

ATLANTIC IMMIGRATION SPOTLIGHT ON DATA



GENDER WAGE GAP FOR ECONOMIC IMMIGRANTS IN ATLANTIC CANADA

A gender wage gap exists for economic immigrants in Atlantic Canada.

Immigrant women earn on average between \$0.71 and \$0.83 for every \$1 earned by immigrant men.

While average employment income increases over time for both women and men, the wage gap remains relatively stable. Average employment income can indicate service need (i.e. targeted services for immigrant women) and can be used as a measure of economic integration. ARAISA 2024

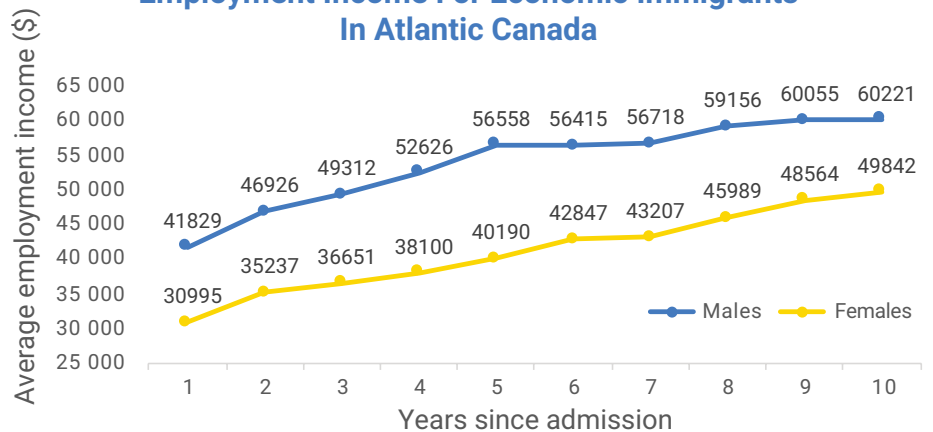
SOURCES

Income data has been retrieved from Statistics Canada's Longitudinal Immigration Database (IMDB). Data has been combined for the four Atlantic provinces.

Statistics Canada. Table 43-10-0026-01 Income of Immigrant tax-filers, by immigrant admission category and tax year, for Canada and provinces, 2021 constant dollars

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Employment Income For Economic Immigrants In Atlantic Canada



This graph compares employment income for economic immigrants in Atlantic Canada. It combines data for the four Atlantic provinces based on:

- **Median employment income**, which is disaggregated for **gender**. By excluding other income sources, it provides a meaningful comparison of men's and women's earnings in the workplace.
- **Economic immigrants, principal applicants**. Focusing on principal applicants provides a fairer comparison between men and women. Women are more likely to be secondary applicants; including both primary and secondary applicants would result in a biased comparison of men and women.
- **2011 admission year**. This is the earliest cohort available. It was selected to show how employment income changes over time.

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WHAT DOES THE DATA SAY?

- Average employment income increases over time for both immigrant men and immigrant women.
- Men on average earn more than women. While this gap fluctuates, it remains relatively stable over a ten-year period. One year after arrival, immigrant women earn **\$0.74 for every \$1** earned by immigrant men. After five years, women are earning **\$0.71**. After ten years, women still earn only **\$0.83 for every \$1** earned by men.
- **The wage gap is larger for immigrants than for the total population.** Women in Canada earn on average \$0.87 for every \$1 earned by men. In the Atlantic provinces these figures range from \$0.83 in Newfoundland to \$0.96 on Prince Edward Island. (Note that these averages are based on hourly wages, not annual income, so the comparison is not perfect. *Source: Pay Equity Office, Government of Ontario*)



WHAT DOES THE DATA MEAN FOR SETTLEMENT AND INTEGRATION?

- Employment income can be a **measure of integration**. The gender wage gap is an issue for everyone in Canada, but it is especially pronounced among immigrants. The wage gap among immigrants suggests that immigrant women are disadvantaged compared to immigrant men when it comes to economic integration. The fact that the wage gap is larger for immigrants than for the total population shows that immigrant women face greater barriers to wage equity than their Canadian-born counterparts.
- **Targeted services for immigrant women** can help to narrow the wage gap. Services should address systemic inequality between men and women by focusing on issues that disproportionately impact immigrant women, their integration, and capacity as earners. This can include childcare services (i.e. HIPPIY, daycare while mothers receive other settlement services), crisis prevention and support services, and programs to address gender-based violence.

