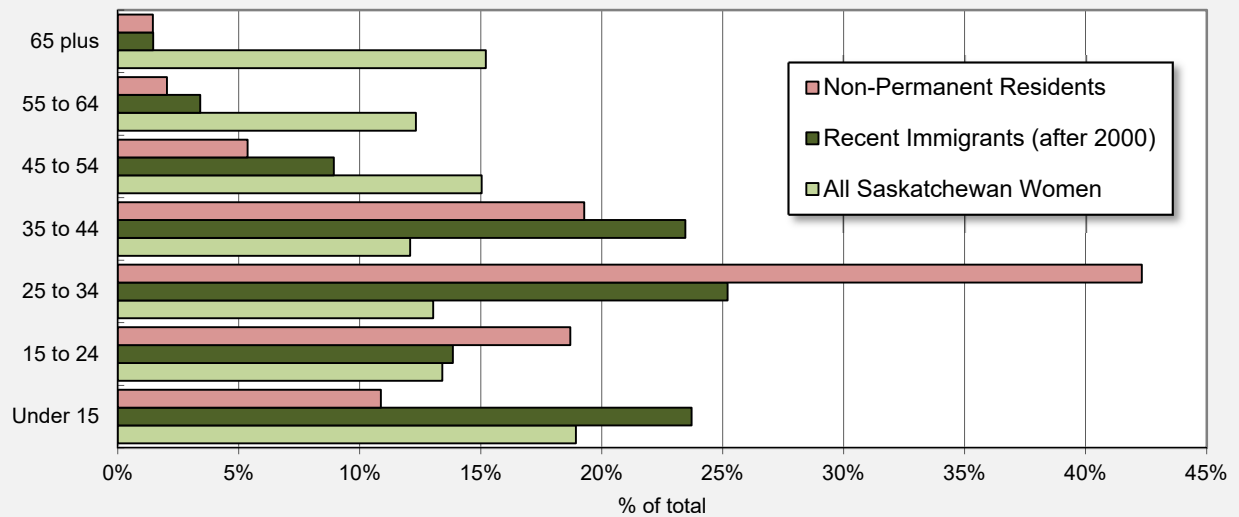


Figure 3.4 - Age Groups for Recent Immigrants and Non-Permanent Residents, Saskatchewan Women, 2011



Language

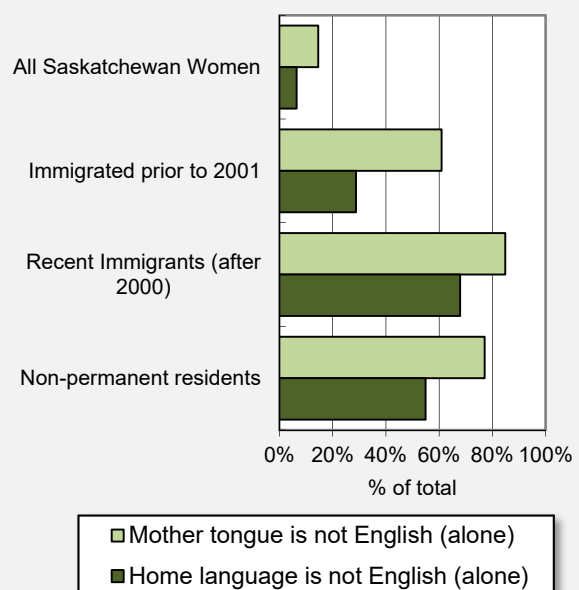
The Census/NHS has three language measures, defined as follows.

- The mother tongue is the language first learned as a child and still understood. Multiple responses are possible.
- The home language is the language spoken most often at home. Multiple responses are possible.
- The knowledge of official languages measures how many individuals can write or carry on a conversation in English or French.

The majority of immigrant women in Saskatchewan have a mother tongue other than English (including those with English and another language). Among established immigrants, the proportion is 61.0% and among recent immigrants, the proportion is 84.8%. For non-permanent residents 77.1% report a mother tongue other than English.

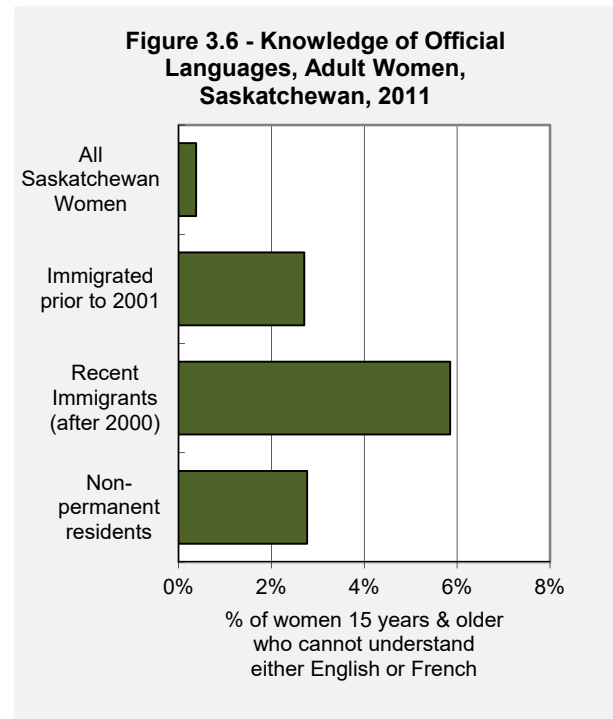
Many immigrants still regularly speak a language other than English at home. Figure 3.5 shows that three in ten (28.8%) established immigrants regularly speak a language other than English (including those with English and another language) at home. The proportion is

Figure 3.5 - Mother Tongue and Home Language, Saskatchewan Women, 2011



much higher among recent immigrants (67.9%) and non-permanent residents (54.9%).

In spite of the dominance of languages other than English at home, almost all adult immigrant women can speak and understand English. The proportion is higher among established immigrants (97.3%) and non-permanent residents (97.0%) than it is among recent immigrants (94.2%).



SECTION 4: COMPLETED EDUCATION AND LABOUR FORCE PARTICIPATION

This section looks at two socioeconomic characteristics of foreign-born women that are highly correlated, namely the highest level of completed education and participation in the labour market.

4.1 COMPLETED EDUCATION

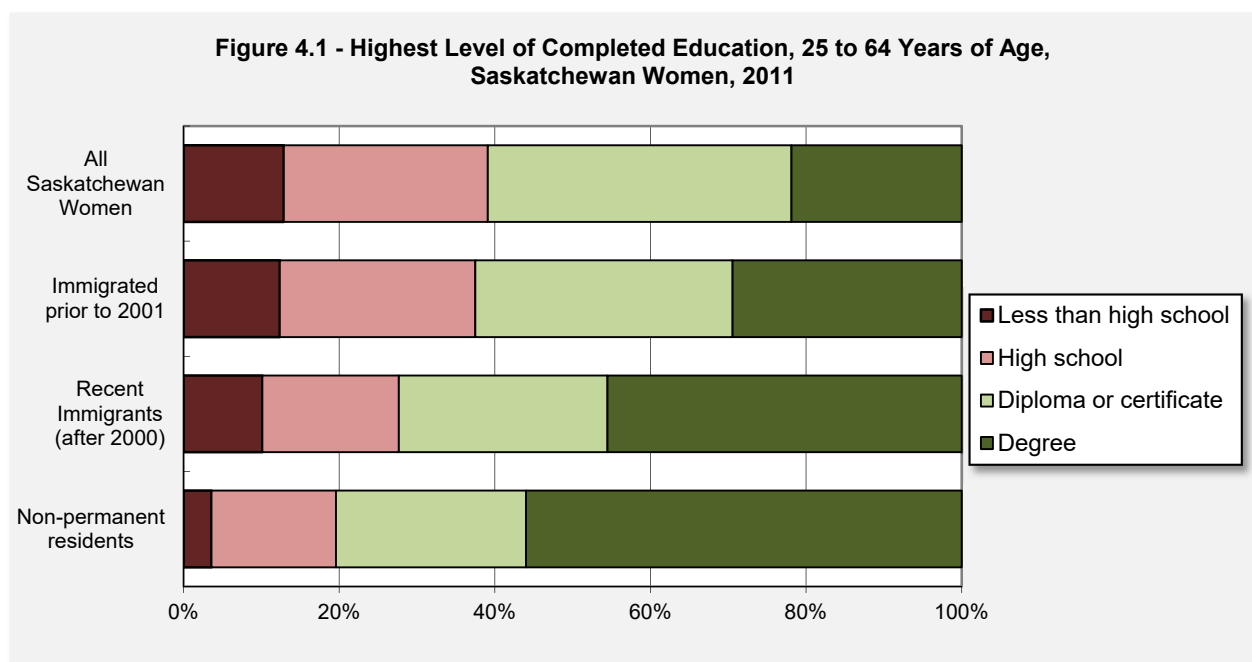
In the Census/NHS, the highest level of completed education refers to the highest grade or year of elementary or secondary school attended, or to the highest year of university or other post-secondary education completed. University education is considered to be a “higher” level of schooling than non-university education so those who have both a certificate/diploma and a degree will be classified as having a degree. Apprentices who have completed their program are counted as having a post-secondary certificate/diploma even if they did not complete high school. There is no requirement that the education be obtained in Canada or that any foreign post-secondary credentials are “recognized” by Canadian authorities.

Completed Education

Immigrant women have, on average, high levels of formal education. In 2011, 62.2% of recent immigrants fifteen years of age and older were post-secondary graduates compared with 49.6% of all Saskatchewan women. In particular, 38.2% had a university degree – a ratio that is more than double the provincial average of 16.5%. In spite of the fact that many are seniors, women who immigrated before 2001 also tend to have higher levels of education; 52.9% were post-secondary graduates in 2011.

Part of the reason for these higher levels of education will be the fact that the Canadian immigration process typically screens out those with lower levels of formal education.

The statistics on completed education are typically published for those in the primary labour market age group, namely 25 to 64 years of age. This removes older women from the calculation because many grew up at a time when completing high school was considered rare. It also excludes those under 25 years of age, many of whom will still be finishing their post-secondary education.



In 2011, Figure 4.1 shows that 72.4% of recent immigrants 25 to 64 years of age were post-secondary graduates compared with 60.9% of all Saskatchewan women. In particular, 45.5% had a university degree which is more than double the provincial average of 21.9%. Among established immigrants in this age group, 62.5% were post-secondary graduates. Non-permanent residents are even more likely to have a post-secondary education.

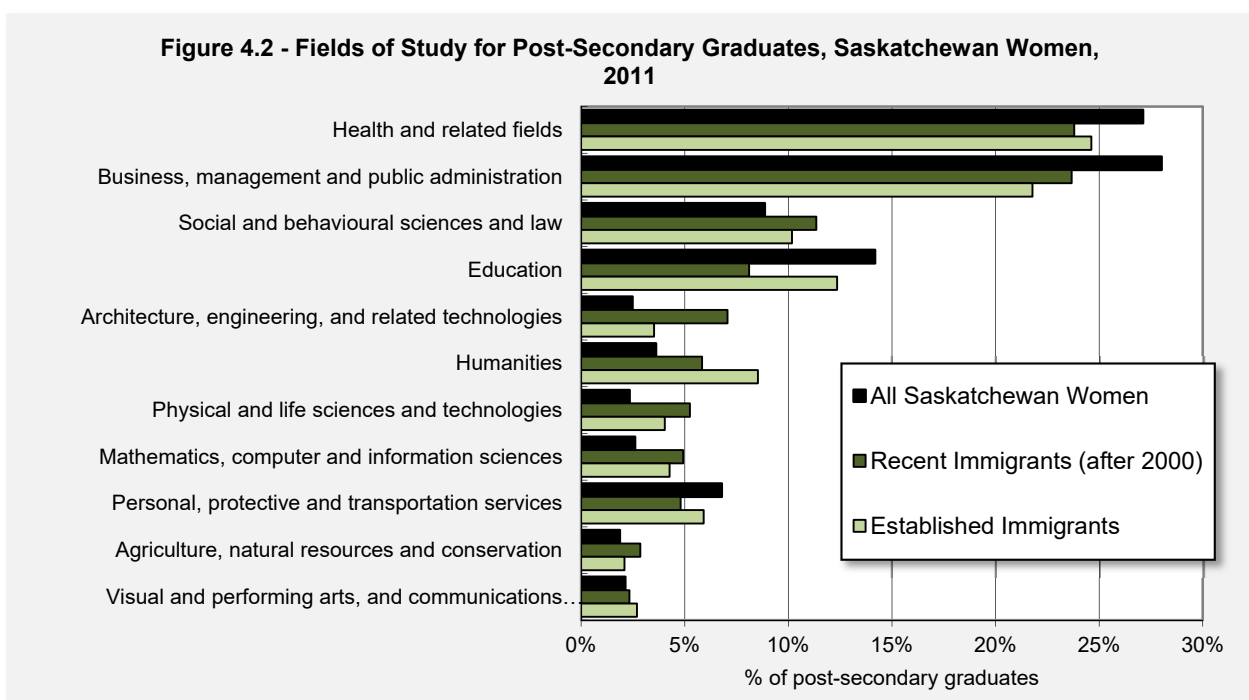
At the other end of the education spectrum, 10.1% of recent immigrants have not completed high school compared with 12.9% for all Saskatchewan women.

Fields of Study

The field of study measured in the Census/NHS classifies the main subject area of the highest degree, certificate or diploma that a post-secondary graduate holds. Figure 4.2 shows that the two most common kinds of post-secondary qualifications for Saskatchewan women are health care and the “business, management, public administration” group. This is also true for immigrants – both recent immigrants and those who came to Canada prior to 2001.

In less common fields of study, recent immigrants are, compared with other Saskatchewan women, more likely to have a post-secondary education in:

- social sciences, including law;
- architecture, engineering, and related technologies;
- the humanities;
- mathematics, computer and information sciences; and
- physical and life sciences and technologies.



They are less likely to be post-secondary graduates in education.

These patterns tend to be similar for women who immigrated before 2001, although established immigrants are more likely than recent immigrants to have a post-secondary education in education and in the humanities.

Statistics Canada publishes separate data for what are called the STEM fields of study – sciences, technology, engineering, and mathematics/computer science. Figure 4.3 shows immigrant women are much more likely to have an education in the STEM fields of study than other Saskatchewan women.

Among recent immigrants, for example, 11.0% have a post-secondary education in one of the STEM fields of study. This compares with 3.0% of all Saskatchewan women. The proportion is even higher (17.2%) among non-permanent residents.

Looked at another way, just under a quarter (23.2%) of women with a post-secondary education in one of the STEM fields of study are either immigrants or non-permanent residents.

Figure 4.3 - STEM Fields of Study for Saskatchewan Women, 2011

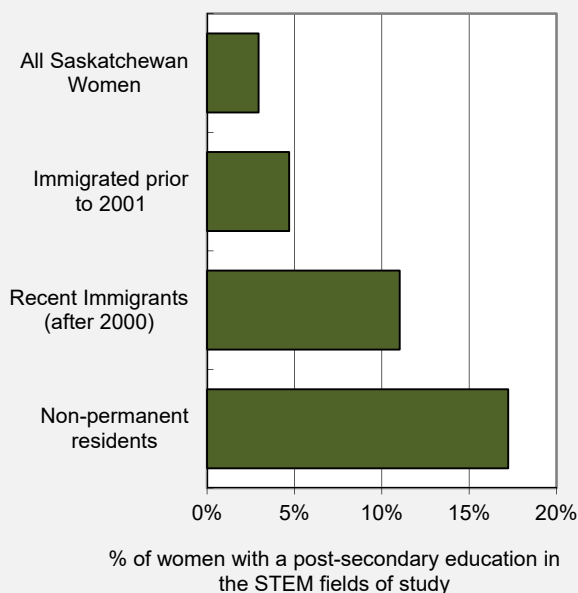
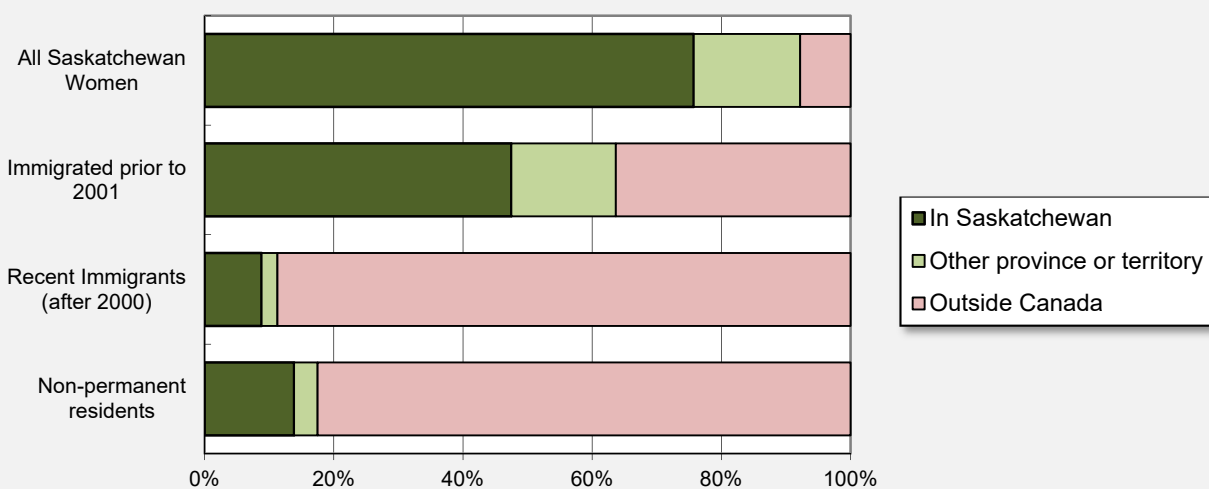


Figure 4.4 - Location of Study for Post-Secondary Graduates, Saskatchewan Women, 2011



Location of Study

Not surprisingly, women who are immigrants are more likely to have received their post-secondary education outside Canada. Figure 4.4 shows that nine out of ten recent immigrants (88.8%) with a post-secondary education graduated before coming to Canada. The proportion is much lower (36.3%) among older immigrants.

The vast majority of non-permanent residents (82.5%) received their education outside Canada.

4.2 LABOUR FORCE PARTICIPATION

Statistics Canada classifies all adults (fifteen years of age and older) into one of three labour force categories depending on their activity in the week prior to the census/NHS.

Employed	This includes women who did any work at all for pay or profit. Employed persons can be self-employed or the so-called "unpaid family workers", namely those who work without pay in a family farm, business or professional practice. Those who were absent from their job or business because of a vacation, illness, labour dispute, or other reason are still considered as employed. Women with two or more simultaneous jobs are counted only once.
Unemployed	This includes women who were not employed but who had actively looked for work in the past four weeks and were available for work.
Not in the labour force	The "labour force" is the sum of the employed and the unemployed. The remaining population, that is, those who were neither employed nor looking for work are classified as "not in the labour force".

Unpaid housework and care of children, seniors, or other dependents is not considered as employment in the census/NHS.

From these counts, three summary statistics are commonly derived:

- the employment rate is the percentage of the population who are working – employment divided by population;
- the unemployment rate is the percentage of the labour force who are unemployed; and
- the participation rate is the labour force as a percentage of the population.

Labour market statistics are heavily influenced by age because most seniors, although still potential labour market participants, are not in the labour force, that is, neither working nor looking for work.

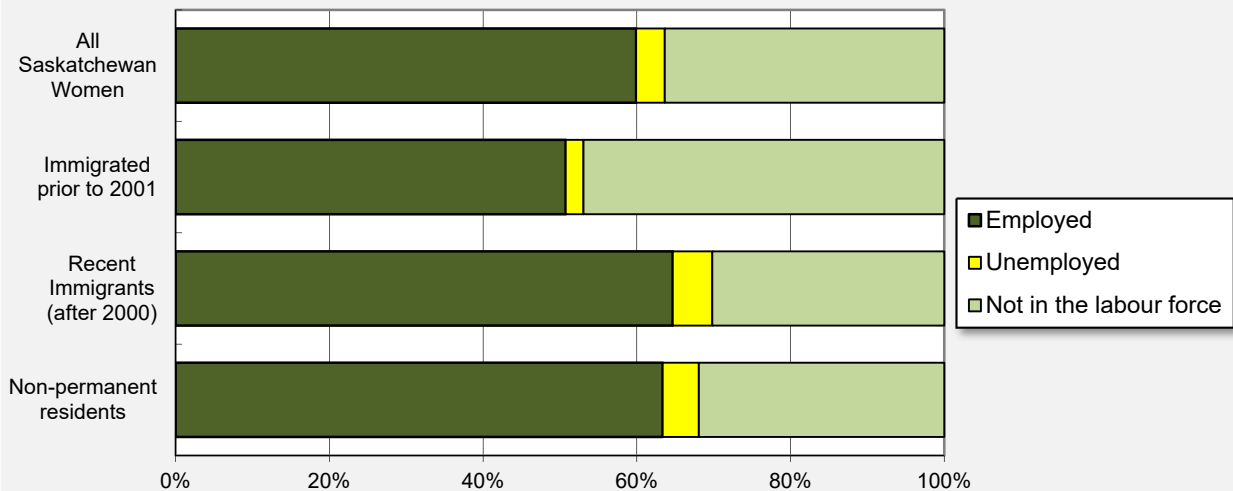
Statistics Canada has published very little information about the labour market activity of recent immigrants so the statistics in this report were supplemented with information from the monthly Labour Force Survey (LFS) and the Public Use Microdata File (PUMF). See Appendix A for the limitations of these other data sources.

Labour Force Status in 2011

Among the 411,535 Saskatchewan women fifteen years of age and older, six out of ten (59.9%) were employed in May of 2011 (see Figure 4.5). Another 3.7% were unemployed and the remaining 36.4% were not in the labour force, that is, neither working nor looking for work. Among the 30,675 adult immigrant women, the labour market statistics are:

- an employment rate of 50.7% for established immigrants and 64.7% among recent immigrants compared with 59.9% for all Saskatchewan women;
- a participation rate of 53.1% for established immigrants and 69.8% among recent immigrants compared with 63.6% for all Saskatchewan women; and

Figure 4.5 - Labour Force Status in May 2011, Adult Women (15 years of age and older), Saskatchewan

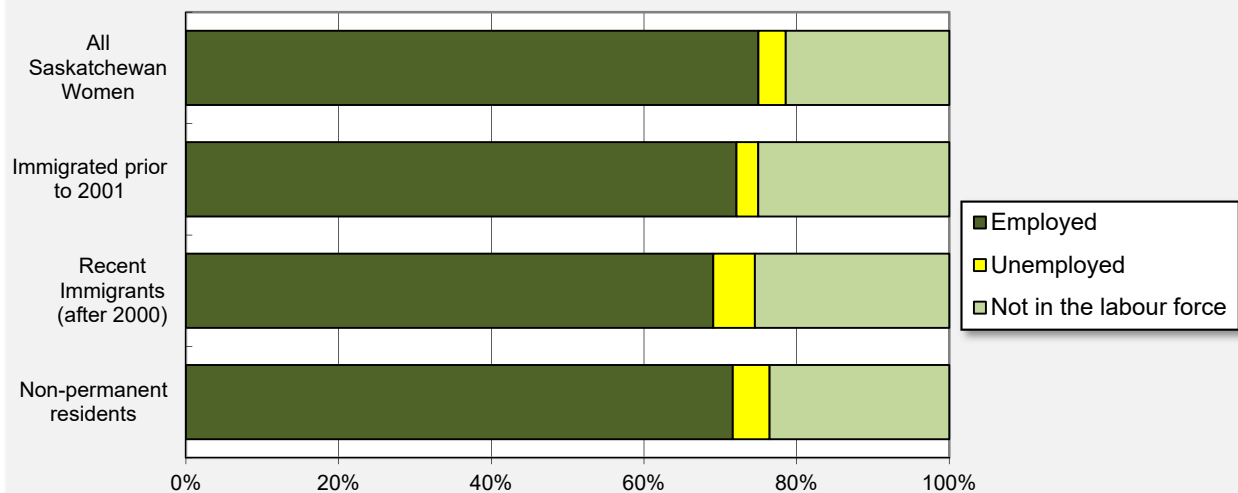


- an unemployment rate of 6.5% for established immigrants and 7.4% among recent immigrants compared with 5.9% for all Saskatchewan women.

Restricting the population to those in the primary labour market age group (25 to 64 years of age) provides a more accurate measure of labour market participation because it excludes most women who are still in school and seniors, many of whom will be permanently out of the labour force. Figure 4.6 has the labour market statistics for those in this age group.

Because immigrant women are younger than other Saskatchewan women and have higher levels of formal

Figure 4.6 - Labour Force Status in May 2011, Primary Labour Market Age Group (25 to 64 years), Saskatchewan



education, one would expect a higher employment rate. This is not the case.

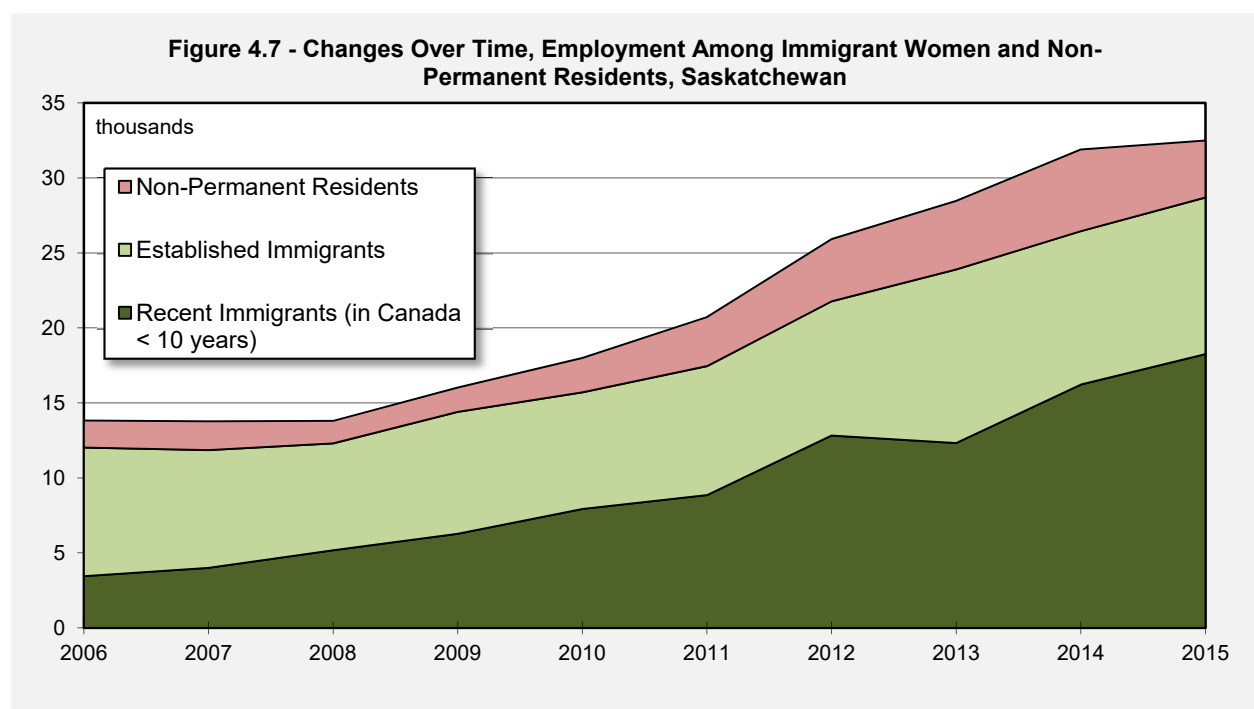
- In 2011, the employment rate for women 25 to 64 years of age was 75.0%. Among recent immigrants, the rate was 69.1% and among those who came to Canada before 2001, the rate was 72.2%.
- The employment rate for non-permanent residents was 71.6% reflecting the mix of those who are on student visas and not working, those who are refugee claimants who will probably not be working, and temporary foreign workers who will have an employment rate near 100%.

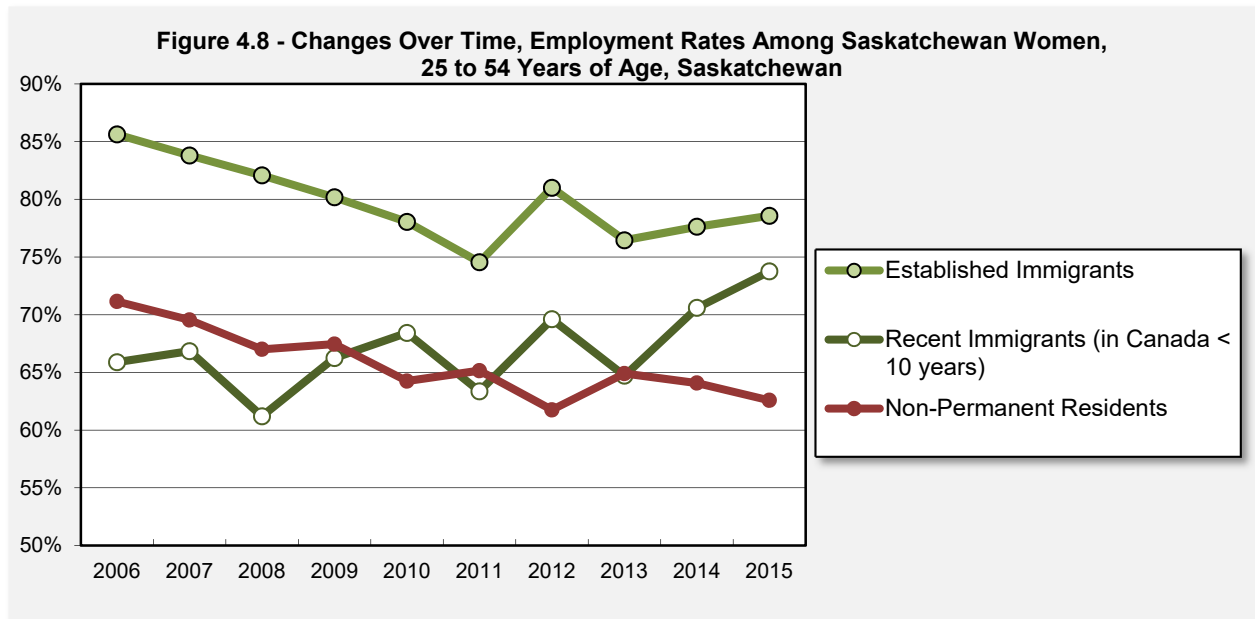
Changes Since 2011

The rapid increase in the number of immigrants coming to Saskatchewan in recent years has resulted in an increase in the number of immigrant women who are employed. Using data from the Labour Force Survey (LFS), Figure 4.7 shows that employment among foreign-born women increased from 20,700 in 2011 to 32,500 in 2015.

The bulk of that increase has been among recent immigrants. From 2011 to 2015, the number of employed women who are recent immigrants has effectively doubled, growing from 8,900 in 2011 to 18,300 in 2015. This is equivalent to an average increase of 18.7% per year. Over the same period, the number of established immigrant women who were working increased from 8,600 to 10,500 and the number of working non-permanent residents increased from 3,300 to 3,800.

Along with the growth in employment, the employment rate has also increased, although not as quickly. Figure 4.8 shows that the employment rate among recent immigrants was relatively stable near 65% from 2006 to 2013. It increased to 71% in 2014 and to 74% in 2015. This means that the employment growth after 2011 is a consequence of both an increase in the number of recent immigrants and an increasing





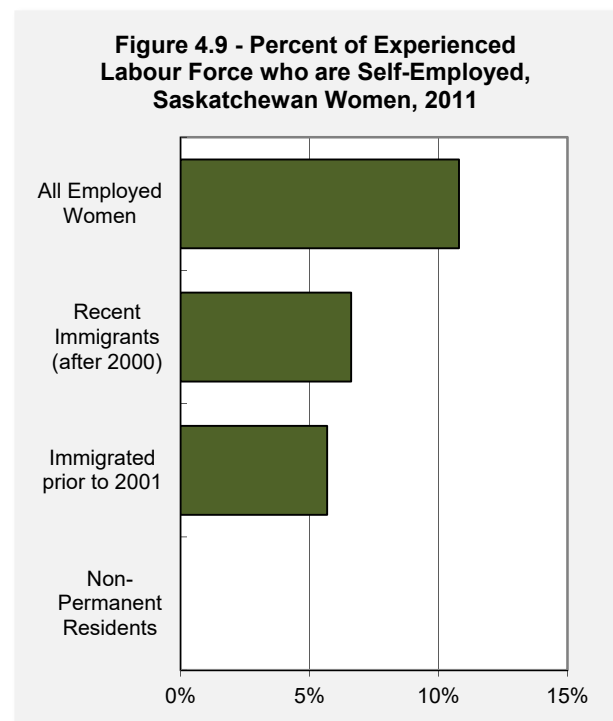
likelihood that they are working. The former is a more important factor than the latter.

Among established immigrants, the employment rate declined from 2006 to 2011 before increasing in 2012. Since then the employment rate has been relatively stable but above the rate for recent immigrants.

The employment rate for non-permanent residents is on a downward trend. This probably reflects the fact that a higher proportion of these women are going to school, that is, are in the province with a student visa rather than as temporary foreign workers.

Class of Worker

Employed persons in the census/NHS are grouped according to their type of employment⁴. The vast majority are “employees”, that is, they work for others in a salaried or hourly-paid position. The self-employed are business owners, their unpaid family members who work in the business, or those who work as individuals either



⁴ The class of worker applies to the “experienced labour force” which is defined as those who are working or have worked in the past 18 months. If the individual has more than one job, the “main job” is used.

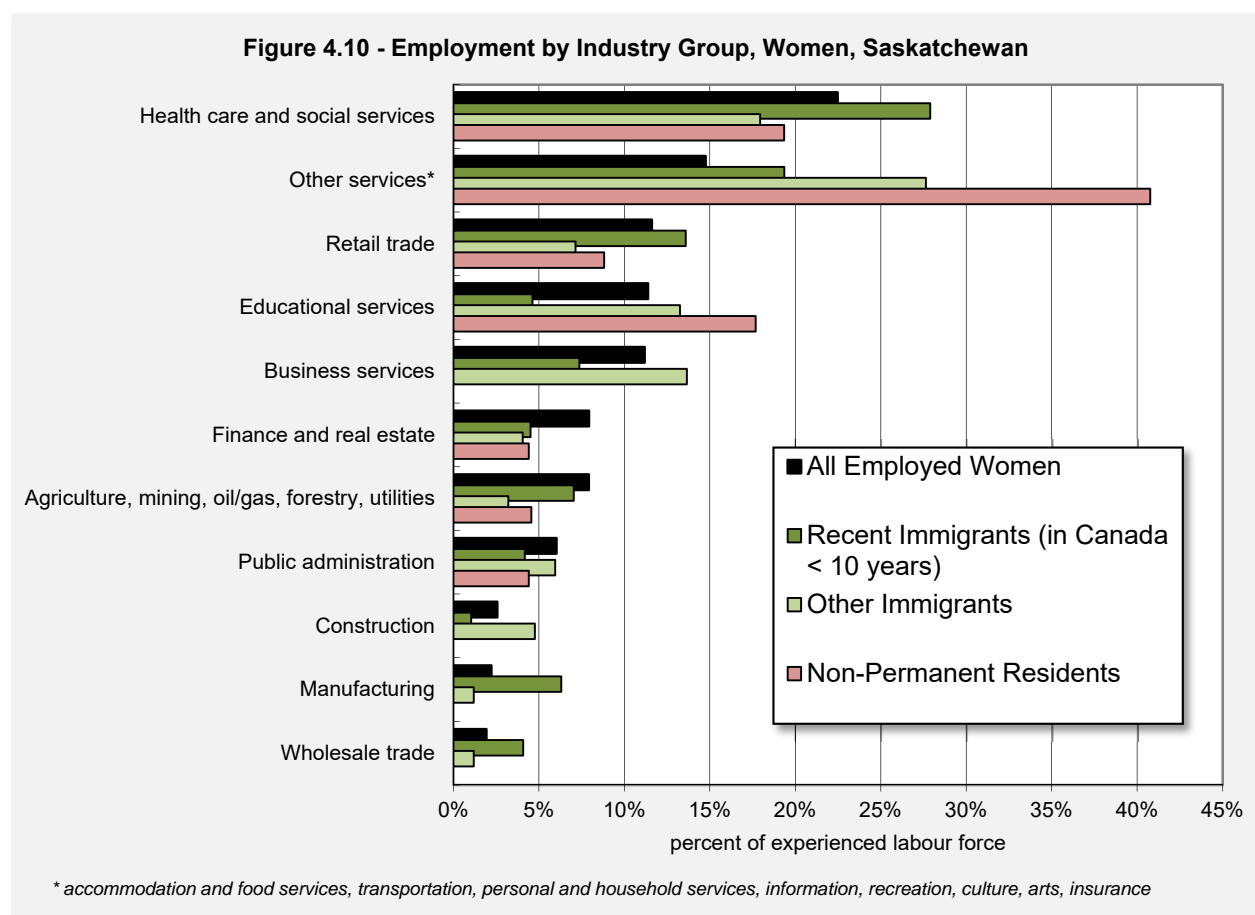
in an unincorporated or incorporated sole proprietorship. Most Saskatchewan farmers will be classified as self-employed.

Women who are immigrants are less likely to be self-employed than women who were born in Canada. Figure 4.9 shows that 10.8% of employed Saskatchewan women are self-employed whereas the proportion among recent immigrants is 6.6%. Among those who immigrated prior to 2001, the proportion is even lower.

Not surprisingly, all of the employed non-permanent residents were employees.

Industry Group⁵

Figure 4.10 shows the industry groups in which Saskatchewan immigrant and non-permanent residents were employed. Appendix B has a description of what kinds of businesses are included in each of the industry groups.



⁵ The industry group applies to the “experienced labour force” which is defined as those who are working or have worked in the past 18 months. If the individual has more than one job, the “main job” is used.

The two most common industry groups for Saskatchewan women are “health care and social services” and the “other services” group. Together 37.2% of Saskatchewan women work in these two large industry groups. The same two industry groups, but particularly the latter, are dominant among immigrant women. In 2011, 47.3% of recent immigrants and 45.6% of established immigrant women worked in one of these industry groups. Recent immigrants are more likely to be working in health care and established immigrants more likely to be in the “other services” group.

In other industry groups there are some notable differences.

- Recent immigrants are more likely than other women to be working in retail trade, manufacturing, and wholesale trade. They are much less likely to be working in educational services and business services.
- Established immigrant women are more likely than other women to be working in education services, construction, and business services and less likely to be working in retail trade, agriculture and the resources group, and finance/insurance.
- Non-permanent residents commonly work in the “other services” group but there are also a significant number in health care and educational services.

SECTION 5: PERSONAL INCOME

This section looks at sources and levels of personal income in the year prior to the census/NHS, that is, in the calendar year 2010.

Income statistics are complicated by the fact that socioeconomic status is often a function of household or family income rather than individual income. To use an example, there is probably a significant difference between the economic circumstances of a woman with a \$35,000 annual income who is living alone and one who is living with a partner who also has a \$35,000 annual income so that household income is \$70,000. The incomes in this report are necessarily restricted to an examination of individual incomes rather than family or household incomes because families and households have no gender.

The income figures in this profile will, unless otherwise specified, be measuring individual incomes at a gross (before tax) level. The average annual incomes reported here may differ slightly from those reported by Statistics Canada because the averages include women with no income at all whereas in the Statistics Canada publications they are usually excluded.

Statistics Canada has published relatively little income information about immigrant women so the figures in this section were derived from the NHS microdata file (PUMF). See Appendix A for the limitations of this data source.

Sources of Income

The bulk of personal income comes from working – either as an employee or as net income from self-employment. Among Saskatchewan women, 69.0% of personal income in 2010 came from employment. Investments and other income⁶ accounted for another 14.4% and the remaining 16.6% came from government transfer payments⁷.

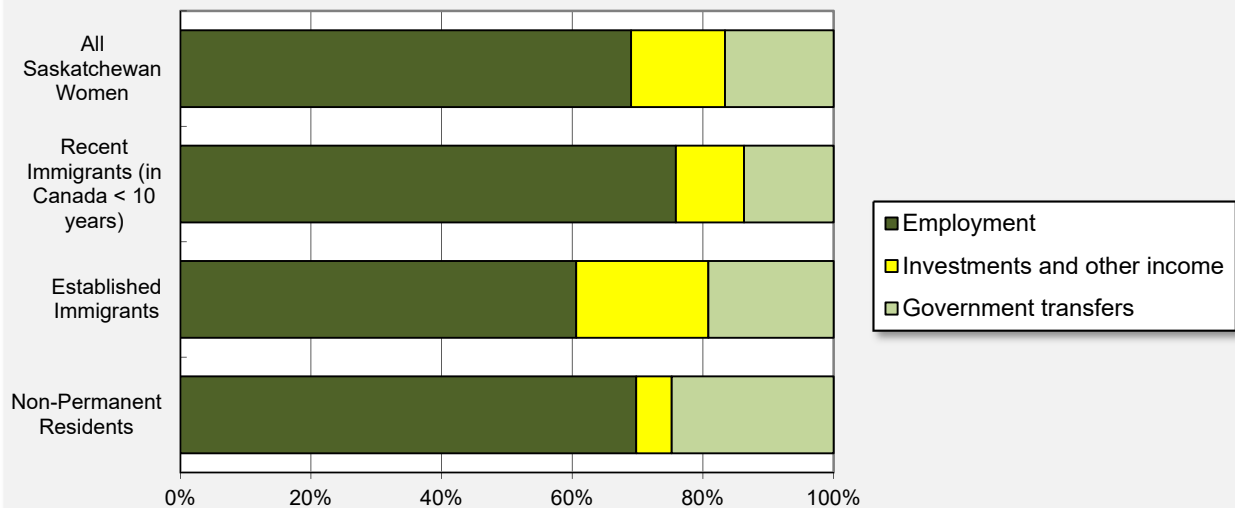
Established immigrants have a higher proportion of income from government transfers (19.2%) and from investments and other income (20.2%). This will be mainly because many are seniors and older Canadians tend to rely more on CPP/OAS and private pensions.

Recent immigrants and non-permanent residents, on the other hand, are much more reliant on employment income. It accounts for 75.6% and 69.8% of total income, respectively. Government transfers make up an important part of the income for non-permanent residents (24.8%) and this will be because of the refugee claimants in this category.

⁶ Investments and other income includes dividends, interest, private pensions, severance pay, alimony, child support, scholarships, grants, and other money income.

⁷ Employment insurance, CPP, OAS, Child Tax Credits, Social Assistance, Workers' Compensation, etc.

Figure 5.1 - Sources of Personal Income, Women, Saskatchewan



Average Individual Incomes

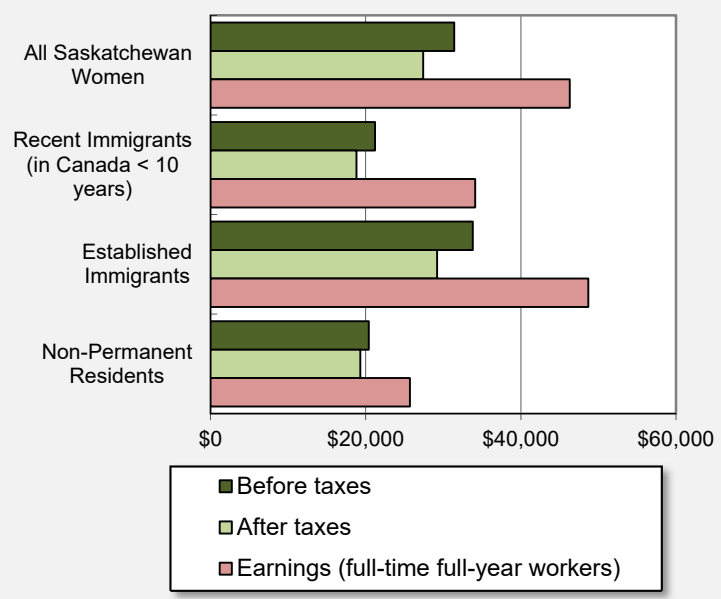
In 2010, the average income for adult women (fifteen years of age and older) in Saskatchewan was \$31,400 before income tax and \$27,400 after tax.

For established immigrants, average incomes are higher – 8% higher at \$33,800 before taxes and 7% higher at \$29,200 after taxes. This is in spite of the fact that many are seniors where incomes tend to be lower.

Incomes for recent immigrants, on the other hand, are significantly lower – 32% lower at \$21,200 before taxes and 31% lower at \$18,800 after taxes. This is partly because fewer are working but mainly because earnings from employment are well below the provincial average.

Among those who worked throughout 2010 on a full-time basis, average earnings from employment of \$34,100 were 26% below the average for all Saskatchewan women. Earnings for established immigrants, on the other hand, are above the provincial average.

Figure 5.2 - Average Incomes for Saskatchewan Women, 15 Years of Age and Older, 2010



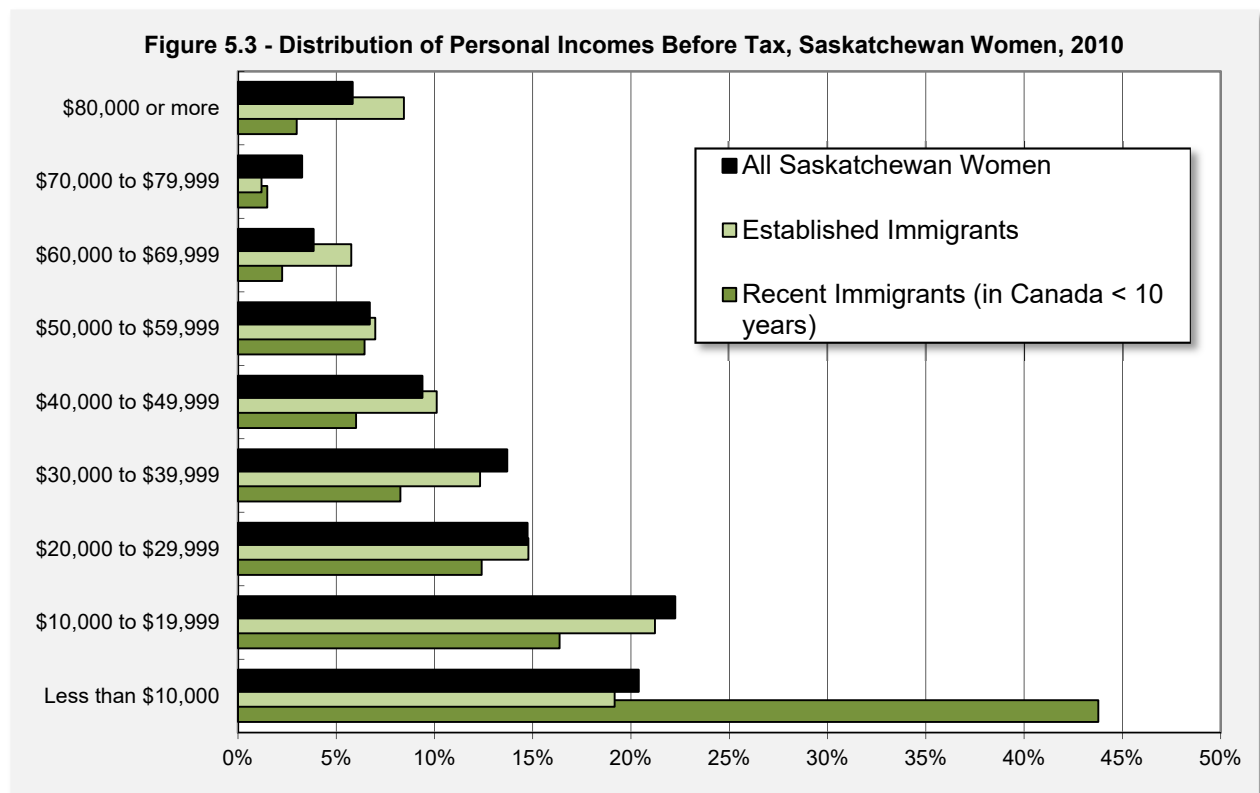
The lower incomes for recent immigrants are the consequence of three factors.

- These women are less likely to be employed (69% vs. 75% for all Saskatchewan women according to Figure 4.6).
- If employed, they are less likely to have worked throughout 2010 on a full-time basis (41% of the employed vs. 49%).
- Among those with full-time jobs, average earnings are 26% lower than the provincial average.

Distribution of Incomes

Figure 5.3 shows that the lower overall averages for women who are recent immigrants is a consequence of a large proportion (43.8% in 2010) who have low incomes – either no income at all or before-tax income below \$10,000 per year.

The higher average incomes for established immigrants are partly the result of a relatively large proportion (8.4% in 2010) with incomes before tax of \$80,000 per year or more.

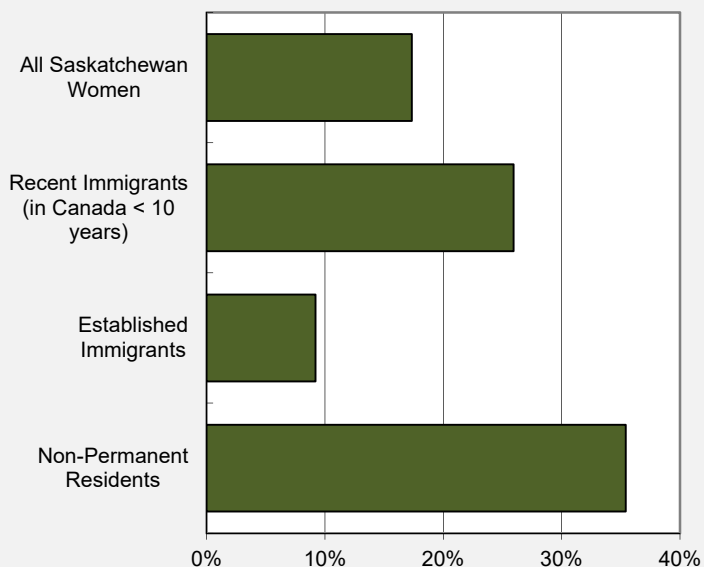


Low Incomes

In the Census/NHS, Statistics Canada uses the after-tax low income measure (LIM-AT) to measure low incomes⁸. The LIM-AT is a measure of income inequality based on the after-tax income of households rather than individuals. After-tax incomes are gross incomes from all sources less federal and provincial income taxes.

The LIM-AT is set at half the median adjusted household after-tax income. To account for potential economies of scale, the income of households with more than one member is divided by the square root of the size of the household. For example, the LIM-AT for a family of four was \$38,920 in 2010. For an individual living alone it would have been \$19,460.

Figure 5.4 - Incidence of Low Income After Taxes, Saskatchewan Women, Off Reserve Only, 2010



In 2010, 17.3% of Saskatchewan women living off Reserve had incomes below the LIM-AT. The incidence is lower (9.2%) among established immigrants but much higher (25.9%) among recent immigrants and even higher among non-permanent residents. Translated into absolute terms, this means that there were more than 5,000 recent immigrants or non-permanent residents with incomes below the LIM-AT in 2010.

⁸ The LIM is not calculated for on-Reserve residents because of the substantial “in kind” value of band housing so the provincial average excludes women living on Reserve.

APPENDIX A

TECHNICAL ISSUES WITH THE DATA

TECHNICAL ISSUES WITH THE CENSUS/NHS DATA

Prior to 2011, Statistics Canada's Census of Canada was comprised of two parts. These parts were often referred to as the short and long forms, and completion was mandatory for both. The short form was filled out by every household. The long form was filled out by a 20% sample of households. In 2011, the long form was made voluntary, re-named the National Household Survey (NHS), and sent to 30% of households. The short form remains mandatory and is what this report refers to as the "census".

There are several general issues with respect to the use of census/NHS data.

- When Statistics Canada releases data, it uses a procedure called random rounding to ensure data cannot be used to identify individuals. This method randomly rounds all figures, including totals, either up or down to a multiple of five. Totals are rounded independently of cell data so sometimes there are differences between totals and the sums of rounded cell data. Percentages are calculated on rounded figures and do not necessarily total 100%.
- Population counts in the NHS do not always correspond to those in the census. There are two reasons for this: the NHS excludes people who live in collective dwellings; and, NHS estimates are derived from a sample survey and subject to sampling error.
- One First Nation – the Big Island Lake Cree Territory near Meadow Lake, refused to participate in either the census or the NHS.
- The census is known to understate the population even though it is mandatory. The degree of undercounting is in the 1% to 2% range, but is believed to be higher in remote areas and in neighbourhoods with lower levels of socioeconomic status.
- The quality of the data from the NHS is poorer than from the previous mandatory long-form census because it is voluntary. In Saskatchewan, 71% of households completed the NHS.
- The NHS includes only those individuals who live in "private dwellings", that is, it excludes persons living in "collective dwellings". Collective dwellings include:
 - hospitals, chronic care and long-term care facilities;
 - nursing homes, group homes, or institutions for the physically handicapped, children, or youth;
 - institutions for people with psychiatric disorders or developmental disabilities;
 - federal and provincial correctional facilities;
 - safe shelters and shelters for people with no fixed address;
 - Hutterite colonies;
 - motels and hotels; and
 - religious establishments.

While the list is long, relatively few people (2.3%) in Saskatchewan lived in collective dwellings. They were not surveyed as part of the NHS so we do not know what proportion would be members of a visible minority group.

Labour Force Survey (LFS)

Labour market information about immigrants and non-permanent residents is available from Statistics Canada's monthly Labour Force Survey (LFS). The LFS is a survey with a large sample size of approximately 4,000 households in Saskatchewan.

The LFS data has very recent data – statistics up to and including 2015 – but it is a sample survey and not as reliable as the Census/NHS.

Public Use Microdata File (PUMF)

The PUMF from the 2011 NHS is a sample of actual responses from the NHS. With appropriate software, it can be used for special tabulations. This information is not as reliable as published data from the NHS because it is a sample. The number of immigrant women differs slightly from the published Census/NHS data. For example, the number of immigrant women 15 years of age and older from the NHS is 30,675 whereas from the PUMF the total is 31,615.

APPENDIX B

DESCRIPTION OF INDUSTRY GROUPS

Accommodation and food services	These are establishments primarily engaged in providing accommodation services such as hotels, motels, vacation farms, and campgrounds or food and beverage services such as lounges, restaurants, and catering services.
Agriculture	This category includes grain and cattle farming, market gardens, intensive livestock operations, and services specific to agriculture such as crop spraying, custom harvesters, seed cleaning, and animal breeding services. Logging and forestry, fishing, and trapping are also included in this category.
Business services	These kinds of establishments provide services to businesses. The category includes, for example, management and computer consulting firms, law offices, accounting services, architectural, and engineering services. Also included are head offices and companies that provide waste management or cleaning services to buildings.
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.
Education service	Education services include elementary and secondary education, post-secondary institutions and private vocational schools.
Finance, insurance, and real estate	This category includes both deposit-taking financial institutions such as banks and credit unions as well as financial management firms. Insurance companies, insurance agencies, and real estate agencies are also included.
Health and social services	Health and social services includes establishments that are involved in the delivery of health services such as hospitals, physicians, dental offices, and ambulances or social services such as special care homes, child care services, or services for those with a disability.
Information, recreation, culture, arts	This group includes the media, SaskTel, and recreation facilities such as casinos and amusement parks. The culture and arts category includes museums, art galleries, film companies, theatres, and dance studios.
Manufacturing	Manufacturing establishments take raw materials and transform them into finished products, in the sense that they are ready to be used or consumed, or semi-finished products, in the sense of becoming a raw material for an establishment to use in further manufacturing. In Saskatchewan, this category includes traditional manufacturing activities as well as food processing (meat processing plants and grain milling). Oil refineries are also considered as manufacturing establishments.
Mining, Oil/Gas, Utilities	This category includes oil and gas exploration and production, mining, contract drilling, and utilities. Only water, natural gas, and electricity generation and distribution are considered as utilities. Logging and forestry, fishing, and trapping are also included in this category.
Personal and household services	This is a disparate group of industries that provide personal services such as hair care funeral homes and households services such as repair shops and lawn care companies. Also included are religious establishments and membership organizations such as unions and chambers of commerce.
Public administration	This includes all levels of government – federal, provincial, town, municipal, and First Nation – but does not include government enterprises such as crown corporations.
Retail trade	This category includes establishments that sell merchandise (not services) to the general public. Non-store retailers are included in this category as well.
Transportation and warehousing	This category includes trucking, couriers, rail transportation, air transportation, pipelines, and grain handling.
Wholesale trade	Many wholesalers are organized to sell merchandise in large quantities to retailers, and business and institutional clients. However, some wholesalers, in particular those that supply non-consumer capital goods, sell merchandise in single units to final users. Farm machinery dealers and lumber yards are considered as wholesale establishments.

Appendix C
Source Data for Charts/Graphs

Figure 2.1 - Foreign-Born Women, by Period of Immigration, Saskatchewan, 2011 (total = 38,435)

	<u>Number</u>	<u>Percent</u>
Immigrants		
Before 1971	6,790	17.7%
1971 to 1980	3,070	8.0%
1981 to 1990	3,140	8.2%
1991 to 2000	4,515	11.7%
2001 to 2005	4,050	10.5%
2006 to 2011	13,425	34.9%
<u>Non-permanent residents</u>	<u>3,445</u>	<u>9.0%</u>
Foreign born	38,435	100.0%

Source - NHS 99-010-X2011030

Figure 2.2 - Women Immigrating to Saskatchewan, 2001/2002 to 2013/2014

	<u>Number</u>	<u>Percent</u>
2001-2002	937	51.5%
2002-2003	810	51.9%
2003-2004	1,018	53.7%
2004-2005	1,088	51.8%
2005-2006	1,028	48.8%
2006-2007	1,536	49.6%
2007-2008	2,142	49.9%
2008-2009	2,899	48.9%
2009-2010	3,583	49.7%
2010-2011	3,748	49.6%
2011-2012	5,570	48.7%
2012-2013	4,676	47.6%
2013-2014	5,793	47.1%

Source - CANSIM 051-0060

Figure 2.3 - Women who are Non Permanent Residents, Saskatchewan, 2001 to 2015

	<u>Number</u>	<u>Percent</u>
2001	1,953	41.1%
2002	2,073	41.0%
2003	2,228	41.5%
2004	2,388	42.0%
2005	2,461	41.2%
2006	2,585	41.4%
2007	2,544	39.3%
2008	2,936	38.5%
2009	3,805	38.3%
2010	4,218	39.1%
2011	4,279	37.4%
2012	5,178	36.0%
2013	6,696	37.0%
2014	6,860	37.0%
2015	6,160	37.8%

Source - CANSIM 051-0041

Figure 2.4 - Immigrant Women in Saskatchewan, 1996 to 2011

	Immigrants			
	Female Population	Number	Percent	Non-Permanent Residents
1996	492,810	27,585	5.6%	1,245
2001	488,125	25,295	5.2%	n/a
2006	484,445	25,465	5.3%	2,105
2011	507,610	34,990	6.9%	3,445

Source - 1996 = 94F0009XDB96191; 2001 = 97F0009XCB01004; 2006 = 97-557-XCB2006008;
2011= NHS 99-010-X2011030

Figure 2.5 - Immigrant Women and Non-Permanent Residents, by Province, 2011

	All Women	Immigrants		Non-permanent Residents
		before 2001	after 2000	
Number				
Nfld	259,310	2,960	1,485	640
PEI	70,860	2,085	1,635	475
NS	466,605	16,540	7,885	3,025
NB	376,350	9,795	5,010	1,585
Que	3,918,475	303,210	194,445	31,725
Ont	6,470,350	1,365,735	539,245	69,600
Man	594,375	53,095	41,400	4,030
Sask	507,610	17,520	17,475	3,445
Alta	1,774,305	199,475	131,470	28,860
B.C.	2,198,835	446,680	183,710	34,115
<u>North</u>	<u>52,140</u>	<u>2,115</u>	<u>1,425</u>	<u>370</u>
Canada	16,689,210	2,419,200	1,125,200	177,870
Percent				
Nfld	100.0%	1.1%	0.6%	0.2%
PEI	100.0%	2.9%	2.3%	0.7%
NS	100.0%	3.5%	1.7%	0.6%
NB	100.0%	2.6%	1.3%	0.4%
Que	100.0%	7.7%	5.0%	0.8%
Ont	100.0%	21.1%	8.3%	1.1%
Man	100.0%	8.9%	7.0%	0.7%
Sask	100.0%	3.5%	3.4%	0.7%
Alta	100.0%	11.2%	7.4%	1.6%
B.C.	100.0%	20.3%	8.4%	1.6%
<u>North</u>	<u>100.0%</u>	<u>4.1%</u>	<u>2.7%</u>	<u>0.7%</u>
Canada	100.0%	14.5%	6.7%	1.1%

Source - NHS 99-010-X2011030

Figure 2.6 - Immigrant Women and Non-Permanent Residents, by Residence within Saskatchewan, 2011

	All Women	Immigrants		Non-permanent Residents
		before 2001	after 2000	
Number				
Regina	105,585	5,730	5,325	790
Yorkton	9,300	190	180	85
Moose Jaw	17,065	590	325	40
Swift Current	8,720	330	355	25
Saskatoon	129,870	6,075	7,395	1,535
North Battleford	9,890	220	355	80
Prince Albert	21,220	450	450	25
Estevan	6,075	190	105	120
<u>Rest of Saskatchewan</u>	<u>199,885</u>	<u>3,745</u>	<u>2,985</u>	<u>745</u>
Provincial total	507,610	17,520	17,475	3,445
Percent				
Regina	100.0%	5.4%	5.0%	0.7%
Yorkton	100.0%	2.0%	1.9%	0.9%
Moose Jaw	100.0%	3.5%	1.9%	0.2%
Swift Current	100.0%	3.8%	4.1%	0.3%
Saskatoon	100.0%	4.7%	5.7%	1.2%
North Battleford	100.0%	2.2%	3.6%	0.8%
Prince Albert	100.0%	2.1%	2.1%	0.1%
Estevan	100.0%	3.1%	1.7%	2.0%
<u>Rest of Saskatchewan</u>	<u>100.0%</u>	<u>1.9%</u>	<u>1.5%</u>	<u>0.4%</u>
Provincial total	100.0%	3.5%	3.4%	0.7%

Source - NHS 99-010-X2011030

Figure 2.7 - Place of Birth, Immigrant Women and Non-Permanent Residents, 2011

	Immigrated prior to 2001	Recent Immigrants (after 2000)	Non-permanent residents	Foreign-born
Number				
Philippines	1,310	5,415	860	7,585
Northern Europe	3,515	695	155	4,365
Eastern Asia	1,455	1,905	825	4,185
Southern Asia	1,010	2,505	310	3,825
United States	2,205	765	355	3,325
Eastern Europe	1,550	1,015	175	2,740
Africa	690	1,625	255	2,570
Western Europe	2,020	290	85	2,395
Southeast Asia (except Philippi	960	4,290	55	5,305
West Central Asia/Middle East	345	1,140	160	1,645
Southern Europe	865	350	0	1,215
South America	500	400	65	965
Central America	550	255	85	890
Caribbean/Bermuda	340	235	25	600
<u>Oceania</u>	<u>190</u>	<u>105</u>	<u>0</u>	<u>295</u>
Total	17,515	17,480	3,445	38,440
Percent				
Philippines	7.5%	31.0%	25.0%	19.7%
Northern Europe	20.1%	4.0%	4.5%	11.4%
Eastern Asia	8.3%	10.9%	23.9%	10.9%
Southern Asia	5.8%	14.3%	9.0%	10.0%
United States	12.6%	4.4%	10.3%	8.6%
Eastern Europe	8.8%	5.8%	5.1%	7.1%
Africa	3.9%	9.3%	7.4%	6.7%
Western Europe	11.5%	1.7%	2.5%	6.2%
Southeast Asia (except Philippi	5.5%	24.5%	1.6%	13.8%
West Central Asia/Middle East	2.0%	6.5%	4.6%	4.3%
Southern Europe	4.9%	2.0%	0.0%	3.2%
South America	2.9%	2.3%	1.9%	2.5%
Central America	3.1%	1.5%	2.5%	2.3%
Caribbean/Bermuda	1.9%	1.3%	0.7%	1.6%
<u>Oceania</u>	<u>1.1%</u>	<u>0.6%</u>	<u>0.0%</u>	<u>0.8%</u>
Total	100.0%	100.0%	100.0%	100.0%

Source - NHS 99-010-X2011026

Figure 3.1 - Percent of Immigrant Women who are Canadian Citizens, 2011

<u>Period of Immigration</u>	<u>Female Population</u>	<u>Canadian Citizens</u>	<u>Percent Citizens</u>
Before 1971	6,785	6,185	91.2%
1971 to 1980	3,065	2,580	84.2%
1981 to 1990	3,145	2,700	85.9%
1991 to 2000	4,515	4,025	89.1%
<u>2001 to 2011</u>	<u>17,480</u>	<u>3,800</u>	<u>21.7%</u>
Total	34,995	19,290	55.1%

Source - NHS 99-010-X2011026

Figure 3.2 - Immigrant Women who are Members of a Visible Minority Group, Saskatchewan Women, 2011

<u>Period of Immigration</u>		<u>Members of a Visible Minority Group</u>	
	<u>Female Population</u>	<u>Number</u>	<u>Percent</u>
Non-immigrants	469,175	7,655	1.6%
Immigrants	Before 1971	6,790	8.9%
	1971 to 1980	3,070	40.7%
	1981 to 1990	3,140	56.2%
	1991 to 2000	4,515	70.7%
	<u>2001 to 2011</u>	<u>13,745</u>	<u>78.7%</u>
	Total	34,995	58.7%
<u>Non-permanent residents</u>	<u>3,445</u>	<u>2,610</u>	<u>75.8%</u>
Total foreign-born	38,440	23,160	60.2%

Source - NHS 99-010-X2011030

Figure 3.3 - Age Groups for Women who Immigrated Before 2001, Saskatchewan, 2011

	<u>All Saskatchewan Women</u>		<u>Immigrants (before 2001)</u>	
	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
Under 15	96,075	18.9%	175	1.0%
15 to 24	68,065	13.4%	745	4.3%
25 to 34	66,140	13.0%	1,255	7.2%
35 to 44	61,315	12.1%	2,380	13.6%
45 to 54	76,315	15.0%	3,465	19.8%
55 to 64	62,510	12.3%	3,590	20.5%
<u>65 plus</u>	<u>77,190</u>	<u>15.2%</u>	<u>5,910</u>	<u>33.7%</u>
All ages	507,610	100.0%	17,520	100.0%

Source - NHS 99-010-X2011030

Figure 3.4 - Age Groups for Women who are Recent Immigrants or Non-Permanent Residents, Saskatchewan, 2011

	All Saskatchewan Women		Recent Immigrants (after 2000)	
	Number	Percent	Number	Percent
Under 15	96,075	18.9%	4,145	23.7%
15 to 24	68,065	13.4%	2,420	13.8%
25 to 34	66,140	13.0%	4,405	25.2%
35 to 44	61,315	12.1%	4,100	23.5%
45 to 54	76,315	15.0%	1,560	8.9%
55 to 64	62,510	12.3%	595	3.4%
<u>65 plus</u>	<u>77,190</u>	<u>15.2%</u>	<u>255</u>	<u>1.5%</u>
All ages	507,610	100.0%	17,480	100.0%

	All Saskatchewan Women		Non-Permanent Residents	
	Number	Percent	Number	Percent
Under 15	96,075	18.9%	375	10.9%
15 to 24	68,065	13.4%	645	18.7%
25 to 34	66,140	13.0%	1,460	42.3%
35 to 44	61,315	12.1%	665	19.3%
45 to 54	76,315	15.0%	185	5.4%
55 to 64	62,510	12.3%	70	2.0%
<u>65 plus</u>	<u>77,190</u>	<u>15.2%</u>	<u>50</u>	<u>1.4%</u>
All ages	507,610	100.0%	3,450	100.0%

Source - NHS 99-010-X2011030

Figure 3.5 - Mother Tongue and Home Language, Saskatchewan Women, 2011

	All Women	Immigrants		Non-permanent Residents
		before 2001	after 2000	
Mother tongue is not English (alone)	14.6%	61.0%	84.8%	77.1%
Home language is not English (alone)	6.5%	28.8%	67.9%	54.9%

Source - NHS 99-010-X2011040

Figure 3.6 - Knowledge of Official Languages, Adult Women, Saskatchewan, 2011

	All Women	Immigrants		Non-permanent Residents
		before 2001	after 2000	
Cannot understand English or French (15 & older)	0.4%	2.7%	5.8%	2.8%

Source - NHS 99-010-X2011031

Figure 4.1 - Highest Level of Completed Education, 25 to 64 Years of Age, Saskatchewan Women, 2011

	All Women	Immigrants		Non-permanent Residents
		before 2001	after 2000	
Number				
Less than high school	34,290	1,320	1,080	85
High school	69,830	2,685	1,870	380
Diploma or certificate	103,895	3,535	2,860	580
<u>Degree</u>	<u>58,265</u>	<u>3,145</u>	<u>4,855</u>	<u>1,330</u>
Population 25 to 64 years	266,280	10,685	10,660	2,375
Percent				
Less than high school	12.9%	12.4%	10.1%	3.6%
High school	26.2%	25.1%	17.5%	16.0%
Diploma or certificate	39.0%	33.1%	26.8%	24.4%
<u>Degree</u>	<u>21.9%</u>	<u>29.4%</u>	<u>45.5%</u>	<u>56.0%</u>
Population 25 to 64 years	100.0%	100.0%	100.0%	100.0%

Source - NHS 99-012-X2011042

Figure 4.2 - Fields of Study for Post-Secondary Graduates, Saskatchewan Women, 25 to 64 Years of Age, 2011

	All Women	Immigrants		Non-permanent Residents
		before 2001	after 2000	
Number				
Education	23,000	825	625	125
Visual and performing arts, communications	3,455	180	180	40
Humanities	5,860	570	450	95
Social and behavioural sciences and law	14,380	680	875	190
Business, management, public administration	45,425	1,455	1,825	485
Physical and life sciences and technologies	3,790	270	405	140
Mathematics, computer, information science	4,215	285	380	175
Architecture, engineering, related	4,025	235	545	175
Agriculture, natural resources, conservation	3,025	140	220	55
Health and related fields	43,975	1,645	1,835	360
Personal, protective, transportation services	11,000	395	370	65
<u>Other fields of study</u>	<u>20</u>	<u>0</u>	<u>0</u>	<u>0</u>
All post-secondary graduates	162,160	6,680	7,710	1,915
Percent				
Education	14.2%	12.4%	8.1%	6.5%
Visual and performing arts, communications	2.1%	2.7%	2.3%	2.1%
Humanities	3.6%	8.5%	5.8%	5.0%
Social and behavioural sciences and law	8.9%	10.2%	11.3%	9.9%
Business, management, public administration	28.0%	21.8%	23.7%	25.3%
Physical and life sciences and technologies	2.3%	4.0%	5.3%	7.3%
Mathematics, computer, information science	2.6%	4.3%	4.9%	9.1%
Architecture, engineering, related	2.5%	3.5%	7.1%	9.1%
Agriculture, natural resources, conservation	1.9%	2.1%	2.9%	2.9%
Health and related fields	27.1%	24.6%	23.8%	18.8%
Personal, protective, transportation services	6.8%	5.9%	4.8%	3.4%
<u>Other fields of study</u>	<u>0.0%</u>	<u>0.0%</u>	<u>0.0%</u>	<u>0.0%</u>
All post-secondary graduates	100.0%	100.0%	100.0%	100.0%

Source - NHS 99-012-X2011048

Figure 4.3 - Fields of Study for Post-Secondary Graduates, Saskatchewan Women, 25 to 64 Years of Age, 2011

	All	Immigrants		Non-permanent
	Women	before 2001	after 2000	Residents
Adult women	411,535	17,345	13,335	3,075
All Fields of Study	162,165	6,675	7,710	1,915
Science, Technology, Engineering, Math and Computer Science (STEM)	12,145	815	1,470	530
% STEM	3.0%	4.7%	11.0%	17.2%

Source - NHS 99-012-X2011043

Figure 4.4 - Location of Study for Post-Secondary Graduates, Saskatchewan Women, 25 to 64 Years of Age, 2011

	All	Immigrants		Non-permanent
	Women	before 2001	after 2000	Residents
Number				
In Saskatchewan	122,790	3,170	680	265
Other province or territory	26,735	1,080	190	70
<u>Outside Canada</u>	<u>12,640</u>	<u>2,425</u>	<u>6,845</u>	<u>1,580</u>
Post-Secondary Graduates	162,165	6,680	7,710	1,915
Percent				
In Saskatchewan	75.7%	47.5%	8.8%	13.8%
Other province or territory	16.5%	16.2%	2.5%	3.7%
<u>Outside Canada</u>	<u>7.8%</u>	<u>36.3%</u>	<u>88.8%</u>	<u>82.5%</u>
Post-Secondary Graduates	100.0%	100.0%	100.0%	100.0%

Source - NHS 99-012-X2011042

Figure 4.5 - Labour Force Status in May 2011, Adult Women (15 years of age and older), Saskatchewan

	All	Immigrants		Non-permanent
	Women	before 2001	after 2000	Residents
Number				
Employed	246,530	8,800	8,625	1,945
Unemployed	15,355	400	685	145
<u>Not in the labour force</u>	<u>149,650</u>	<u>8,140</u>	<u>4,025</u>	<u>980</u>
Total	411,535	17,340	13,335	3,070
Percent				
Employed	59.9%	50.7%	64.7%	63.4%
Unemployed	3.7%	2.3%	5.1%	4.7%
<u>Not in the labour force</u>	<u>36.4%</u>	<u>46.9%</u>	<u>30.2%</u>	<u>31.9%</u>
Total	100.0%	100.0%	100.0%	100.0%
Calculated				
Participation rate	63.6%	53.1%	69.8%	68.1%
Employment rate	59.9%	50.7%	64.7%	63.4%
Unemployment rate	5.9%	6.5%	7.4%	6.9%

Source - NHS 99-010-X2011038

Figure 4.6 - Labour Force Status in May 2011, Primary Labour Market Age Group (25 to 64 years), Saskatchewan

	All <u>Women</u>	Immigrants		Non-permanent <u>Residents</u>
		<u>before 2001</u>	<u>after 2000</u>	
Number				
Employed	199,710	7,710	7,365	1,705
Unemployed	9,525	305	580	115
<u>Not in the labour force</u>	<u>57,050</u>	<u>2,675</u>	<u>2,715</u>	<u>560</u>
Total	266,280	10,685	10,660	2,380
Percent				
Employed	75.0%	72.2%	69.1%	71.6%
Unemployed	3.6%	2.9%	5.4%	4.8%
<u>Not in the labour force</u>	<u>21.4%</u>	<u>25.0%</u>	<u>25.5%</u>	<u>23.5%</u>
Total	100.0%	100.0%	100.0%	100.0%
Calculated				
Participation rate	78.6%	75.0%	74.5%	76.5%
Employment rate	75.0%	72.2%	69.1%	71.6%
Unemployment rate	4.6%	3.8%	7.3%	6.3%

Source - NHS 99-010-X2011038

Figure 4.7 - Changes Over Time, Employment Among Immigrant Women and Non-Permanent Residents, Saskatchewan

	All women	Immigrants		Non-permanent <u>residents</u>
		<u>Established immigrants</u>	<u>Recent immigrants</u>	
2007	234,800	7,900	4,000	1,900
2008	240,300	7,100	5,200	1,500
2009	246,100	8,100	6,300	1,600
2010	246,000	7,800	7,900	2,300
2011	246,000	8,600	8,900	3,300
2012	249,300	9,000	12,800	4,200
2013	257,100	11,600	12,300	4,600
2014	259,100	10,200	16,200	5,500
2015	263,100	10,400	18,400	4,000

Source - Labour Force Survey, Special Tabulation

Figure 4.8 - Changes Over Time, Employment Rates Among Saskatchewan Women, 25 to 54 Years of Age, Saskatchewan

	All women	Immigrants		Non-permanent <u>residents</u>
		<u>Established immigrants</u>	<u>Recent immigrants</u>	
2007	82%	84%	67%	70%
2008	82%	82%	61%	67%
2009	82%	80%	66%	67%
2010	82%	78%	68%	64%
2011	79%	75%	63%	65%
2012	79%	81%	70%	62%
2013	80%	76%	65%	65%
2014	80%	78%	71%	64%
2015	81%	78%	74%	63%

Source - Labour Force Survey, Special Tabulation

Figure 4.9 - Percent of Experienced Labour Force who are Self-Employed, Saskatchewan Women, 2011

	All Women	Immigrants		Non-permanent Residents
		before 2001	after 2000	
Employees	245,790	7,480	8,960	2,040
Self-employed	29,730	450	630	0
Total	275,520	7,930	9,590	2,040
% self-employed	10.8%	5.7%	6.6%	0.0%

Source - Special tabulation from NHS microdata file

Figure 4.10 - Employment by Industry Group, Saskatchewan Women, 2011

	All	Immigrants		Non-permanent
	Women	before 2001	after 2000	Residents
Number				
Agriculture, mining, oil/gas, forestry, utilities	20,790	240	610	90
Construction	6,730	360	90	0
Manufacturing	5,810	90	550	0
Wholesale trade	5,060	90	350	0
Retail trade	30,470	540	1,180	180
Finance and real estate	20,800	310	390	90
Health care and social services	58,970	1,360	2,410	400
Educational services	29,860	1,000	400	360
Business services	29,360	1,030	640	0
Public administration	15,820	450	360	90
<u>Other services*</u>	<u>38,700</u>	<u>2,090</u>	<u>1,670</u>	<u>830</u>
Total	262,360	7,570	8,650	2,040
Percent				
Agriculture, mining, oil/gas, forestry, utilities	7.9%	3.2%	7.0%	4.6%
Construction	2.6%	4.8%	1.0%	0.0%
Manufacturing	2.2%	1.2%	6.3%	0.0%
Wholesale trade	1.9%	1.2%	4.1%	0.0%
Retail trade	11.6%	7.1%	13.6%	8.8%
Finance and real estate	7.9%	4.1%	4.5%	4.4%
Health care and social services	22.5%	17.9%	27.9%	19.4%
Educational services	11.4%	13.3%	4.6%	17.7%
Business services	11.2%	13.7%	7.4%	0.0%
Public administration	6.0%	6.0%	4.2%	4.4%
<u>Other services*</u>	<u>14.7%</u>	<u>27.6%</u>	<u>19.4%</u>	<u>40.8%</u>
Total	100.0%	100.0%	100.0%	100.0%

* accommodation and food services, transportation, personal and household services, information, recreation, culture, arts, insurance

Source - Special tabulation from NHS microdata file

Figure 5.1 - Sources of Personal Income, Women, Saskatchewan

	All	Immigrants		Non-permanent
	Women	before 2001	after 2000	Residents
Employment	69.0%	60.6%	75.6%	69.8%
Investments and other income	14.4%	20.2%	10.4%	5.4%
<u>Government transfers</u>	<u>16.6%</u>	<u>19.2%</u>	<u>13.7%</u>	<u>24.8%</u>
Total	100.0%	100.0%	100.0%	100.0%

Source - Special tabulation from NHS microdata file

Figure 5.2 - Average Incomes for Saskatchewan Women, 15 Years of Age and Older, 2010

	All	Immigrants		Non-permanent
	Women	before 2001	after 2000	Residents
Before taxes	\$31,400	\$33,800	\$21,200	\$20,400
After taxes	\$27,400	\$29,200	\$18,800	\$19,300
Earnings (full-time full-year workers only)	\$46,300	\$48,700	\$34,100	\$25,700

Source - Special tabulation from NHS microdata file

Figure 5.3 - Distribution of Personal Incomes Before Tax, Saskatchewan Women, 2010

	All	Immigrants	
	Women	before 2001	after 2000
Number			
Less than \$10,000	80,400	2,900	5,300
\$10,000 to \$19,999	87,700	3,200	2,000
\$20,000 to \$29,999	58,100	2,200	1,500
\$30,000 to \$39,999	54,000	1,800	1,000
\$40,000 to \$49,999	37,000	1,500	700
\$50,000 to \$59,999	26,400	1,000	800
\$60,000 to \$69,999	15,100	900	300
\$70,000 to \$79,999	12,800	200	200
\$80,000 or more	23,000	1,300	400
Percent			
Less than \$10,000	20.4%	19.2%	43.8%
\$10,000 to \$19,999	22.2%	21.2%	16.4%
\$20,000 to \$29,999	14.7%	14.8%	12.4%
\$30,000 to \$39,999	13.7%	12.3%	8.3%
\$40,000 to \$49,999	9.4%	10.1%	6.0%
\$50,000 to \$59,999	6.7%	7.0%	6.4%
\$60,000 to \$69,999	3.8%	5.8%	2.3%
\$70,000 to \$79,999	3.2%	1.2%	1.5%
\$80,000 or more	5.8%	8.4%	3.0%

Source - Special tabulation from NHS microdata file

Figure 5.4 - Incidence of Low Income After Taxes, Saskatchewan Women, Off Reserve Only, 2010

	All	Immigrants		Non-permanent
	<u>Women</u>	<u>before 2001</u>	<u>after 2000</u>	<u>Residents</u>
Below LIM-AT	83,700	1,400	4,000	1,300
Above LIM-AT	398,900	13,700	11,500	2,400
<u>Not applicable</u>	<u>16,300</u>	<u>300</u>	<u>800</u>	<u>0</u>
Total	498,900	15,300	16,300	3,700
Percent below LIM-AT	17.3%	9.2%	25.9%	35.4%

Source - Special tabulation from NHS microdata file

Status of Women Office

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