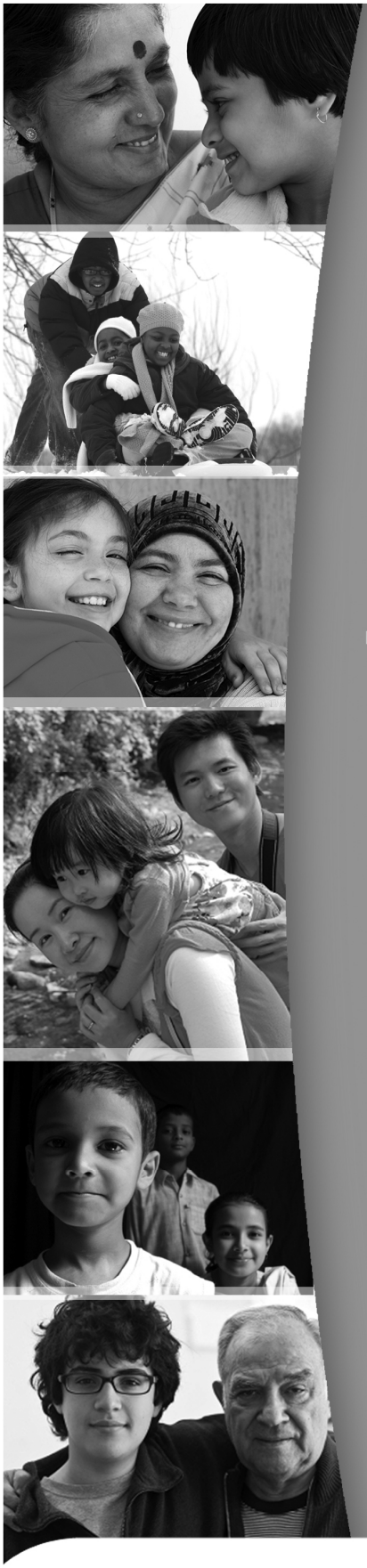

Families in Community

A project of the Social Planning Council of Ottawa

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(Social Development Partnerships Program)

Social and Economic Inclusion for All? The Rise of the Second Generation Canadians and Challenges for Racialized Groups

Based on the 2006 Census

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KEY FINDINGS AND RECOMENDATIONS

Second generation residents are the Canadian-born children who have at least one parent born outside Canada.

Generally, the second generation is assumed to be a link between the first generation and the mainstream society and a measure of success of the long-term integration process among the immigrant families. Data used in this study shows that the second generation has achieved significant gains in education, official bilingualism, labour market integration and income, compared to the general population. However, some researchers and immigrant organizations have raised concerns that this success cannot be generalized for those who belong to racialized groups. This questions the assumed overall success of the second generation and points to uneven integration patterns among those who belong to racialized groups, which in turn, breaks the link they are expected to play between the first generation and the mainstream society.

It is widely accepted by social scientists and policy researchers that the integration process often lasts for generations and that its outcome becomes evident in the long-term. However, the majority of settlement services and programs are short-term in duration and limited in scope. Therefore, there is a mismatch between the length of the integration process, its impact on families and communities and presently available programs.

SNAPSHOT OF THE TOTAL SECOND GENERATION IN OTTAWA

In 2006, 16.6% (109,545) of Ottawa's population belonged to the second generation. A high percentage of this population is young, with more than one in four individuals in the age group 15-24 (22.7%). Their younger characteristics are an advantage for labour force shortages emerging from the Canadian aging population trend.

The second generation has also significant labour market assets in terms of education and knowledge of official languages. More people hold post-secondary degrees (51.6%) and speak both official languages (40.0%), compared to the general population. In 2005, the second generation was well positioned in the labour market with a lower overall unemployment rate (3.7%) for the population 25 years and over and a higher median employment income in full-time/full-year employment ($55,699) for the population 15 years and over (vs.$52,265). A key contributing factor is the high proportion of university graduates among this population in particular fields of education that are in demand in the local labour market. Positive outcomes are also observed in the total median income – from all sources, as it surpasses the indicator in the general population ($35,443 vs. $33,023). On the other hand, second generation earnings replicate the income polarization present in the general population. In 2005, 31.6% of the second generation had incomes below $20,000, and 18.6% earned incomes below $10,000, while 33.7% earned incomes above $50,000.

The analysis of post-secondary fields of study by gender indicates that there is a slight improvement in lessening the gender gap. There are higher percentages of women in some fields of education compared to their counterparts in the general population. Nevertheless, women in the second generation continue to be overrepresented in traditionally female fields of education. Yet, they perform better than their counterparts in some labour market indicators. They exhibit a higher percentage in full-time/full-year jobs and a lower unemployment rate. This includes young females

15-24 year olds (15.1% vs. 14.6%) and women with children under 6 years (7.1% vs. 10.1%). However, their higher unemployment rates are a concern, as they reiterate the barriers that youth and women with children in general face in the labour market. The gender gap persists in the distribution of income. More women than men had incomes under $20,000, and fewer women than men had incomes over $50,000. Nevertheless, in both cases, second generation women fared better than their counterparts in the general population.

THE RACIALIZED SECOND GENERATION: ASSETS AND CHALLENGES

The second generation is becoming increasingly diverse, as is the general population. In 2006, 16.8% (18,355) of Ottawa's second generation belonged to racialized groups and its proportion is likely to increase with the current immigration trends. Between 2001 and 2006, the proportion of racialized immigrants who settled in Ottawa reached 75.1%. Moreover, Statistics Canada 2010 population projections indicate that approximately one third of Canada's population will belong to racialized groups by 2031.

Research findings have consistently documented poor economic integration of racialized groups, both immigrant and Canadian-born, despite their labour market assets. These population groups present the continuing trend of poor and deteriorating performance in Ottawa's labour market, despite their educational attainment and proficiency in official languages.

The 2006 Census data shows that the percentage of the visible minority population aged 25-64 with university education was higher than that of the general population (53.3% vs. 44.6%). As well, 24.6% of the visible minority population speaks both official languages (vs.37.2%). Research findings from other Canadian cities suggest that these assets are likely to be shared by the second generation.

Labour market exclusion characterizes the integration of racialized groups in the Canadian society. Labour market indicators for many visible minority groups in the general population remain less than satisfactory. In 2006, the unemployment rate for those 15 years and over was higher than that of the general population (9.0% vs. 5.9%). Even more affected were youth aged 15-24 (17% vs. 13.8%), reflecting their difficult transition from school to work in the specialized labour market, which affects youth overall. Furthermore, the visible minority population is overrepresented in the service sector, which is characterized by precarious jobs. Similar trends are present in the analysis by type of work. In 2006, 49.1% of visible minorities in Ottawa held part-time jobs, compared with 41.3% in the general population.

The inadequate labour market opportunities for racialized groups are at the root of income inequalities and high incidence of poverty affecting this population. In 2005, the total median income of all visible minorities was $13,211 below that of the general population ($19,812 vs. $33,023). Contrary to what one would expect, the median income was even lower for those in the second generation ($17,018), which confirms the deterioration in the long-term integration process of racialized groups. During the same year, the incidence of poverty among visible minority groups (both immigrant and Canadian-born) doubled that of the general population (30.5% vs. 15.2%). Furthermore, more than half (60%) of all children under six years living in poverty in Ottawa are of visible minority background (SPCO 2010b:35). Indeed, this produces a severe impact on the second generation.

KEY FACTORS CONTRIBUTING TO ECONOMIC EXCLUSION OF SECOND GENERATION RACIALIZED GROUPS

Inter-Generational Effects of Integration Challenges: Immigrant and refugee families unable to access adequate employment are economically marginalized, particularly racialized groups. This creates a host of social and cultural impediments for the development of children and youth, which perpetuates the disadvantages in the second generation. Census data shows a decline of income of second generation visible minorities compared to the income of the first generation (their parents). In 2005, the total median income of the second generation was $17,018 compared to $20,076 for the first generation. Only a few visible minority groups showed income improvement between generations; among them were the Chinese and the South Asian groups.

Discrimination and Economic Exclusion:
Systemic barriers in the labour market result in the racialized second generation being under-represented, particularly in the public sector that is supposed to set the bar for employment equity. Discriminatory practices among employers, such as non-transparent hiring processes, the devaluation of foreign credentials and work experience, lead to income inequality and a higher incidence of poverty. Visible minority residents comprise 40% of Ottawa's poor citizens and 38% of visible minority children under 6 years live in poverty (SPCO 2010b:36). Blacks, Arabs and West Asians in Ottawa are almost three times more likely to be poor than the general population.

Higher Number of Dependents Often Translates into Poverty:
Visible minority families are often characterized by having more children than families in the general population. While this is an important contribution to Canada's aging workforce and low fertility rate, higher number of dependents in families often translate into a higher risk of poverty. This is particularly true for larger families of a visible minority background, and even more so for single parent families. Immigrant and refugee families in visible minority groups include a significant number of single parents, particularly single mothers. One income families from visible minority groups had the highest rate of poverty in 2005 (32.6% vs. 23.1% in the general population (SPCO 2010b: 32).

Lack of Integration between Different Areas of Family Policy: The crisis affecting racialized residents in the second generation is exacerbated by the lack of an integrated approach to family policy. Particular areas of concern include the lack of access to affordable quality housing, as well as affordable and flexible childcare, inadequate support for single parent families and recreational activities for children and youth, lack of adequate support for refugee families, and the need for affordable public transportation.

As this study has demonstrated, the second generation represents a strategic segment of the population for the Ottawa's economy. This population is relatively younger, well-educated and very often fluent in both official languages. It is in the interests of the policy makers, service providers and the general public that the assets that the second generation brings to the table be more fully utilized. This will allow Ottawa to nurture communities that are more prosperous, more democratic and more inclusive of their cultural diversity. It has been recognized (Sethi 2008: 39) that despite numerous programs aiming at greater integration of immigrants and their children in the mainstream society, there is still much to be done in terms of provision of greater inclusion of those who belong to racialized groups.

RECOMMENDATIONS

Use of adequate terminology to avoid branding visible minorities as "perpetual immigrants"
It is important that research and studies make a distinct separation between the terms 'immigrants' and 'racialized (or visible) minority residents.' Failure to do that contributes to branding visible minorities as "perpetual immigrants," despite the fact that many of them have been born in Canada. As well, an effort should be made when addressing the total visible minority population to clarify that this population include both immigrants and Canadian-born population.

Long-term integration approach
The immigration process has far-reaching consequences that include second and third generations that cannot be ignored. A long-term approach is necessary to allow immigrant/refugee families access to resources and opportunities they need that transcend the prevalent short-term settlement approach. Essential pre-requisites for successful integration such as sufficient access to language training, employment and housing, health and education services and a secure social and economic environment are widely recognized. Yet despite this knowledge, the lack of these fundamental conditions still represents one of the most important challenges to the integration of immigrant families and their children in Canada. Furthermore, budget cuts have deepened this deficit by forcing some immigrant programs and services to downsize or close. The need of a long-term approach of integration is reaffirmed by the increasing role that immigrants and their children play in the Canadian demographics and economic growth. Therefore, investments in youth and particular in the second generation concern all citizens.

A focus on families instead of individuals
A successful integration of immigrant/refugee families requires a holistic approach that addresses the barriers preventing the integration of families as a whole, instead of focusing on individual needs. This holistic approach would strengthen the family unit and support their members through the stress of the integration process, with the consequent benefits for their children. Important areas to tackle include the information gap between parents and children on Canadian institutions and cultural values. Parents' equal access to information will help families to understand the differences between the Canadian school system and that of their country of origin, as well as the role they are expected to play. Therefore, filling this gap will help parents to accommodate new cultural values and gender roles that their children are learning at school. Access to this information and counseling services is presently very limited. It is necessary to increase the parent's ability to accommodate new gender roles and negotiate new cultural values adopted by their children in the mainstream society. Another key area that deserves attention is increasing school awareness of distinct challenges faced by refugee families and their consequent impact on their children. Children from refugee families are likely to have parents with disabilities, due to the traumatic events faced in their countries of origin. In addition, strenuous and lengthy procedures to achieve a landed immigrant status, limit their access to services and employment, putting them at a higher risk of poverty.

Build bridges to the labour market
There is agreement that successful integration of immigrant families requires adequate and sustainable employment. However, particular groups continue to face significant barriers to access the labour market. Research has shown that these barriers are more pronounced in the case of visible minorities, regardless of whether they are immigrants or not. There are some successful experiences of employment programs promoting the hiring of immigrants, diversity in the workplace and second carrier options, which need to be strengthened. Bridging programs to assist international professionals and knowledge workers without formal education to access the labour market is

imperative in these circumstances. As well, more learning opportunities outside educational institutions are necessary, particularly paid apprenticeships and job placements. Improving the cultural context of hiring and promotion is by no means less important, as it could lead to discrimination against racialized groups. Community organizations can play a significant role in delivering cultural competence training programs for both the private and public sector employers, to eradicate negative assumptions and stereotypes based on culture, race and religion.

Improve programs to assist youth transition from school to work

There is a need to support youth in achieving successful transitions from school to work. Youth have one of the higher unemployment rates, particularly visible minorities. Many visible minority college and university students close to graduation do not possess the necessary work experience in their chosen fields. This places them at a disadvantage in job selection processes and leaves them with no Canadian work experience. Postsecondary institutions and employers need to step up their efforts to ensure that students from vulnerable groups access their services and job opportunities, particularly summer jobs. Educational institutions should also be aware of the need to bridge cultural values that view school and work as two separated spheres, which should not overlap in order to achieve success at school. The City, Labour Relations and Human Rights and Employment Equity Division and the Federal and Provincial Summer Student Programs – priority groups for recruitment – have an important role to play in building the work experience of visible minority youth. Ethno-cultural groups could also play an important role in outreaching efforts to potential candidates.

Build inclusive learning environments

Schools need to work with community organizations to develop strategies for greater awareness and engagement in removing systemic barriers that affect specific population groups. Among the key issues to address are school fees and access to school supports, such as guidance and tutoring. School fees lead to stigmatization and unequal access to the educational experience for children who live in low income families. The more affected are large families which characterize visible minorities. Their lack of access to school supports jeopardizes success at school of their children, when they cannot pay for tutoring services. Children whose parents can not support their school homework are in the same situation. Some parents have no or limited official language skills or have multiple work shifts constraining their time.

There are fears among visible minority youth arising from considerable tension with the school system that need to be addressed. At the root of the problem is the lack of awareness of different cultural practices. Racialized youth identified in a previous SPC study, experiences of discrimination, targeted bullying and active discouragement in the education system.[1] There have been unfair disciplinary measures to visible minority youth defending themselves from bullying, while their perpetrators are not punished.[2]

Community organizations are a key resource to bridge cultural misunderstandings in the school setting. Many of them have developed cross-cultural programs that are an asset in building cultural competence in the schools. As well, some organizations are working on empowering visible minority youth through leadership skills training. The aim is to help youth to articulate their needs, find the resources they need and advocate for themselves. This is a valuable experience that should be supported and replicated by schools.

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[1] SPC, "Communities Within: Mixed Blessing, Missed Opportunities," 2008.

[2] SPC, "Families in Community: Immigrant Children, Youth and Families: A Qualitative Analysis of the Challenges of Integration," 2010.

Increase support to small ethno-cultural organizations and ethnic minority groups
Greater financial and logistical support should be rendered to small ethno-cultural organizations and ethnic minority groups working with immigrant communities. Their work is essential to the successful long-term integration of refugees, immigrants and their children. It is complementary to the efforts of the government agencies focused on the immediate needs of the immigrant community. The small ethno-cultural organizations and ethnic minority groups have cultural and language expertise and communities trust and acknowledge their work, which places them in the best position to outreach to families and youth. These organizations and groups need to be supported and nurtured as a critical resource that fosters long-term integration and inclusion of second generation racialized groups.

Provide supports to families
Adequate supports to families have implications in access to affordable and quality housing, childcare, transportation and recreation programs, among others. The following actions are needed:

Access to affordable and quality housing. With present high rates of poverty affecting many families and increasing housing costs, many of them have to rely on social housing. It is important to address the deteriorating conditions and deficit of social housing to support the integration of immigrant/refugee families facing exclusion in the labour market. Social housing can result in ghettoization within poor housing in poor quality neighbourhoods and stigma of their residents at school and in job recruitment. In addition, unsafe environments in social housing areas have made them the less ideal places to raise children, compromising their future.

Access to childcare that is affordable, culturally-sensitive and has flexible-hours. Immigrant families and particularly visible minorities are making a significant contribution to reduce the impact of Canada's aging labour force. Despite these contributions, working parents cannot access adequate childcare. In the precarious and diverse labour market, parents need affordable childcare that meets non-traditional work hours and has cultural sensitivity. Without access to daycare families are forced to have one income earner and single parent families are left with no or limited options to access the labour market, with the consequent impact on poverty levels.

Access to affordable transportation for low-income families
An inexpensive bus-pass is needed for low income families. Lack of access to affordable public transit raises a number of social and economic barriers for low-income individuals, families and the working poor in Ottawa. Large families, many of them immigrants/refugees, are among the more affected as well as those who live in distant areas where housing is more affordable, but transportation more expensive.

Access to recreational activities for families, youth and children
There is a need to make recreational activities affordable. This will result in more inclusion for the diversified and vulnerable groups affected by poverty. Research has largely recognized the benefits of recreational activities for the development of new generations. However, rising costs continue to exclude many of them from these benefits.

INTRODUCTION

This report is part of the Social Planning Council Community Research Collaborative initiative. This research aims to fill the information gap on the second generation residents of Ottawa. These are the Canadian-born children who have at least one parent born outside Canada. The analysis addresses the common belief that all groups of second generation Canadians have achieved a better economic and social inclusion in the mainstream society than their parents and that all benefit equally. This report addresses the economic and social inclusion of the second generation, against the deteriorating conditions of current labour market trends that affect the entire population.

It is widely accepted by social scientists and policy researchers that the integration process often lasts for generations and that its outcomes become evident in the long-term. However, the majority of settlement services and programs are short-term in duration and limited in scope. Therefore, there is a mismatch between the length of the integration process, its impact on families and communities and presently available programs. For newcomers who find themselves at a disadvantage during the period of integration, the consequences are severe (SPCOc 2010). Their lack of social and economic integration not only affects their quality of life, but also carries a long-term effect of disadvantage and exclusion that affect their children. They, in turn, are unable to assume the connecting role between the first generation and the mainstream society.

Generally, the second generation is assumed to be a link between the first generation and the mainstream society and a measure of success of the long-term integration process among the immigrant families. Data used in this study shows that the second generation has achieved significant gains in education, official bilingualism, labour market integration and income, compared to the general population. However, some researchers and immigrant organizations have raised concerns that this success cannot be generalized for those who belong to racialized groups. It is believed that exclusion and inequalities affecting racialized families as a whole, have an impact on both the parents and their children. This position questions the assumed overall success of the second generation and points to uneven integration patterns among those who belong to racialized groups, which in turn, breaks the link they are expected to play between the first generation and the mainstream society.

The SPC recognizes that the process of integration is multi-dimensional and all contributing factors are interrelated. For example, the successful economic integration (i.e. well-paying job and good housing conditions) may lead to a greater degree of social cohesion and sense of belonging to the host country. The Canadian Council for Refugees indentifies four spheres of integration. They include economic, social, cultural and political integration. Economic integration involves acquiring marketable skills, entering the job market and achieving financial independence. Social integration facilitates establishing social networks and accessing institutions. Cultural integration creates opportunities to adapting various aspects of lifestyle and redefining cultural identity. Political integration promotes the exercise of citizenship, voting, and civic participation. In this report we focus mainly on economic and social aspects of integration; however, it is understood that all the spheres of integration are interconnected.

We are aware that that in the second generation, as in the general population, there are groups who face additional challenges in their social and economic exclusion. They are identified by the SPC as "equity seeking groups." These groups include people with disabilities, Aboriginal population, single mothers, recent immigrants and visible minority residents (SPCO, 2010b). This population

faces systemic social and economic inequality based on gender, race, single parenthood, length of time in Canada and disability (SPCO 2010b). Due to the lack of statistical evidence on the various equity seeking groups in the second generation, this report mainly focuses on visible minority groups.

We approach this study with the understanding that the second generation is heterogeneous in nature. The second generation is "fundamentally changing, as visible minority status will come to define the country's second generation" (Dykes 2008: 8). As a result, research on second generation would not reveal inequalities affecting those who belong to racialized groups, if they only focus on data aggregated at large levels (Boyd 2008: 23). This report attempts to fill this gap of information.

Methodology and definitions

The analysis presented in this study focuses on the socio-economic inclusion of the second generation in Ottawa using quantitative and qualitative data. The main source of quantitative information is the custom profile of the second generation based on the 2006 Census, purchased by the Social Planning Council. The profile only provides aggregated data for the total second generation. We endeavor to fill in the gaps in the statistical data of those who are visible minorities with the findings from second generation studies carried out by researchers in other Canadian cities and provinces, as well as with the citations from community focus groups held by the SPC for the project "Communities Within" (SPCO 2008).

In this study, we use the definition of the second generation accepted by Statistics Canada, which identifies this population "as persons born in Canada with at least one parent born outside of Canada." We do not use the term "second generation immigrants" in recognition of the fact that this is the Canada-born population that cannot be perceived as "non-Canadian".

Secondly, we employ the term "racialized groups" to identify visible minorities. Only when referring to the data from Statistics Canada we use the term "visible minorities" defined as "non-Caucasian in race or non-white in colour, other than Aboriginal." These groups include Chinese[3], South Asian[4], Black, Filipino, Latin American, Southeast Asian[5], Arab, West Asian[6], Korean and Japanese ethnic communities.

Our understanding of racialized groups is derived from the concept of racialization. According to the Ontario Human Rights Commission, racialization is the "process by which societies construct races as real, different and unequal in ways that matter to economic, political and social life" (OHRC 2003). Therefore, we agree that the term "racialized groups" should receive prevalence over such expressions as "racial minority," "visible minority" or "person of colour" as "it expresses race as a social construct rather than a description of persons based on perceived characteristics" (ibid.). In using this concept, we highlight the significant social and economic exclusion that racialized minorities experience as a group in contrast with the general population, and with significant variations among the different groups.

[3] Chinese (mainly from Hong Kong, Taiwan and mainland China)
[4] South Asian (e.g. East Indian, Pakistani, Bangladeshi, Sri Lankan)
[5] Southeast Asian (e.g. Cambodian, Malaysian, Laotian, Vietnamese).
[6] West Asian (e.g. Afghani, Iranian)

Throughout the report we compare statistical data from the second generation to that of all Ottawa residents (called "General Population"). Our decision is based on three reasons. First, this report is part of a larger body of work by the Social Planning Council focusing on the issues of exclusion and inclusion, examining the experience of various different population groups. Second, the dichotomy between visible minorities and "non-visible minorities" separates them, instead of bridging their inclusion. Third, the diversity of the second generation population is better reflected in the general population.

Most of the census data used in this report is based on the standard Statistics Canada boundary, the census sub-division. This corresponds to the boundaries of the City of Ottawa. In some clearly identified cases, we provided information based on the boundary of the census metropolitan area (CMA) identified by Statistics Canada as "Ottawa-Gatineau census metropolitan area (Ontario Part)." This is an area slightly larger than the City of Ottawa proper, and includes a few areas within Russell Township in the East. We use CMA data only where comparable data was not available to us at the census sub-division level.

Organization of the report

This report is divided into three sections. It begins with the snapshot of the total second generation in Ottawa. The second section discusses inequalities affecting the visible minority second generation. The third section addresses the factors that contribute to the social and economic exclusion of second generation visible minorities. The recommendations of the report include input from the Advisory Committee. We take this opportunity to thank them for their contributions. The report is accompanied by a separate technical appendix containing detailed data tables based on the 2006 Census that can be accessed on the SPC website.

Acknowledgements

We offer our sincere thanks to United Way of Ottawa and the Government of Canada (Social Development Partnerships Program) for the funds provided to produce this report.

We are grateful to Alfia Sorokina, Principal Researcher and Paul Chung, Volunteer Researcher, who donated their time to produce this report under the SPC's Community Research Collaborative (CRC).

We also offer our sincere thanks to the members of our Advisory Committee:

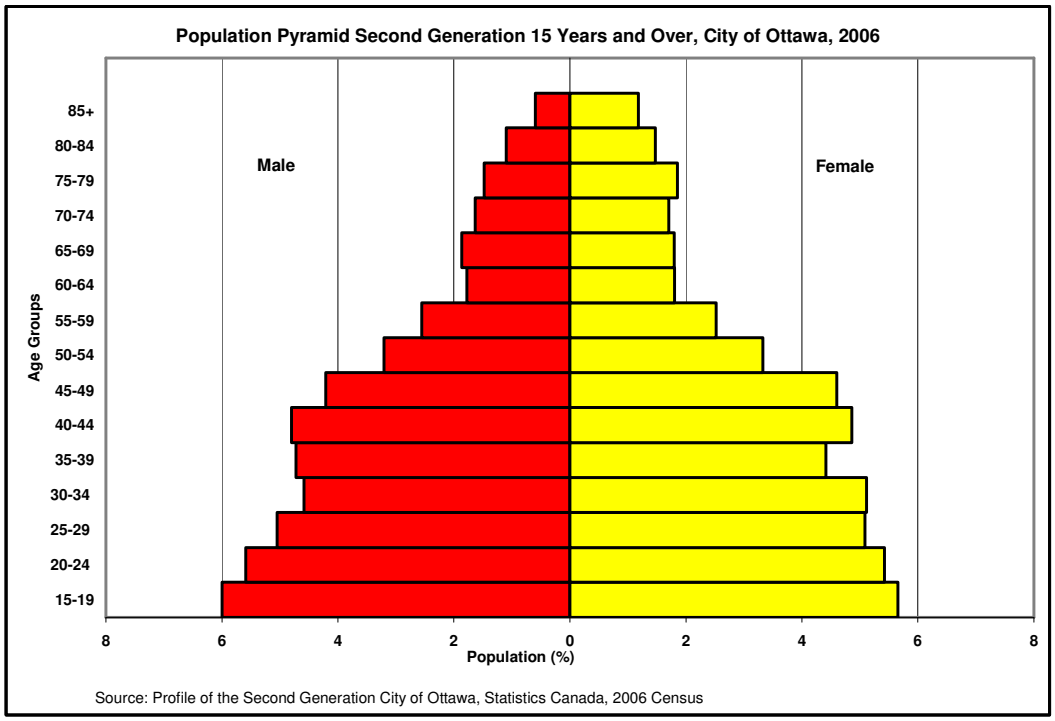
Ana Mercedes Guerra	Chelby Daigle
George Wright	Maria Beatriz Hennessy

1. SNAPSHOT OF THE TOTAL SECOND GENERATION

This section presents a summary of the characteristics of the total second generation population over 15 years of age, living in Ottawa. The analysis is based on a custom data request to Statistics Canada for the 2006 Census. The data represents an average for the overall second generation population. This aggregated data, while demonstrating a positive outlook for the second generation, needs to be examined with caution. The chief concern is the inability to show what happens with vulnerable groups of the population who are part of the second generation. Among them are racialized groups.

Population

Overall, the age composition of the second generation in Ottawa in 2006 shows a younger population, with more than one in four persons in the age group 15-24 (22.7% vs. 16.9% in the general population). The high percentage of young population represents an economic asset of the employable workforce critical to replace the aging workforce. The 10 top ethnic origins of Ottawa's total second generation are European countries, which reflects the predominant ancestry of their immigrant parents. Their predominant ethnic origin influences the average indicators for the total second generation. Research findings indicate that increasing immigration from non-European countries to Canada has been accompanied by a decline in their economic integration.

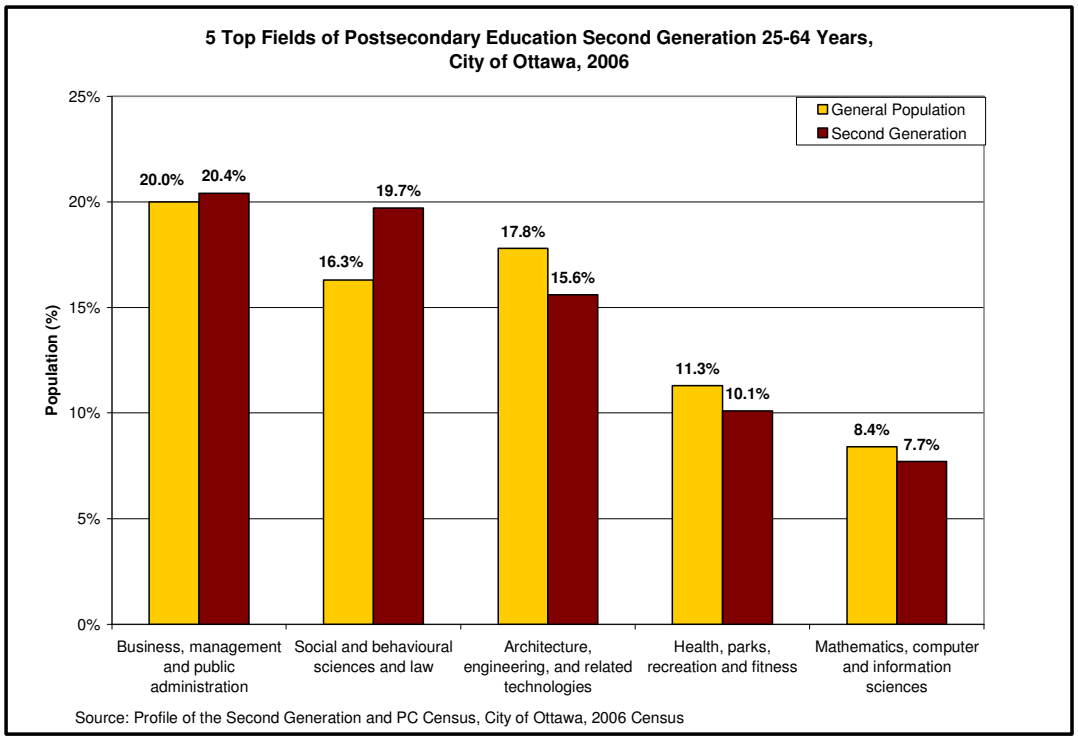


Educational Attainment and Knowledge of Official Languages

Research studies have documented high levels of educational achievement among the second generation (Aydemir et al 2006, Kucera 2008, Palameta 2007). In Ottawa, the educational attainment among those in the working age group 25-64 years asserts this fact. In 2006, there was a higher percentage of second generation with university education compared to the general population

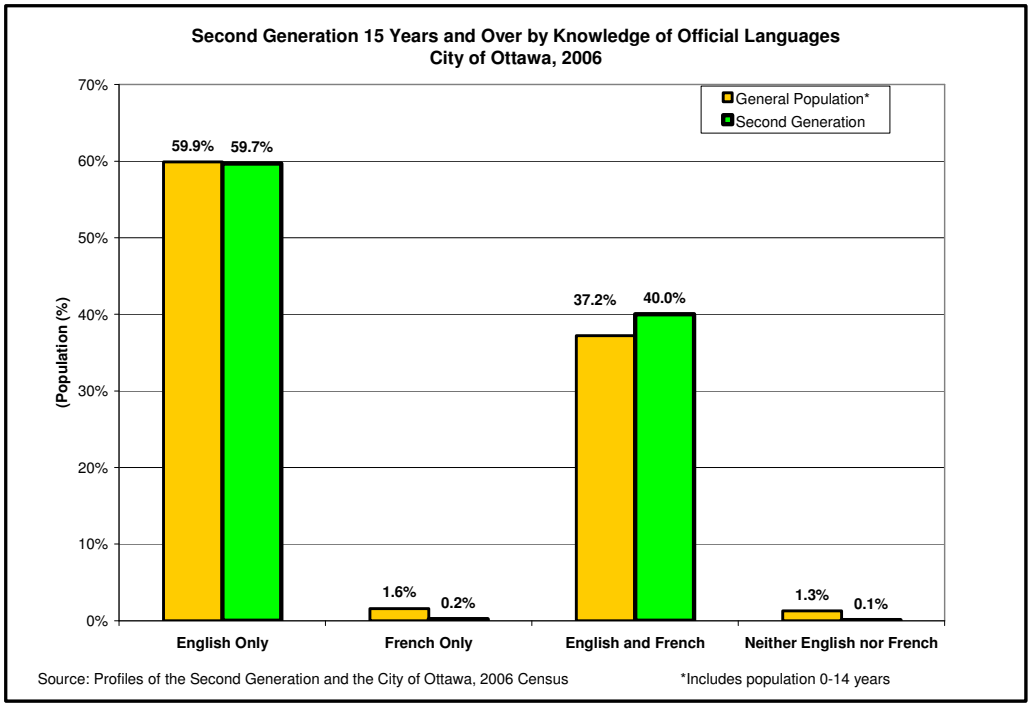
(51.6% vs. 44.6%). Another positive outcome was a reduced percentage of individuals without formal education (3.8% vs. 8%).

Among second generation with post-secondary education, the distribution of professional specialization by fields of study mainly follows the patterns observed among the general population. The share of those educated in the fields of architecture, engineering and related technologies is also significant, even though lower than that of the general population (15.6% vs. 17.8%). These fields of study represent important assets in the Ottawa technology oriented labour market.



The analysis by gender indicates that the educational background of second generation women continues to be concentrated on traditional female fields of education. Among them are education, humanities and social and health carriers. The biggest gender gaps persist in science fields, such as mathematics, computer and information sciences and architecture, as well as in engineering and related technologies. These fields of education have been traditionally dominated by men.

A significant achievement in knowledge of official languages is the fact that the second generation in Ottawa surpassed the proportion of official bilingualism among the general population (40.0% vs. 37.2%) in 2006.



Labour Market Outcomes

In the analysis of Ottawa's labour force, particularly in the case of the second generation, it is important to consider the economic and labour market trends. These trends affect not only the availability of employment, but also the quality of employment people can access. The literature has extensively documented the deteriorating conditions of the Canadian labour market (SPCO 2006b, Access Alliance 2011a, Yalnizyan 2011, PCSRPC 2006):

- A transition towards the 'knowledge economy', with significant growth of the service sector and dramatic decline of the manufacturing sector in North America.
- An increased use of technology to automate manufacturing processes and to replace the unskilled workforce.
- A significant growth in precarious employment [7] or 'casualization' of work.
- Continuously growing income inequality and polarization of society, affecting especially vulnerable population groups, furthering their marginalization and socio-economic exclusion.
- Ongoing gender disparities in the labour market.
- A significant economic downturn for the national and global economy resulting in higher than usual unemployment

These conditions reflect the numerous barriers to enter the labour market in Canada and to secure quality employment that second generation faces, along with the general population. In some degree, the characteristics of Ottawa's labour market have helped to reduce the severity of the impact of the changes in the labour market compared to other Canadian cities. Ottawa's labour market is

[7] Non-standard employment that is not permanent and does not follow a full-time/full-year format.

characterized by the predominance of two larger employers, the public sector and the high-tech industry, while the manufacturing sector plays a marginal role.

The nature of Ottawa's economy and labour market partially explains the positive labour market outcomes observed in the second generation. Two key professional sectors target residents with post-secondary education, such as the majority of the second generation. One of these sectors is the federal government who stresses the importance of bilingualism. As noted, the percentage of second generation who are officially bilingual is high. The other sector is the information technology (IT), which has maintained its importance despite the crises it experienced in the last decade. IT is one of the top 5 fields of postsecondary education in the second generation.

An important challenge of Ottawa's labour market, also shared at the national level, is the aging working force, which could strain its economic growth. In 2006, the ratio between the general population aged 0-14 to the population aged 50-64 was below one (0.95), meaning that there are not enough young people to replace those leaving the workforce at retirement age (SPCO, 2009). In this light, the second generation can play a strategic role to compensate the workforce shortage, due to its younger age and tendency to achieve high levels of education and official bilingualism, compared to the general population.

Labour Market Indicators

Overall, labour market indicators of the second generation were similar to those of the general population in 2006. The exception was youth between 15 and 24 years of age, who in general, face difficult transitions from school to work in the specialized labour market. They had a lower participation rate[8] (64.9% vs. 67.8%) and a higher unemployment rate (14.7% vs. 13.8%). The participation rate identifies the percentage of the population involved in the labour market (employed or unemployed) as distinguished from those in the population who are not in the labour market (i.e. not working or looking for work).

Second Generation Labour Force Participation Rate and Unemployment Rate, City of Ottawa, 2006

Age Group	Participation Rate		Unemployment Rate	
	General Population	Second Generation	General Population	Second Generation
Population 15 years and over	69.3	69.6	5.9	6.0
Population 15 to 24 years	67.6	64.9	13.8	14.7
Population 25 years and over	69.7	70.9	4.3	3.7

Source: Profile of the Second Generation and PC Census, City of Ottawa, Statistics Canada, 2006 Census

[8] Identifies the percent of the population involved in the labour market (employed or unemployed) as distinguished from those in the population not in the labour market (i.e. not working or looking for work). Those not working or looking for work include such groups as seniors, students not looking for work, stay-at-home parents and some people with disabilities who are not able to work.

Employment by Industry, Occupation and Type of Work

Ottawa's reliance on the second generation labour force is observed across all key sectors. The distribution of the second generation across occupational sectors is similar to that of the general population. The analysis of the five most important occupational sectors showed that the highest percentage of the second generation was employed in the public administration sector (21.3%), the foremost occupational sector in Ottawa. The second most important sector comprised professional, scientific and technical services (11.8%), which include much of the high-tech economic activity. As indicated before, this sector still offers high quality jobs in Ottawa, despite the significant downsizing it faced during the past decade. The third sector was retail trade (10.4%), which tends to offer precarious employment with long working hours and minimal job security (e.g. retail sales, clerks, security guards, and cleaners). Finally, the health care and social assistance sector (9.0%), along with the educational services sector (7.0%), were the other two most important sectors of occupation for the second generation.

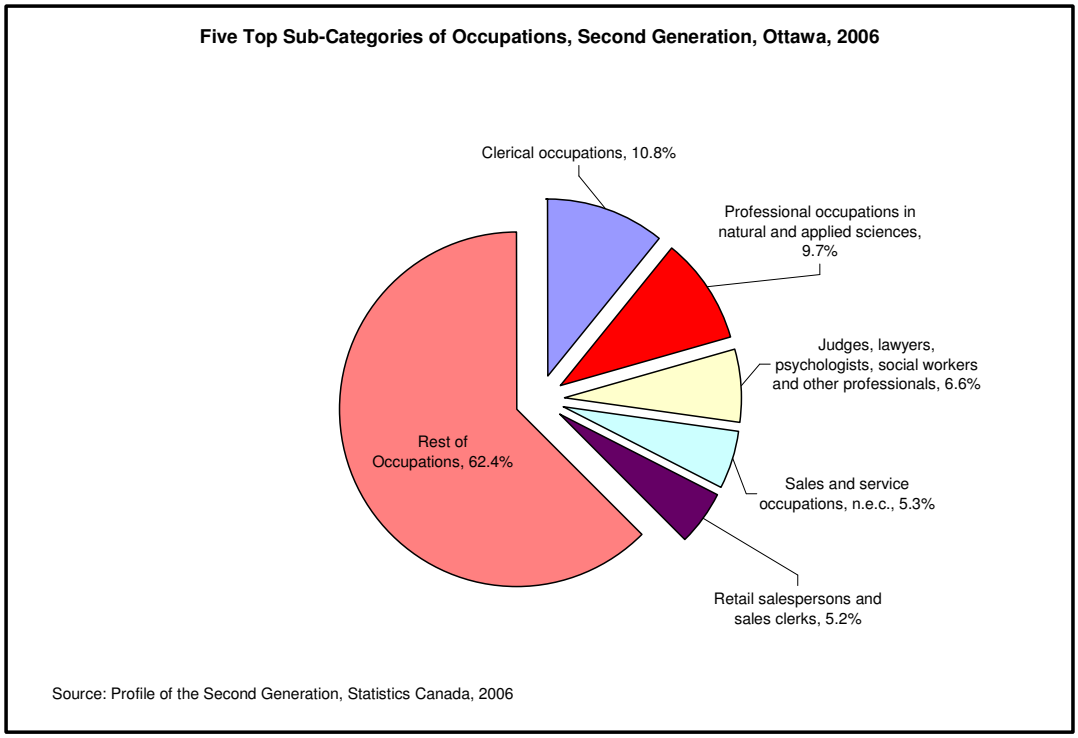
The census also provides information by type of occupation and subcategories. The distribution by occupations of the second generation labour force is very similar to the one of the general population. This population is more likely to work in business, finance and administration (21.6%) and less likely to work in trade occupations (6.0%). Five occupations concentrate 82% of the second generation labour force, presented in the table below.

Five Most Significant Categories of Occupations Second Generation Labour Force 15 Years and Over, City of Ottawa, 2006

Occupations	General Population*	Second Generation	Distribution (%)	
			General Population	Second Generation
Business, finance and administrative	93,275	16,225	20.8%	21.6%
Sales and service	98,625	15,780	22.0%	21.0%
Natural and applied sciences	59,290	10,225	13.2%	13.6%
Social science, education, government service and religion	54,140	10,020	12.1%	13.4%
Management occupations	53,350	9,260	11.9%	12.3%
Five Most Important Occupations	**358,680**	**61,510**	**79.9%**	**82.0%**
Rest of Occupations	90,060	13,495	20.1%	18.0%
All occupations	**448,740**	**75,005**	**100.0%**	**100.0%**

Source: Profile of the Second Generation and PC Census, City of Ottawa, Statistics Canada, 2006 Census

The break down into sub-categories of occupation also shows a similar distribution with the general population. The five top sub-categories included two related to professional occupations in natural and applied sciences and in other fields, e.g. judges, lawyers, psychologists. The percentage of the second generation in these occupations surpassed that of the general population (16.3 vs. 14.2%). The other three 21.3% included occupations requiring lower levels of qualifications at clerical level, retail and services. The percentage of these occupations was the same in the general population. Of particular concern was the importance (5.3%) of sales and service occupations not elsewhere classified (n.e.c.), which are among those with the lowest levels of qualifications. Despite of their significance in the second generation labour force, their percentage was slightly lower, compared to that of the general population (6.5%).



The analysis by gender shows that women predominate in traditional female sectors of occupation (e.g. retail trade, health and education). However, there are some positive findings. Women surpassed the percentage of men employed in the public administration sector (51.4% vs. 48.6%). They are also doing well in business, finance and administrative occupations (65.6% vs. 34.4%). Moreover, women exhibit a higher percentage in occupations related to diverse professional services (e.g. judges, lawyers, psychologists). On the other hand, they continue to be overrepresented in precarious sub-categories of occupations, such as retail sales persons and sales clerks (55.3% vs. 44.7%).

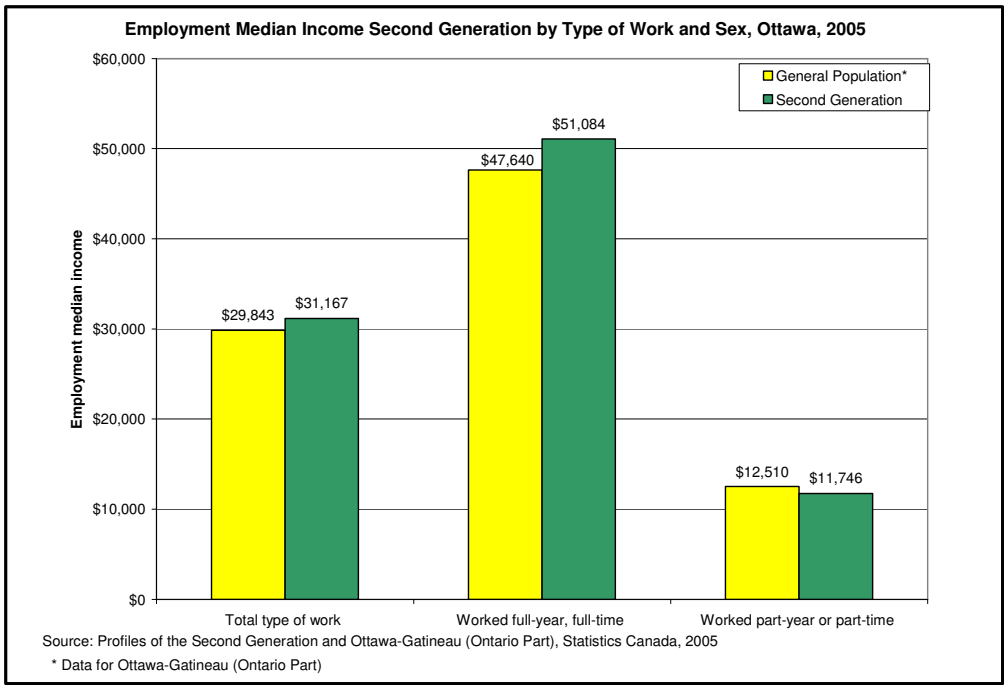
Full-year or full-time employment predominated in the second generation. Their percentage was slightly higher than that of the general population (56.4% vs. 55.5%). On the other hand, the second generation was overrepresented in part-year or part-time work, compared to the general population (43.6% vs. 41.3%). The available data does not allow us to determine what proportion of people were working in part-time or part-year work by choice or involuntarily because of labour market barriers. Part-time work is associated with poorer benefits, employment insecurity and non-traditional hours, irrespective of whether the individuals are in part-time work involuntarily or by choice. The majority of part-time workers, as showed by the trend in the general population, tend to be women who are the main caregivers of the family.

Employment Income

Census information related to income used in this report is based on the full year prior to the survey (specifically 2005 for the 2006 Census). We use the median income instead of the average income to

analyze income inequality, because in using average income, high earners tend to raise the average.[9] Only when we do not have data for median income, we have used average income.[10]

The second generation presents a slight advantage on employment income compared to the general population. In 2005 their median employment income was $34,842 vs. 34,461. Influences this advantage a higher employment median income for full-year, full-time work (55,699 vs. $52,265). On the other hand, the second generation is at a disadvantage on the median income for part-year or part-time work. They earned the equivalent of $0.89 for every $1 earned by an employed individual in the general population ($11,494 vs. $12,873). The gender gap continues to be higher in full time, full year work, as women in the second generation earned $10,213 less than men. However, their median income was slightly higher in part-year/part-time work ($11,746 vs. $11,277 for men).



Economic Outcomes and Poverty

Total Median Income

The total median income from all sources[11] of the second generation 15 years and over, exhibits positive results. In 2005, it was 7.3% higher than the total median income of the general population ($35,443 vs. $33,023). The gender gap of this population was also lower during that year. Second generation women had a median income 28.0% lower than that of men, compared to 31.6% in the case of the general population. Women's median income in the second generation also shows

[9] Median income of individuals or families is that amount which divides their income size distribution into two halves. That is, the incomes of the first half of the families and non-family persons are below the median, while those of the second half are above the median.

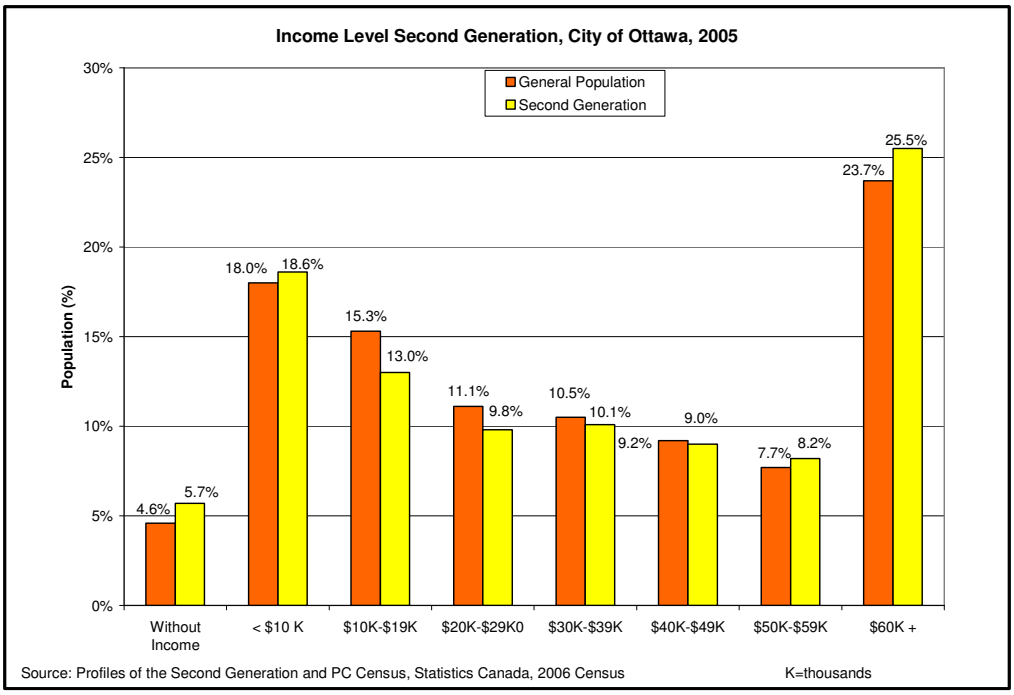
[10] Average income to the dollar amount obtained by adding up the total income of all individuals (15+ years) or families who reported income for 2005 and dividing this sum by the number of individuals or families with income.

[11] Includes earnings, government transfers (e.g. social assistance benefits, pensions, child tax benefits) and other income (e.g. private pensions)

positive outcomes compared to their counterparts in the general population. It surpassed their income by $3,047.

Income Stratification

Income inequalities in the second generation are evident in the analysis of income levels. Of particular concern is the percentage of individuals 15 years and over without any income, which surpasses that of the general population (5.7% vs. 4.6%). There is also a polarization of income that shows a high concentration of the second generation in low income groups, which is even higher among those with incomes under $10,000. In 2005, 31.6% of second generation had incomes below $20,000, even though it was slightly below the percentage in the general population (33.3%), and 18% had incomes under $10,000. At the other extreme, one third (33.7%) of the second generation was among individuals with incomes $50,000 plus, compared to 31.4% in the general population.



The analysis of the income level by gender shows that gender inequalities affecting women persist in the second generation. There are slightly more women than men without income and their percentage also surpasses that of their counterparts in the general population (5.8% vs. 5.5%). As well, more than one third of women in the second generation had incomes under $20,000 vs. 27.9% in the case of men. On the positive side, their percentage was below that of their counterparts in the general population (35.3% vs. 38.1%). Nevertheless, women were at disadvantage in high income levels. Their percentage in incomes $50,000 and over was significantly below that of men (26.7% vs. 41%). On the other hand, it was encouraging that the gender gap [12] in this income bracket was slightly lower in the second generation than that exhibited in the general population. This means that women in the second generation are less affected by income inequalities, but their incomes continue to be lower than that of men.

[12] Gender gap calculated as the difference of the percentage of women and men in income levels $50,000 and over.

Incidence of Low Income

In the analysis we use the concept of Low Income Cut-Off (LICO). LICO remains the most commonly used indicator of poverty by researchers and allows for comparability with the majority of previous studies and reports, including those by the SPC. Also, most data on low income from Statistics Canada uses the LICO rather than other measures. We identify people living below the LICO as persons living in poverty, and therefore, the percentage of those living below LICO is the "poverty rate" (for the definition of LICO see the glossary of terms).

There is a lower incidence of poverty in the second generation compared to the general population. In 2005, 10.6% of those in private households lived in poverty before taxes vs. 15.2% in the general population. They accounted for 11,559 persons comprising both families and non-family persons (unattached individuals). Improvements through the tax system were small, but notable.

The analysis presented in this section indicates that the second generation in Ottawa is younger, on average more educated, and actively pursuing labour market opportunities. It is also closely following educational and professional patterns exhibited by the general population. The gender gaps, though persisting in the second generation, show some improvement compared with the general population. Generally, the income data demonstrates positive outcomes, although the tendency to income polarization is evident. However, the analysis provided is missing the complete picture, as the data fails to inform how racialized groups in the second generation fare in their efforts to integrate socially and economically. We address this issue in the following section of this report.

2. ASSETS AND CHALLENGES OF SECOND GENERATION VISIBLE MINORITY GROUPS

Understanding the Concept

We use Statistics Canada's definition of visible minorities, specifically "non-Caucasian in race or non-white in colour, other than Aboriginal." They include: Chinese, South Asian[13], Black, Filipino, Latin American, Southeast Asian[14], Arab, West Asian[15], Korean and Japanese. The concept of visible minorities was set out in the Employment Equity Act with the objective of ensuring equal access and representation in the public sector. Statistics Canada gathers data by visible minority status, which permits statistical measures of differences experienced by the designated groups. Researchers and visible minority groups have challenged the value of the term "visible minority" and the arbitrary grouping of people from all over the world into categories. The SPC recognizes many of the problems with the concept and the term. However, without this concept it is very difficult to analyze problems such as the racialization of poverty. By using this concept, we can see that visible minorities as a whole experience significant social and economic exclusion in comparison with the general population, with significant variations among visible minority groups.

The analysis in this section includes data for the total visible minority population, when information for those who belong to the second generation was not available. Using this data, it is possible to demonstrate current trends and tendencies present in the visible minority population in general, which includes our target groups in the second generation.

Increasing Diversity of the Second Generation

The 2010 Statistics Canada Study on population projections indicates that by 2031 approximately one-third of all Canadians will be visible minorities. Increasingly, the second generation, as is the case in general population, is becoming culturally and linguistically diverse. The statistics show the predominance of European ethnic origins among the second generation in Ottawa. In 2006, the percentage of visible minorities second generation comprised 16.8%[16] (18,355). The majority of them (78.4%) were of Chinese, Black, South Asian and Arab origins.

This diversity has been brought about by the changes in source countries of immigration during the last few decades. Before 1961, the proportion of visible minority immigrants who settled in Ottawa was 5.5%; during the period 2001-2006 it reached 75.1%. As a result of these changes, there has been a significant rise in the Canadian-born population of visible minority ethnicities (32.8% in 2006).

[13] South Asian (e.g. East Indian, Pakistani, Sri Lankan).
[14] Southeast Asian (e.g. Cambodian, Malaysian, Laotian, Vietnamese).
[15] West Asian (e.g. Afghani, Iranian).
[16] In the general population the percentage was 20.2% (includes children 0-14 years)

Second Generation Visible Minority Population 15 Years and Over, City of Ottawa, 2006				
Visible Minority Group	General Population*	Second Generation	% of Total Visible Minority	
			General Population*	Second Generation
Total Visible Minority Population	**161,720**	**18,355**	**100.0%**	**100.0%**
Chinese	30,760	4,160	19.0%	22.7%
Black	39,070	4,070	24.2%	22.2%
South Asian	26,510	3,510	16.4%	19.1%
Arab	24,110	2,645	14.9%	14.4%
Southeast Asian	10,395	985	6.4%	5.4%
Filipino	7,115	625	4.4%	3.4%
Latin American	8,075	610	5.0%	3.3%
Japanese	1,685	300	1.0%	1.6%
West Asian	6,055	295	3.7%	1.6%
Korean	2,110	170	1.3%	0.9%
Visible minority; n.i.e.**	1,615	310	1.0%	1.7%
Multiple visible minority	4,210	680	2.6%	3.7%
% of Visible Minority in Total Population	**20.2%**	**16.8%**		
* Includes population 0-14 years				
**n.i.e. = not included elsewhere				
Source: Profiles of the Second Generation and the City of Ottawa, Statistics Canada, 2006 Census				

Assets of the Labour Force

Ottawa's entire racialized population exhibits high levels of educational achievement. The literature indicates that this tendency is likely shared by the second generation. Grady (2011: 2) indicates that in 2005, 46.2% of second generation visible minority aged 25-44 earning employment income in Canada had obtained university education. In addition, some visible minority groups surpassed this percentage, particularly Korean, Chinese, West Asian, South Asian and Japanese peoples.

According to the 2006 Census, the percentage of visible minority population aged 25-64 with university education was higher than that of the general population (53.3% vs. 43.6%). Boyd (2008: 22) highlights that most second generation, with the exception of few groups, is more likely to attain higher education degrees than their third-plus generation counterparts. On the other hand, research studies have indicated that investment in education by visible minorities, particularly immigrants, does not always bring the desired outcomes in the Canadian labour market.

We can also assume that at least one quarter of second generation visible minorities are bilingual in both official languages, based on the indicator for the Ottawa's entire visible minority residents in 2006 (24.6% vs. 37.2 % in the general population). There are 54 non-official languages spoken in Ottawa, with most of them present in the second generation. This knowledge of official languages along with their ability to master non-official languages is an asset of this population that translates into a comparative advantage for Canadian leadership in the globalized economy.

Labour Market Disadvantage: Unemployment, Precarious Jobs and Lower Earnings

Grady (2011: 3) indicates, that while second generation visible minority have achieved better educational outcomes, their performance as a group did not measure up in the labour market. The author also notes that labour market performance varies significantly among different visible minority groups. The analysis of the total visible minority population in Ottawa shows that they are at a disadvantage in the labour market, with some groups being less impacted than others (SPCO, 2008). In 2006, the unemployment rate of total visible minorities 15 years and over was higher than that of the general population (9.0% vs. 5.9%), and was even higher for youth 15-24 years of age

(17% vs. 13.8%) (StatCan Profiles, 2006 Census). A key factor is that visible minority youth, just as youth in the general population, face difficult transitions from school to work in the specialized labour market. Nevertheless, in their case this is aggravated by issues of discrimination (Reitz and Banerjee in Khanlou 2008: 54).

The likelihood that higher unemployment rates also impact second generation visible minorities is significant, as it has been indicated by research studies in other provinces and cities. The Canadian Centre for Policy Alternatives found that groups of racialized Canadians, despite their "slightly higher levels of labour market participation…continue to experience higher levels of unemployment and earn less income than non-racialized Canadians" (Block, Galabuzi 2011).

Furthermore, the visible minority population is overrepresented in part-time/part-year jobs, recognized by their precarious conditions. Research has shown that there is a growing number of precarious jobs that disproportionately affect youth, immigrants and racialized groups (both Canadian and foreign-born). In 2006, 49.1% of visible minorities held part-time jobs, compared with 41.3% in the general population. This, in conjunction with wages that have remained very low in much of the service sector (where these jobs predominate) and rising cost of living (particularly housing and education), has led to the emergence of the working poor. This working population lives in poverty, despite having full-time/year year jobs, indicating that having a job does not protect one from poverty in the deteriorating labour market. In 2005, 10.4% of the visible minority population who worked full-time/full-year lived below the poverty line, compared to 5% in the general population (SPCO 2010b: 35). The emergence of the working poor stresses the deterioration of the labour market and its stronger impact on equity seeking groups, including the racialized population.

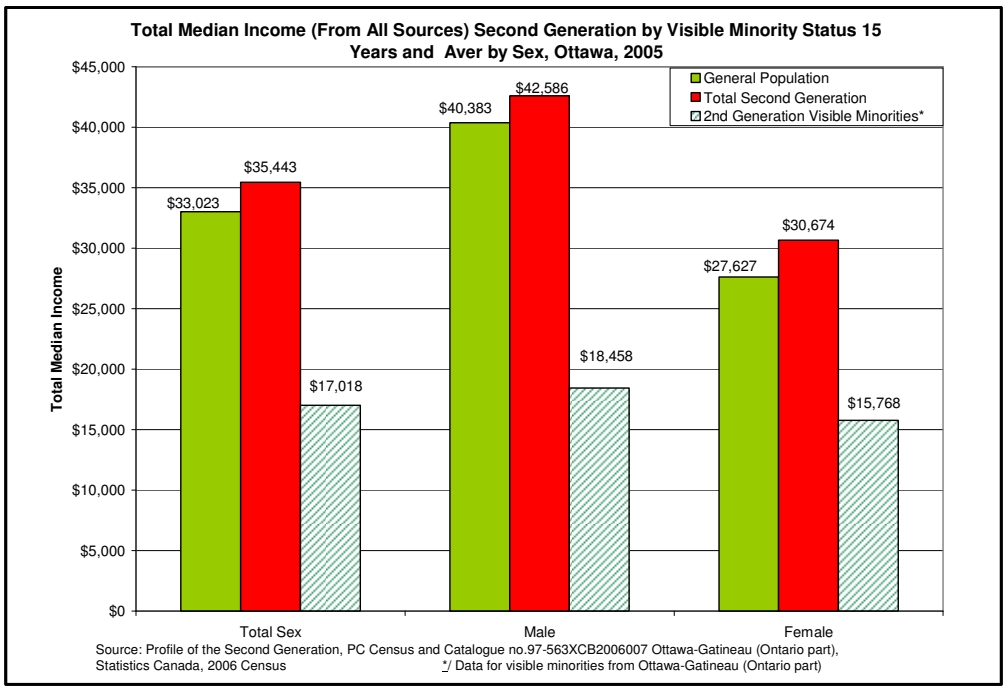
Despite significant educational achievements documented by research, visible minority second generation is at a disadvantage in employment income. Grady (2011: 3) indicates that at the national level, second generation visible minorities in the age group 25-44 earned on average $39,814 in 2005, versus $45,352 earned by the second generation who were not visible minorities. Moreover, employment incomes varied significantly among different visible minority groups, with second generation Chinese presenting earnings above the average ($48,098), while many other groups were below the average employment income. This was the case of Blacks and Latin Americans who experienced the largest earning shortfalls in the average employment income. The author states that the extent to which most visible minority groups have lower earnings is a troubling aspect of their labour market outcomes that needs attention. Employment median income of total visible minorities 15 years and over in Ottawa was 32% below that of the general population ($23,368 vs. $34,343) in 2005 (StatCan 2006 Profiles).

Significant Income Disadvantages and Incidence of Poverty among Visible Minority Groups

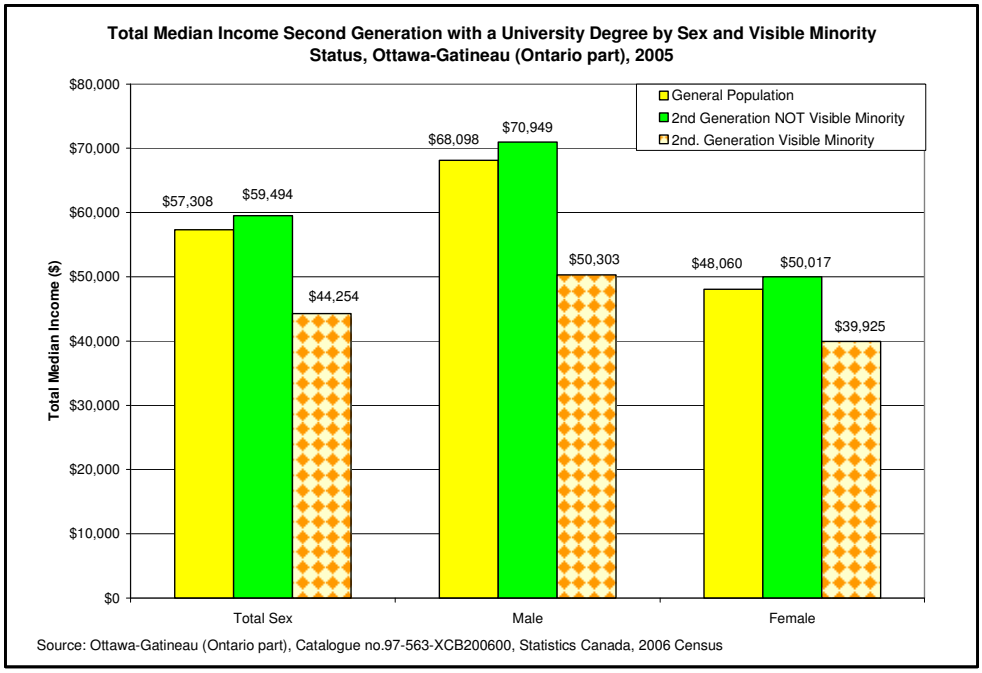
Recent studies show that socio-economic disparities between racialized groups have been growing in terms of income disadvantages and incidence of poverty. In Ottawa, the visible minority population as a whole is at a disadvantage in the total median income (from all sources) and this trend also includes those in the second generation. In 2005, the total median income of all visible minorities was $13,211 below that of the general population ($19,812 vs. $33,023). Contrary to what one would expect, the median income was even lower for those in the second generation ($17,018). This decline occurred despite the dynamism exhibited by the median income of the total visible minority between 2000 and 2005. During this period, their median income increased 26.5% compared to 5.3% in the general population. Similar to the general population, women in the second generation

had lower median incomes than men. However, they had the advantage of a lower gender gap. Per 1$ of men's total median income, women had $0.85, compared to $0.72 in the case of their counterparts in the general population.

Research findings present the disturbing fact of poor and deteriorating performance in the labour market of immigrant parents who arrived in recent decades. Most of them belong to racialized groups according to immigration trends and a number of them are refugees. These groups face unique challenges in accessing the labour market, which in turn affects the economic integration of their children. One of the key factors is the lack of recognition of foreign credentials and work experience from specific countries, which forces qualified professionals to unemployment and underemployment (e.g. taxi drivers, cleaners, retail workers) in order to support their families. An additional factor is the lack of employment programs to bridge knowledge workers with low levels of education or without formal education to quality employment (e.g. paid internships, apprenticeship programs). These facts work against a successful integration. Grady (2011: ii), indicates that "it is unlikely that second generation visible minorities as a group will earn enough to make up for the current earning shortfall experienced by their parents in recent cohorts of underperforming immigrants."



Contrary to the trend of lower incomes exhibited by second generation visible minorities, those with a university degree were able to achieve higher incomes. Their total median income (from all sources) climbed to $44,254 in 2005 and for the Chinese group it reached $51,194. However, gender inequalities were still evident. Visible minority women in the second generation with postsecondary education exhibited lower median incomes than men, but had the advantage of a lower gender gap. Per $1 of men's median income in 2005, women in the second generation had $0.79, compared to $0.71 in the case of their counterparts in the general population.



The growing social and economic exclusion of racialized groups in Canada has led to a very troubling systemic phenomena described by some social scientists as "racialization of poverty" (Colour of Poverty Campaign 2007, Fact Sheet #2). As a result, we address poverty in this report as a main outcome of exclusion in the labour market. "The incomes earned by immigrants and their children are the most important indicator of the success of Canadian immigration policy" (Grady 2011: 5).

Unfortunately, we do not have available data to analyze poverty levels of second generation visible minority groups. However, we can make some inferences by looking at poverty levels exhibited by the whole visible minority population. According to the Social Planning Council (SPCO 2010b), this population is among equity seeking groups highly affected by poverty. In 2005, the incidence of poverty among visible minority groups (both immigrants and Canadian-born) doubled that of the general population (30.5% vs. 15.2%). The poverty levels among visible minority families and their children are of particular concern and have a direct impact on the second generation. In 2005, there were 19.4% couple families and 59% of lone parent families who belonged to visible minority groups living in poverty. The percentages in the general population were 7.6% and 40.2%, respectively (Ibid.).

Poverty outcomes are not inevitable. Poverty does not transfer from generation to generation, but is the result of systematic barriers that continue to exclude people. Families living in poverty are not passive actors, but agents of social development looking for opportunities to contribute to the society.

Population by Visible Minority Groups (Immigrants and Canadian Born) Living in Poverty Before Taxes, City of Ottawa, 2005					
Visible Minority Groups	Total Population		Living in Poverty Before Taxes		
	Number	Proportion	Number	Proportion	Poverty Rate
Visible Minority Groups	**161,380**	**100.0%**	**49,265**	**100.0%**	**30.5%**
Chinese	30,700	19.0%	5,765	11.7%	18.8%
South Asian	26,460	16.4%	5,650	11.5%	21.4%
Black	38,935	24.1%	16,370	33.2%	42.0%
Filipino	7,105	4.4%	1,280	2.6%	18.0%
Latin American	8,055	5.0%	2,150	4.4%	26.7%
Southeast Asian	10,375	6.4%	2,590	5.3%	25.0%
Arab	24,085	14.9%	10,240	20.8%	42.5%
West Asian	6,050	3.7%	2,800	5.7%	46.3%
Korean	2,105	1.3%	795	1.6%	37.8%
Japanese	1,680	1.0%	175	0.4%	10.4%
Visible Minority, n.i.e.	1,615	1.0%	525	1.1%	32.5%
Multiple visible minority	4,210	2.6%	940	1.9%	22.3%
Source: Data Request EQ1550 Table 8, 2006 Census					

The analysis shows that racialized groups in the second generation more often than their peers in the general population hold post-secondary degrees, and this seems to be the reason that some of them achieve (and sometimes, surpass) the average income levels among the general population. Nevertheless, many second generation visible minority residents find themselves at a significant economic disadvantage, particularly those without university education. Along with youth, recent immigrants and refugees they are likely to be overrepresented in the service sector with most precarious employment. Systemic labour market barriers and insufficient number of more secure, full-time and better-paying jobs are contributing to this situation. The more affected are families with single income earners, particularly refugees and families with a large number of children. Since all aspects of integration are interrelated, economic marginalization of families, individuals and communities leads to a host of social and cultural impediments for the inclusion of children and youth. Therefore, it perpetuates the disadvantages of racialized children and youth, lowering their chances of achieving positive socio-economic outcomes.

Despite significant labour market assets of the visible minority population, severe inequalities affect them in the labour market, which are likely to be experienced by the second generation. This tendency greatly hinders their ability of becoming the connecting link between the first generation and mainstream society. Some of the key factors that contribute to this situation are discussed in the next section of this report.

3. KEY FACTORS CONTRIBUTING TO SOCIAL AND ECONOMIC EXCLUSION OF SECOND GENERATION RACIALIZED GROUPS

The Social Planning Council identifies social and economic exclusion as an outcome and a process. As an outcome, it can be seen in the unequal life situation of groups of people who are distanced from opportunities, resources and power. The SPC project "Communities Within" (SPCO 2008) has extensively documented these outcomes for racialized groups in Ottawa; for example, higher rates of poverty, poorer labour market outcomes, greater likelihood of living in low-quality housing and neighbourhoods, and profound stress on families and on racialized community infrastructure and organizations (SPCO 2008: 23).

Social inclusion, on the other hand, assures each citizen that they will be provided with the opportunity to fully participate in realizing their aspirations. It implies that the state is prepared to assume the responsibility for addressing barriers to full participation. Social inclusion relies on active civic participation to identify the barriers to access and to ensure that people have a collective sense of belonging to their society. Building inclusive environments requires proactive strategies to remove existing barriers, on the one hand, and to create new inclusive processes, policies and institutional structures for the full engagement of all residents, on the other hand. Another key element is supporting the groups, individuals and organizations who become main agents of change (SPCO 2008: 25).

Many visible minority second generation groups are among those severely affected by exclusion. As it is extensively documented all across Canada, these groups, due to parents' settlement difficulties, poor labour market outcomes, discrimination and other reasons, often find themselves on the margins of our society. Yet, what is more alarming, is the fact that second generation Canadians are sometimes experiencing harder exclusion than their parents. The notion of successful integration assumes that the second generation does better in terms of socio-economic cohesion within mainstream society. Otherwise, a large proportion of population becomes excluded from social and economic participation, to the disadvantage of the entire society. When this happens, there is a waste of talent and lost of potential productivity. This in turn weakens citizenship engagement and a sense of belonging to the host society. In this section we discuss some of the factors that contribute to the marginalization of the visible minority second generation.

Inter-Generational Impact of Immigrant Integration Challenges

It is recognized that the immigrant integration process is multi-dimensional, with many conditions and circumstances factoring in. These conditions often remain outside the scope of the short-term settlement process and include essential pre-requisites for successful integration. Among them are access to adequate employment and housing, health and education services and a secure social and economic environment to raise the children. Yet, despite this knowledge, lack of these fundamental conditions still represents one of the most important challenges to the integration of immigrant families and their children in Canada.

Studies addressing this issue confirm that the history of economic and social exclusion experienced by immigrant parents (increasingly those who belong to racialized groups) has strong negative impact on their children in terms of educational attainment and subsequent workforce integration (Kucera 2008, Dykes 2008, Grady 2011, Jedwab 2008, Palameta 2007: 5).

"The theme that emerges is the racialization of economic exclusion in Ottawa, particularly poverty, resulting in polarization of economic benefits along colour lines" (SPCO, 2008).

Picot and Sweetman (2012) also point to the declining economic outcomes among more recent immigrants and the long-term effects. They note that due to the liberalization of immigration and change in source countries, there has been a decrease in the rate of return on pre-immigration work experience and education in the Canadian labour market. Other important consequences cited by the authors are Canadian employers' assumptions of poorer official language skills and quality of education among racialized immigrants, leading to increasing discrimination toward ethnic names and appearances. Researchers also identify the "language shock" faced by unilingual Francophones (both immigrants and Canadian-born) living outside Quebec, who despite their command in one of the official languages, have difficulties accessing employment (SPCO 2010c). In 2006, a significant percentage of recently arrived Francophones in Canada were refugees. Ottawa was one of the main cities were they settled. One quarter of Ottawa's Francophone[17] population belongs to the first and second generation, showing the significant contribution of Francophone immigrant/refugee families for the vitality of the official language minority population (SPCO 2010c and StatCan EQQ1550 6A).

Visible minorities in the first generation also include refugees who have special integration needs. This population is usually more dislocated than more stable immigrants. Civil wars and life in refugee camps put on hold their education, work experience, affect their mental wellness (e.g. depression, post traumatic stress disorders-PTSD) and break down their families. Many parents, particularly mothers, have to support their families single-handedly because of the tragic events that occurred to family members in armed conflicts back in their countries. Furthermore, some families are in distress because their children may have lost their lives in civil wars or of what they had to leave behind forced by the harsh circumstances.

When refugees arrive in Canada, they face a challenging integration process that lacks adequate support to address their specific needs. Few settlement services specialize on refugees and the specific needs of ethnic groups (SPCO 2010c). This deficit adds stress to their settlement and affects the environment where their children grow up. At the same time that the children are trying to deal with family challenges, their parents need to access the mainstream society to provide the economic support for their families.

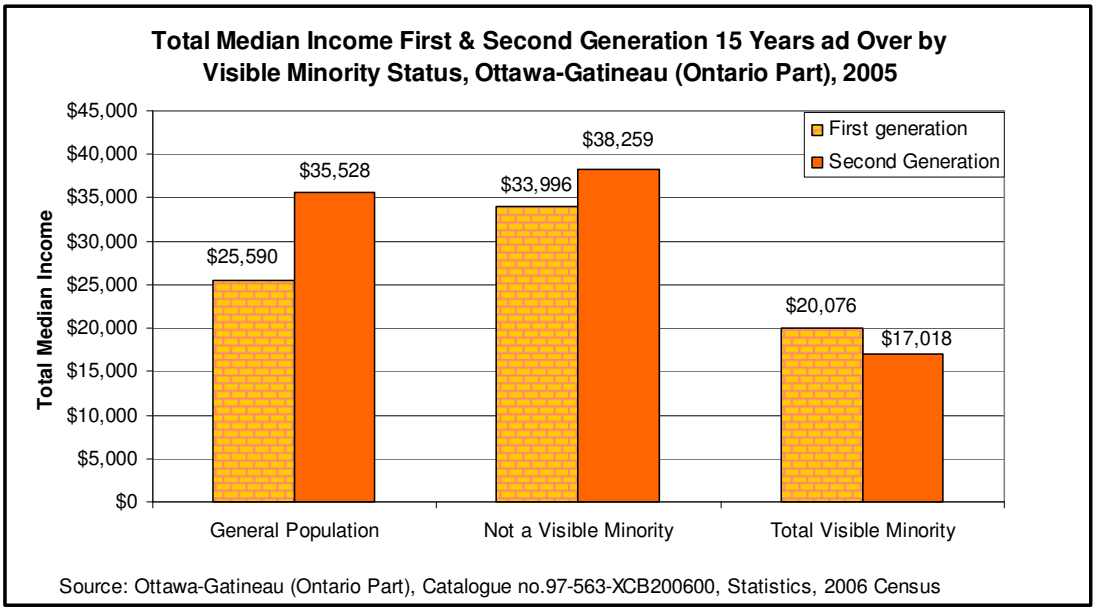
One troubling finding associated with the challenges of integration is the generational impact of economic exclusion. Grady (2011: 4) indicates that there has been a marked deterioration of earnings after immigration was liberalized, increasing the number of racialized immigrants. "The poor performance of visible minority immigrants in the labour market is likely to lead to future problems, because there is evidence that the income of parents can adversely affect the incomes of children." Furthermore, research indicates that being poor is exacerbated by being 'non-white' as is the case of the majority of recent immigrants (SPCO 2010b). For Grady, the great risk is that the lack of labour market integration of immigrants, particularly racialized ones, compromises future educational attainments and earnings of their descendents, the second generation. A key contributing factor is the lack of a long-term immigrant integration strategy and the disconnection between the

[17] The Social Planning Council uses a custom definition of "Francophone" which was negotiated with representatives of the Francophone community and then used to purchase data from Statistics Canada (see the Glossary of terms for the definition).

immigration selection process and the labour market forces excluding immigrants' knowledge, qualifications and work experience.

"The main premise underlying Canada's open immigration policy, namely that immigrants, or at least their children, regardless of where they come from in the world, will eventually perform economically as well as everybody else with respect to their earnings, is thus at this point very much still open to question" (Grady, 2011:5). The goal of settlement policies should be to facilitate the long-term integration of immigrant families. Instead, this process has been eroded by the development of segregated groups within the Canadian society.

In Ottawa, the Census data shows a decline of income of second generation visible minorities compared to the income of first generation, their parents. This barrier weakens their capacity to become a bridge between the first generation and mainstream society. In 2005, the total median income of the second generation was $17,018 compared to $20,076 for the first generation. Furthermore, few visible minority groups showed income improvement between generations. Among the few were the Chinese and the South Asian groups. The opposite was observed in the case of those in the second generation with university degrees. Their median income has increased between generations in most of the visible minority groups, which is encouraging**.**



Racialized Canadians: Outsiders in Their Own Country

Focus groups carried out by the Social Planning Council ("Communities Within" 2008) reveal that even though the education and language assets of racialized groups of the second generation, their social and economic exclusion remains of great concern. One of the issues noted by participants is despite being Canadian citizens by birth, in many situations they continue to be viewed as immigrants, due to their non-mainstream appearances or names. For them, it is "feeling like outsiders in our own country" (SPCO Focus Groups 2008). A participant in the focus group shared his experience:

> "I introduced myself as a Francophone Canadian. They said, you are not Canadian, you are Lebanese. I said, no. I was born and raised here. I have the right to say I am Canadian as much as anyone else."

> "I am treated the way I look, the way I talk, my accent, my name, everything works against me."

Mithili (2005) raises the concern that often scholars, researchers and mainstream media address issues of racism, belonging and being Canadian with the underlying assumption that visible minority communities are entirely immigrant. As a result, this assumption perpetuates the idea that visible minority communities will always be immigrants and, therefore, outsiders to the Canadian nation. By using this approach, the presence of visible minorities second plus generations is ignored. This approach is also used despite the fact second generation "experiences of alienation, racism and belonging are vastly different from those of their immigrant parents, but are no less significant in terms of how we continue to construct our ideas of who is and is not a "real" Canadian" (Mithili 20005: 25).

Discrimination

The exacerbation of economic exclusion along racial lines is an extremely divisive dynamic, and one which will not be resolved without an anti-racist approach. However, the profound economic exclusion is not only a function of discrimination, but also one of the challenges of integration of immigrant parents, particularly in the labour market. Some researchers even argue that second generation racialized groups "may in fact experience higher levels of discrimination than newcomers" (Reitz and Banerjee in Khanlou 2008: 54). This happens, despite the fact that they identify themselves as Canadian, frequently speak both official languages (especially in Ottawa), and thus consider themselves to be no different from the rest of their peers, other than by name or appearance. Tafarodi et al. (2002) asserts the differential treatment when analyzing the consequences of visible minority status for children of immigrants. He indicates that "visible minority status is at times experienced by this group as an obstacle to full participation in the majority culture." A participant in the SPC focus groups stated:

> "The younger generation has language often with no accent and they also have Canadian education, so they do have a better chance than their parents. But what is disheartening to note is that young [visible minorities] Canadians are also suffering from similar exclusion from the employment market like their parents. It is interesting to note that Ottawa has the lowest unemployment rate in Ontario and the number of unemployed Somalis is staggering and that is not even counting the underemployed."

There are several examples that confirm the need to address the barriers in the labour market affecting the inclusion of racialized groups. Among them, a recent study from the University of British Colombia found that "in some cases, applicants are being turned down for an interview because of their name, even if they are the better hire" (Oreopoulos 2009). Studying employer discrimination in major Canadian cities, the researchers concluded that 'subconscious' employer discrimination against ethnic names and foreign work experiences is a fact in the Canadian labour market (Oreopoulos, Dechief 2011).

Qualitative data from the SPC focus groups confirms research findings in other Canadian provinces and cities that some groups of the second generation do not receive the desired return on their

investment in education, getting alienated and disempowered in the process. Indeed, the SPC report "Mixed Blessings, Missed Opportunities" (2008) showed that in the labour market there exists a whole 'other' reality for racialized groups that remains hidden in most quantitative research using aggregated statistics. This hidden reality is characterized by systemic barriers based on appearances, ethnic origins and religious beliefs (particularly after 9/11), and contributes to deepen social, economic and gender inequalities:

> "Women have huge barriers. These barriers have to do with their education and also their religion. Many Somali women wear the hijab and are therefore visible Muslims and this creates a barrier to employment. I would say that women are the group that is mostly affected by unemployment…"

Labour Market Barriers Preventing Integration

Research findings highlight that economic exclusion for visible and ethnic minority citizens in Ottawa is multifaceted and not only related to the situation of first generation immigrants or professionals. Among the primary factors affecting this group of population are barriers specific to first generation, labour market barriers for visible, ethnic and religious minorities, whether they are immigrants or not, as well as the nature of Ottawa's labour market, including the importance of government as an employer.

The literature has documented the under-representation of racialized groups in the public sector. For instance, based on the 2006 census data, a report titled "Reflecting the Changing Face of Canada" evaluated employment equity in the federal public service (FPS) and concluded that while "FPS appeared to be meeting its hiring objectives in relation to women, Aboriginal peoples and persons with disabilities, it was not doing so for visible minorities" (The Senate of Canada 2010).

Research further indicates that hiring in the public administration sector fails to integrate the diversity of the city population, which is increasingly a characteristic of the second generation. The 2000 Report of the Federal Taskforce on Visible Minorities in the Public Service suggests that differential outcomes in recruitment can be attributed to racially discriminatory systemic practices, such as:

- differential treatment in recruitment, hiring and promotions;
- extensive reliance on non-transparent forms of recruitment, such as word of mouth, which reproduce and reinforce existing networks (this fact has been confirmed by the Senate of Canada's more recent employment equity report, "Reflecting the Changing Face of Canada: Employment Equity in the Federal Public Service" 2010);
- differential valuation and effective devaluation of internationally obtained credentials; and
- use of immigrant status as a proxy for lower quality of human capital (Galabuzi 2005: 55).

Participants in focus groups held by the Social Planning Council noted that "the Employment Equity Act" application has not been consistent and has not resulted in hiring of an adequate percentage of racialized group members in the public service, particularly in the decision making roles. They expressed an opinion that the cause does not appear to be a qualification gap or a solid command of the official languages, as many members of their communities have high levels of education and speak English and/or French. They also conveyed a message that the federal and municipal governments are the biggest employers in Ottawa and they need to make a conscious effort to hire people from racialized groups, and that the other employers will follow suit. The racialized groups

are excluded from the better employment vacancies not because they are not qualified, but because their qualifications and experience are not recognized" (SPCO Focus groups 2008). Labour market exclusion of visible minority residents (immigrants and Canadian-born) is a key part of the process of economic exclusion, identified by a higher unemployment rate, significant underemployment and job segregation and less representation in management (SPCO 2008).

For some second generation individuals higher educational requirements and the familiarity with current labour market trends do not represent a challenge to enter the job market. The contrary is true for racialized groups. A growing body of literature has raised the concern of increasing ethnic inequalities in the labour market, where socially constructed ethnocultural factors are used to discriminate against racialized groups. Grady (2011: 5) highlights the concern that lower earnings of many visible minority groups in the second generation for any given level of education can give rise to social tensions: "Differences in earnings will be held up as indicators of discrimination that can only be countered through the introduction of more and strengthened affirmative action programs."

The 2011 Quebec Human Rights Commission's report points out the risk of dismissing the importance of systemic discrimination by placing this issue in the natural sphere and not in the role of policy making. "[systemic] discrimination is [then] reinforced by the very exclusion of the disadvantaged group, because the exclusion fosters the belief, both within and outside the group, that the exclusion is the result of 'natural' forces" (Ibid.: 14). Moreover, the Colour of Poverty Campaign (2008), states: "We need strong legislation to deal with racial discrimination in the workplace – so that racialized group members have equal access to good jobs and promotion opportunities. We need to bring back provincial employment equity legislation as a legal tool to make all Ontario workplaces truly reflective of our diverse population."

Higher Incidence of Poverty among Visible Minority Children

A clear theme that emerges from the discussion of the labour market barriers and income disadvantages (discussed in section 2) is the racialization of economic exclusion in Ottawa, particularly with regard to poverty. This trend has a tremendous impact on the second generation, particularly on those without university education.

Findings of the Poverty Profile of the City of Ottawa (SPCO 2010b) indicate that income analysis of the visible minority population show systemic social and economic inequality based on race and that this population fared more poorly with virtually every indicator discussed in the report. Visible minority residents are 40% of Ottawa's poor citizens. Blacks, Arabs and West Asians in Ottawa are almost three times more likely to be poor than the general population. Furthermore, visible minority children are severely affected by poverty. In 2006, 38.8% of visible minority children and youth aged 0-24 lived in poverty, compared to 21.2% in the general population (SPCO 2010b). Ottawa's poverty rate for children aged 0-14 also surpassed the provincial incidence of poverty in this age group by 6.6% (38.6% vs. 32%) (Ibid and Colour of Poverty Fact Sheet #1). In addition, more than half (60%) of children under six years living in poverty in Ottawa are visible minorities.

The eradication of children's poverty in general is at the centre of both the Ontario and Ottawa Poverty Reduction Strategies. However, their progress is slow, according to recent reports. The pervasive effects of poverty on children impact their present and future well-being, as documented by health and education research and recognized by the social determinants of health.

Poverty levels directly impact the capacity of second generation visible minorities to achieve high levels of specialization required by today's labour market. Increasingly, post-secondary education is becoming a requirement in the Canadian labour market. It is a pre-requisite for 70% of newly listed jobs. This new educational necessity comes with a large price tag, averaging $5,366 per year for a full-time undergraduate degree in Canada (Campaign 2000, 2011:12). More years of education under increasing tuition fees automatically exclude the more disadvantaged groups.

Higher Incidence of Poverty among Families with large Number of Dependents

Visible minority families are characterized by having more children than families in the general population. While this is an important contribution to Canada's aging workforce and low fertility rate, higher number of dependents in families often translates into a higher risk of poverty. This is particularly true for larger families of visible minority background, and especially for single parents. The drop in the total median income during the last decade among some visible minority groups contributed to economic pressures on large families, together with the rising costs of housing, food, childcare and school-related fees. In 2005, the incidence of low income of visible minorities in first generation families (the parents of the second generation) before tax doubled that of families in the general population (20.0% vs. 11.5%) (SPCO 2009a: 81). Furthermore, immigrant families in the visible minority group included a significant number of single parent families, particularly single mothers. In 2005, one income families in the immigrant group were among those with the highest poverty rates before tax (53.5% vs. 40.2% in the general population) (SPCO 2010b: 32). This negative outcome was significantly influenced by the economic exclusion of recent immigrants (66.5% poverty rate of single parents). 75.1% of recent immigrants during the period 2000-2005 were visible minorities.

The children from immigrant families that have one income and a large number of dependents often grow up without access to an extensive network of opportunities and supports, which puts them at a disadvantage in relation to other children at an early age. Studies indicate that the impact of poverty is most detrimental for younger children. In 2006, Ottawa had 10,435 (19.8%) children under 6 living in low income families (before taxes). This percentage skyrockets for children of this age group living in immigrant (48.7%) and visible minority families[18] (38%) (PC Census; StatCan2006 Profiles).

Lack of Integration between Different Areas of Family Policy

"Thousands of children in Canada live in poverty because their families are unable to find a good job, earn a decent wage and meet even the most basic expenses like housing and food" (Campaign 2000, 2011). A successful integration of immigrant/refugee families requires not only a focus on basic services and settlement programs, but also adequate family supports.

There are serious concerns that without a robust approach that integrates different areas of family policy, it would be impossible to break down the cycle of isolated and often conflicting measures that have characterized the existing social safety net. The Senate's 2009 (p. 5) report states: "Existing policies and programs entrap people in poverty, creating unintended perverse effects which make it virtually impossible for too many people to escape reliance on income security programs and even homeless shelters". To this end, the Ontario Social Assistance Review being undertaken is a much needed assessment of the effectiveness of the province's social safety net.

[18] Includes both immigrants and Canadian-born.

We understand that social and economic integration is a multi-faceted process that lasts for generations. The Canadian Council for Refugees identifies four vital areas of integration that must be recognized, not only by service providers but also by policy-makers. These are economic, social, cultural and political aspects of integration. Certainly, not all aspects of the family policy can be addressed by the same level of government, and this creates unintended conflicts in legislation and programming that aim to make the process of integration a positive experience. We identify below some pressing areas of family policy needed to improve the inclusion of the visible minority second generation Canadians in Ottawa.

Affordable, quality housing

Rent in the private housing market is high and has an increasing trend that makes housing unaffordable for many. In 2009, the rent for a two-bedroom apartment in Ottawa averaged $1,028, up 3.3% from 2008 and 11.7% from 2005. And, the average rent doubled that for similar apartments in Gatineau and resembles rent levels in Toronto (Community Foundation of Ottawa 2011: 8). The deficit of social housing has exacerbated this situation. Over the past five years, the number of households on the social housing waiting list has remained constant at approximately 10,000. With no new rent-geared-to-income housing created, the number of households placed in social housing depends on the number of units vacated (Community Foundation of Ottawa 2011: 8).). Lack of funding and poor maintenance of social housing has translated into low quality housing, stereotyping and stigmatizing neighbourhoods and residents. The Rent Supplement Program that provides affordable accommodation to eligible low and moderate-income households is a step in the right direction, but it is insufficient for many families trying to access housing in the private market.

The lack of affordable housing has deepened poverty levels, making food a discretionary expense for families, in order to have a roof for their children. In 2005, 82.4% of tenant visible minority families living in poverty spent 30% or more of their income on major housing payments, which is the accepted measure of housing affordability. At risk of homelessness were 3,225 low income families spending more than 50% of family income on major housing payments (SPCO 2010b). As well, the lack of housing has forced families to live in low quality housing and to double-up to afford the rent, with the consequent overcrowding. In 2005, there were 2,900 visible minority families living in houses requiring major repairs (CCSD UPP-9EFA). The negative impact on health of the lack of affordable and quality housing is recognized by the social determinants of health and has been widely documented by research.

Access to affordable and flexible schedule childcare for working parents and guaranteed income for stay-at-home parents who choose to raise their children

There is a lack of a robust childcare policy to support families. There is a need of coordination of policies aimed at balancing work and family responsibilities, to reduce family stress and ensure the well-being of children. The 25 in 5 network for Poverty Reduction (2011) states that "while the [Ontario] introduction of full-day learning for four- and five-year-olds is a welcome and visionary move, the roll-out of the program without a robust accompanying childcare policy and the insufficient support for child care to repurpose programs to provide services for younger children, has created a social and economic problem in need of a fix."

In present economic conditions when a two-worker family has become a norm, economic families with young children are at a significant disadvantage. Therefore, persons who look after dependents have less ability to be self-sufficient in the labour market. Recent policy investigations advocate

"stronger investments in young families, including subsidies for parental leaves, tax benefits, reduced work hours and childcare, that would enable people in this stage of life to achieve their work and family goals" (Beaujot 2004: 3).

Waiting lists to access childcare, particularly subsidized care have an increasing trend, with the number of childcare spaces augmenting only slightly. The Campaign 2000 (2011) states, that "Although the rapid rise in the number of working mothers is one of the key social changes of the last century, Canada still has no societal response to the need for child care. Less than 1 in 5 children (0 -12 years) has access to a regulated child care space." In Ottawa, the number of licensed child-care spaces showed some increase during 2008-2009, which was insufficient to cover the increasing demand. In 2009, there were 7,373 children on the waiting lists for licensed childcare. Furthermore, the number of subsidized childcare spaces decreased from 7,208 in 2008 to 6,500 in 2009. On the other hand, the number of children on waiting lists for subsidized childcare increased (2,100 to 2,272) over the same period of time (Community Foundation of Ottawa 2010: 20). This data shows the challenges that parents face to enter the labour market. In addition having a job may not be sufficient to cover daycare expenses, or worse to feed and shelter their families, as the increasing phenomenon of the working poor demonstrates.

Lack of support for single-parent families

Special attention must be rendered to single parents, particularly single mothers who are the majority among this group. These are one-income families who have economic insecurity and many live in poverty. In 2005, 40% of single-parent families with children under 18 in Ottawa lived in poverty (earnings before taxes). Female-led single-parent families represented 35.2% of all economic families living in poverty in Ottawa. Single mothers face unique challenges that place them at a higher risk of earning low income. One of the main contributing factors is a lack of effective policies to support working parents, inadequate support to improve young single mothers' education and work skills, which increases their chances to hold precarious jobs (SPCO 2010b: 22-23).

As mentioned earlier, the effects of poverty are long-lasting and influence every aspect of family and social life, thus "poorer families are hampered in the transfer of financial, human, and social capital to their children" (Beaujot et al. 2002: 3). The research also confirms that Canada has relatively few provisions targeting lone parent families, and that countries with greater provisions for lone parents have lower levels of child poverty in these families. There needs to be more economic security. Support for childcare and family-friendly work would also permit parents, and mothers in particular, to suffer less of the tension between family and work (Ibid.: 7-10). This would allow breaking vicious cycles of marginalization in low-income lone-parent families that compromises the present and future of their children.

Support for recreational activities and the development of youth leadership and work experience

Community consultations and research findings indicate that rising school and recreational programs fees have contributed to the exclusion of children living in poverty. In addition, there is a lack of information about the availability of subsidies and ways to access them. Furthermore, families from different cultural and linguistic backgrounds face additional barriers in accessing the available programs. In 2006-2007, 53% of families with kindergarten-age children in Ottawa reported inconvenient times as the most common barrier to using community resources, followed by 39% reporting that programs were only available to older children. Programs at full capacity were

mentioned as barriers by 35% of Ottawa families, compared to 23% families at the national level. 10% of Ottawa families cited programs being unavailable in their preferred language as a significant barrier, compared to a Canadian average of 4% (Community Foundation of Ottawa 2011:14).

Additionally, while it is recognized that visible minority second generation groups have higher rate of university graduation, they tend to dedicate more years to schooling than their third plus generation peers, which in turn affects their work experience. Many visible minority university students close to graduation do not possess the necessary work experience in their chosen fields of education. This places them at a disadvantage in a job selection process. Postsecondary institutions need to step up their efforts to ensure that these groups of students access their services, particularly to apply for summer student jobs with the private and public sector and have student placements that can help their careers.

There is also a need to empower racialized second generation youth, both boys and girls. An alternative is to develop their leadership skills. This process can help them to articulate the challenges that prevent their social and economic inclusion and advocate for changes. Strengthening their leadership skills will assist youth to expand their social networks, find and access the resources they need. Some ethnocultural organizations are currently developing programs to meet this gap that need to be supported.

Adequate social culturally-sound support for parents, particularly for refugee immigrant parents and families affected by PTSD

The survey of refugee integration in Canada asserts the need of specialized services and programs for this population. "The circumstances surrounding refugees' migration are likely to be much more traumatic than voluntary immigrants' which may impact their integration patterns and call for specialized integration services, such as counseling and mental health care, in addition to generic integration services" (Soojin Yu, et al 2007:18). In reality there is a lack of this support, as Sara Wayland (2006: 7) indicates. "Government assisted refugees have been resettled from refugee camps directly into the urban core – without the addition of extra resources in terms of health care, interpreters, school social workers, and the like."

Programs tailored for single parent families are extremely scarce and short-term, despite the fact that these groups represent the most vulnerable sector of new settlers and require targeted programs. Refugee families (and especially single-parent families) are among the most affected. The problems of integration of lone-parent families and the type of programs available should be examined beyond just the settlement years, into the long-term perspective.

Affordable transportation- support for bus fare for families with low income

According to the SPC research, many working poor individuals and families cannot afford the necessary public transportation (SPCO 2005). Reports indicate that the lack of personal mobility has economic, social and human costs, including higher unemployment and limited development opportunities. Research has evidenced that the lack of accessible and affordable public transit raise a number of social and economic barriers for low-income individuals and the working poor in Ottawa. Increasing social inclusion through affordable and accessible public transit has several economic and social benefits. It allows more workers to enter the job market, provides low-income persons with additional economic opportunities, ensure greater access to public services and family services

(daycare, medical clinics, schools, parks and recreational venues, etc.) and recreational activities for children and youth.

Without transportation people lose their independence, are unable to participate in social activities and suffer isolation. Public transportation needs to be included in poverty reduction strategies and a low-income monthly transit pass targeting both the working poor and low-income families in Ottawa needs to be adopted (Bash et al. 2010). The Ontario Poverty Reduction Strategy has prioritized transportation as a concern. At the same time, in Ottawa the adult monthly transit pass has increased significantly. Between 2005 and 2010, it increased by 40.8%. In 2010 the price of the adult pass rose 8%, reaching $91.50 from $84.75 in 2009. As well, the student monthly pass went up 12.3% in 2010, reaching $73.25 (Community Foundation of Ottawa, 2010: 21). The costs associated with public transportation affects people's ability to access the services that could help them break the cycle of poverty and integrate socially and economically. The initiative of a low-income monthly transit pass will require political and community support in order to be brought to the forefront of the policy agenda of the City Council.

As we have seen racialized groups in the second generation face barriers that hinder their economic and social integration into the Canadian society. These barriers are multiple and have long-lasting consequences. The liberalization of immigration led to the unprecedented inflows of first generation of non-European ethnic origins. However, government programs facilitating their economic and social integration remain less than successful. The settlement programs targeting immigrant parents are insufficient, have a short time span and lack a coherent approach. They tend to produce poor results in terms of economic independence and self-sufficiency among racialized Canadians. Furthermore, second generation racialized Canadians who were unable to attain higher education, are now often worse off economically than their parents, as they face more strenuous conditions to access the labour market. Indeed, the economic exclusion affecting the first generation caused by barriers in the labour market, discrimination and lack of adequate family policy, perpetuates the socio-economic marginalization of their children.

CONCLUSION

This analysis presented in this study is in agreement with existing literature on less than satisfactory outcomes in social and economic, integration of groups of immigrants belonging to racialized groups and their children. It is vital to examine the challenges of the integration of second generation visible minorities into the workforce, given the significance of this population for Ottawa's economy. If the second generation is expected to play a role of linking the first generation (their parents) with the mainstream society, a long-term approach of the integration process is required.

The second generation offers significant assets to Ottawa's economy in terms of education, official bilingualism, command of non-official languages and cultural bridges for Canada's leadership in the globalized economy. Aggregated data analyzed in this report shows that many individuals from the second generation are doing well in terms of employment and income. However, when the analysis uses disaggregated data it becomes evident that those who belong to racialized groups are notably worse compared to the general population and in some cases compared to their immigrant parents.

Like in many immigrant societies, in Canada, the conventional wisdom tends to envision a brighter future for the second generation provided the right amount of hard work, dedication and adherence to a set of dominant values. This basic narrative also incorporates a vision of the host society ready to

embrace diversity and provide opportunities for upward social mobility. This promise, however, does not come true for a group of Canadian second generation who belong to racialized groups, according to the existing research (Kobayashi 2008: 3).

The immigration process has far reaching consequences that include second and third generation that cannot be ignored. As well Canadian demographics indicate that economic growth and increase of workforce in the near future will significantly rely on immigration. Therefore, the future of children and youth living in immigrant/refugee families concerns all citizens. Increasing inclusion are not the domain solely of those facing exclusion. Creating the conditions for inclusion of immigrant/refugee families build the path for their – and particularly their children – sense of belonging and active civic engagement, which is the means and ends of a democratic society.

GLOSSARY OF TERMS

Equity Seeking Groups
Throughout the report we use the term "equity seeking groups" as a short-hand way to refer to groups who are at higher risk of economic exclusion (i.e. higher rates of poverty and unemployment along with lower median incomes).

Francophone
The Social Planning Council uses a custom definition of "Francophone" which was negotiated with representatives of the Francophone community and then used to purchase custom data from Statistics Canada. The definition includes:

- A person whose first language or languages are French or French plus a non-official language, and who can conduct a conversation in French.
- A person whose first language is not English or French, but whose first official language is French.
- A person who speaks primarily French or French plus a non-official language at home.
- An equal distribution of individuals who have both official languages as first languages spoken.

Incidence of Poverty
Statistics Canada, describes the Low Income Cut-Off (LICO) as the income threshold below which families and households are likely to spend 20% more of their gross income on food, shelter and clothing, compared to the average Canadian household. Those below the LICO are likely to spend 55% of their before tax income on food, shelter and clothing. The detailed data tables below provide both "LICO Before Tax" (LICO-BT) and "LICO After Tax" (LICO-AT) figures for Ottawa.

2005 Low-Income Cut-offs For Ottawa (500,000 population and over)							
Family Size	1	2	3	4	5	6	7
2005 Low Income Cut Offs Before Tax	20,778	25,867	31,801	38,610	43,791	49,389	54,987
2005 Low Income Cut Offs After Tax	17,219	20,956	26,095	32,556	37,071	41,113	45,155

Source: Statistics Canada, Catalogue No.75F002MIE

Median Income
The median income of a specified group of economic or census families or non-family persons 15 years of age and over is that amount which divides their income size distribution into two halves. That is, the incomes of the first half of the families or non-family persons are below the median, while those of the second half are above the median. In most cases we use the median income instead of the average income for the analysis of incomes. Median income is a better indicator to understand many income trends as the average income is very sensitive to extremes at the high or low end of the income spectrum.

Precarious Jobs
Non-standard employment that is not permanent and does not follow a full-time/full-year format. They are characterized as having a high risk of termination, offering limited benefits, limited access to entitlements, such as Employment Insurance, minimal job security and more likely to offer inadequate wages. With a large proportion of precarious employment being part time, seasonal or

temporary, individuals may work full time, but not full year or be in part time employment the full year

Second Generation
Canadian born-individuals with at least one parent born outside Canada. This includes (a) persons born ion Canada with both parents born outside Canada and (b) persons born in Canada with one parent born in Canada and one parent born outside Canada (these persons may have grandparents born inside or outside Canada as well).

Unattached Individuals (persons not in families):
Persons living either alone or with others to whom he or she is unrelated, such as roommates or a lodger.

Working Poor
Full-year/Full-time workers who live below Statistics Canada Low Income Measures (LICO Cut-offs).

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