

# Language in the Workplace

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**Purpose:**

**Highlight trends in the English/French proficiency of immigrants**

**Provide overview of the relationship between English/French proficiency and the labour market integration of immigrants**

**(update of existing knowledge)**



**Knowing the language(s) of the destination country is central for migrant integration**

**Destination country language proficiency can be viewed as representing:**

**social capital**

**and**

**human capital**




**Language skills of migrants are important in the admission of migrations, especially in the economic category**

**Canada has three main classes of admission:**

**family**

**humanitarian**

**economic, including skilled workers**

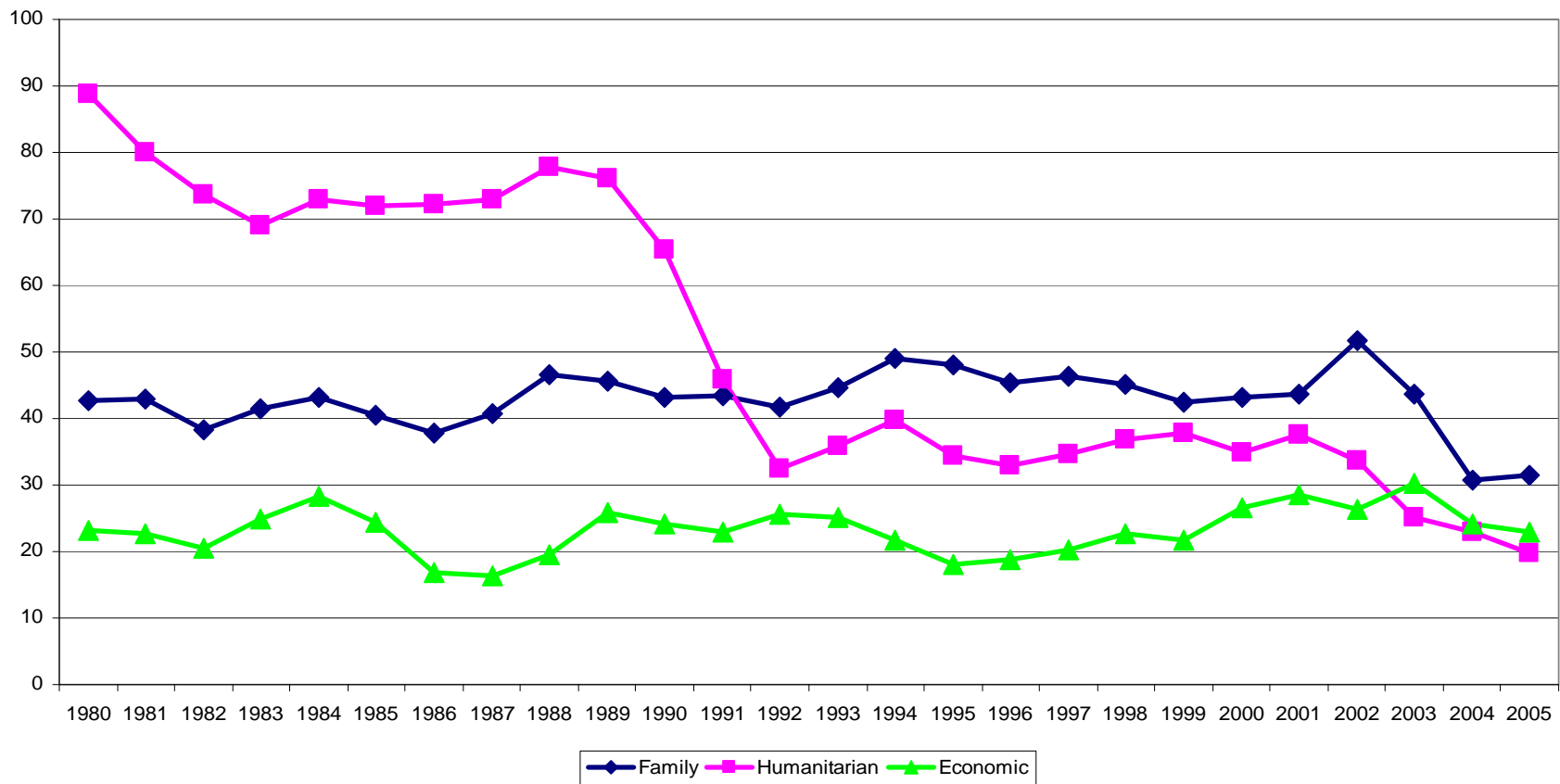



**2002 Immigration Act (IRPA) increased points given for language and for education in the Skilled Worker category**

**Prior to IRPA, highest level of linguistic fluency counted for 25 percent of the total minimum 60 required points**

**under IRPA, having the highest levels of English and French language fluency counts for 36 percent of the minimum**


Percentages with No English/French Capability by Entry Category, Age 25-64, Canada 1980-2005





**Analysis of the Longitudinal Survey of Immigrants to Canada (LSIC) shows that differences in language proficiency by class persist over time once immigrants are in Canada**

**Census data: show labour market correlates of English/French language proficiency for immigrants**

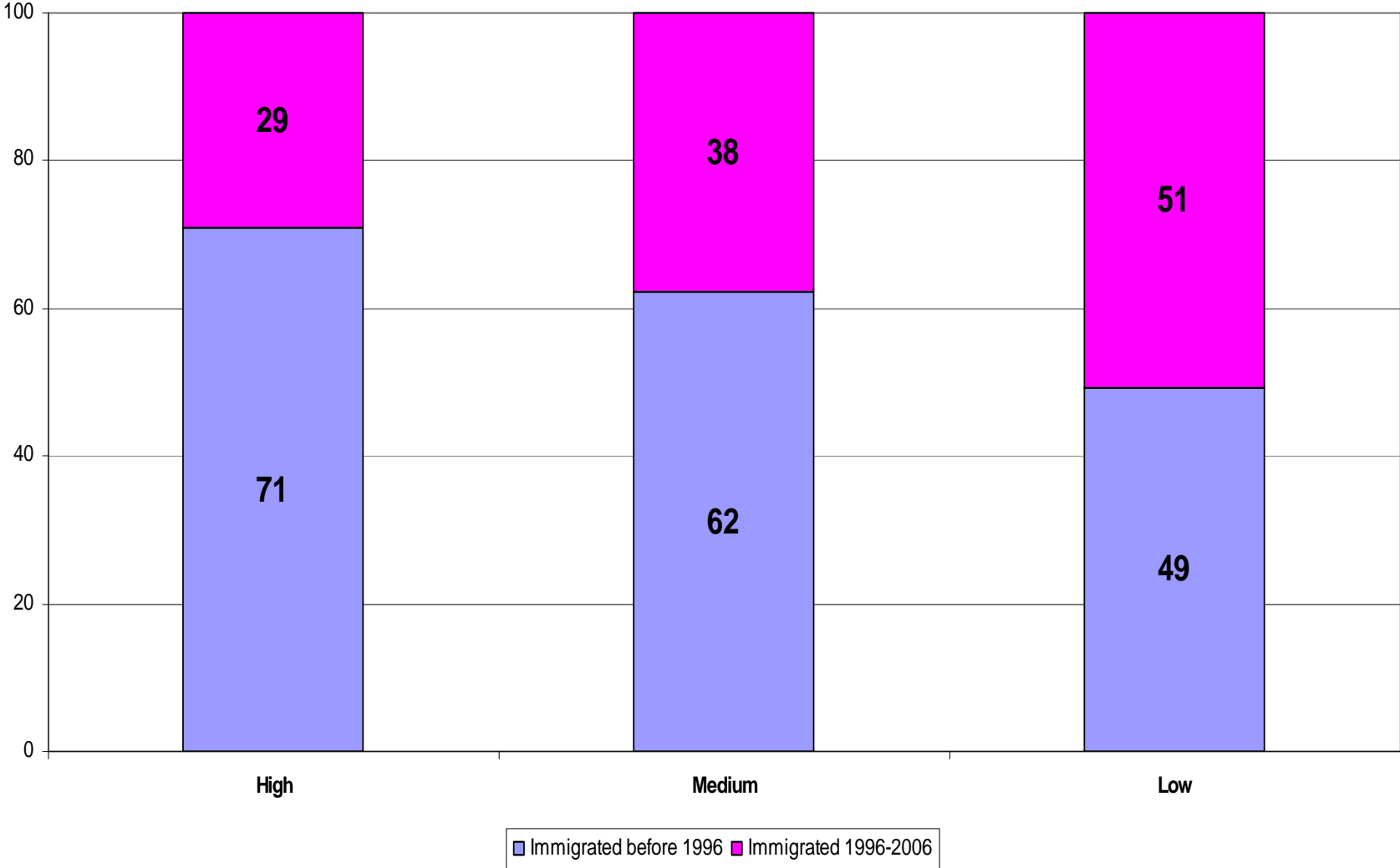


## **2006 Census general findings based on mother tongue, home language and knowledge of official languages = language proficiency scale (LProf)**

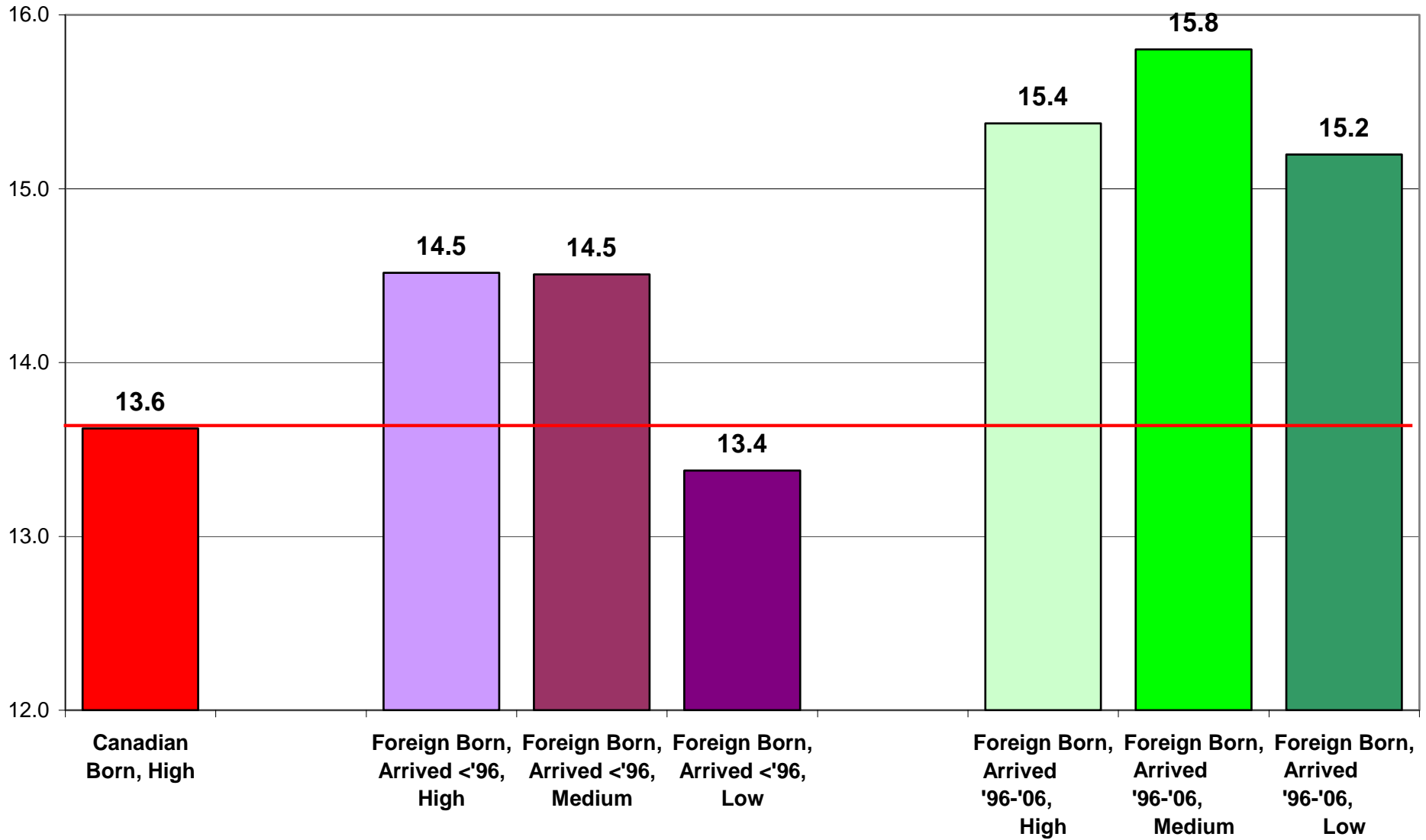
- 1) those with low level of LProf are most likely to be recent immigrants**
- 2) those with low level of LProf are most likely to be from Asia**
- 3) variation by education less clear**



**Chart 2: Language Proficiency of Foreign-born by Recency of Arrival, Age 25-64, Canada 2006**



**Chart 3: Mean Total Years of Schooling by Nativity, Language Proficiency and Recency of Arrival, Age 25-64, Canada 2006**



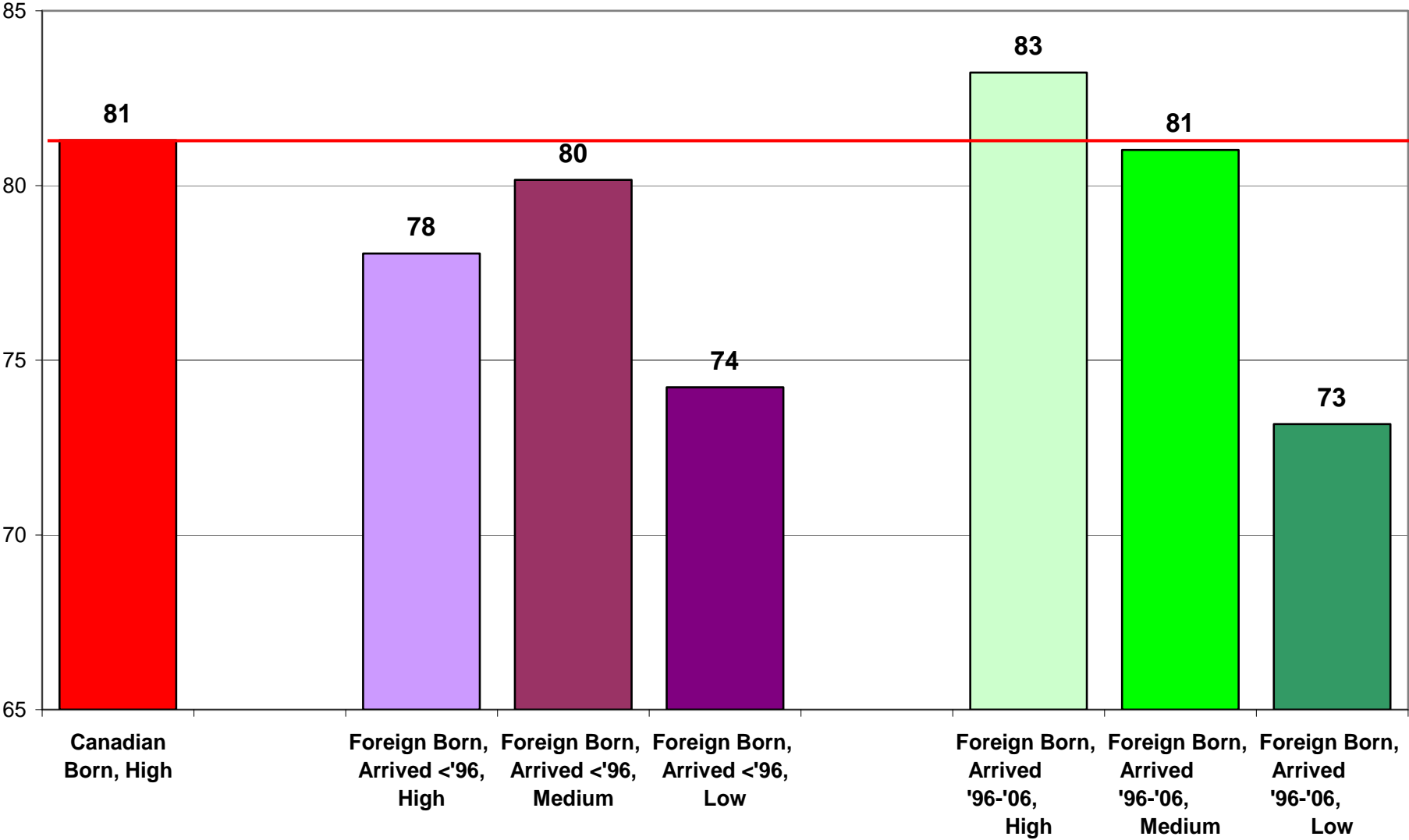


## **Labour force correlates (age 25-64)**

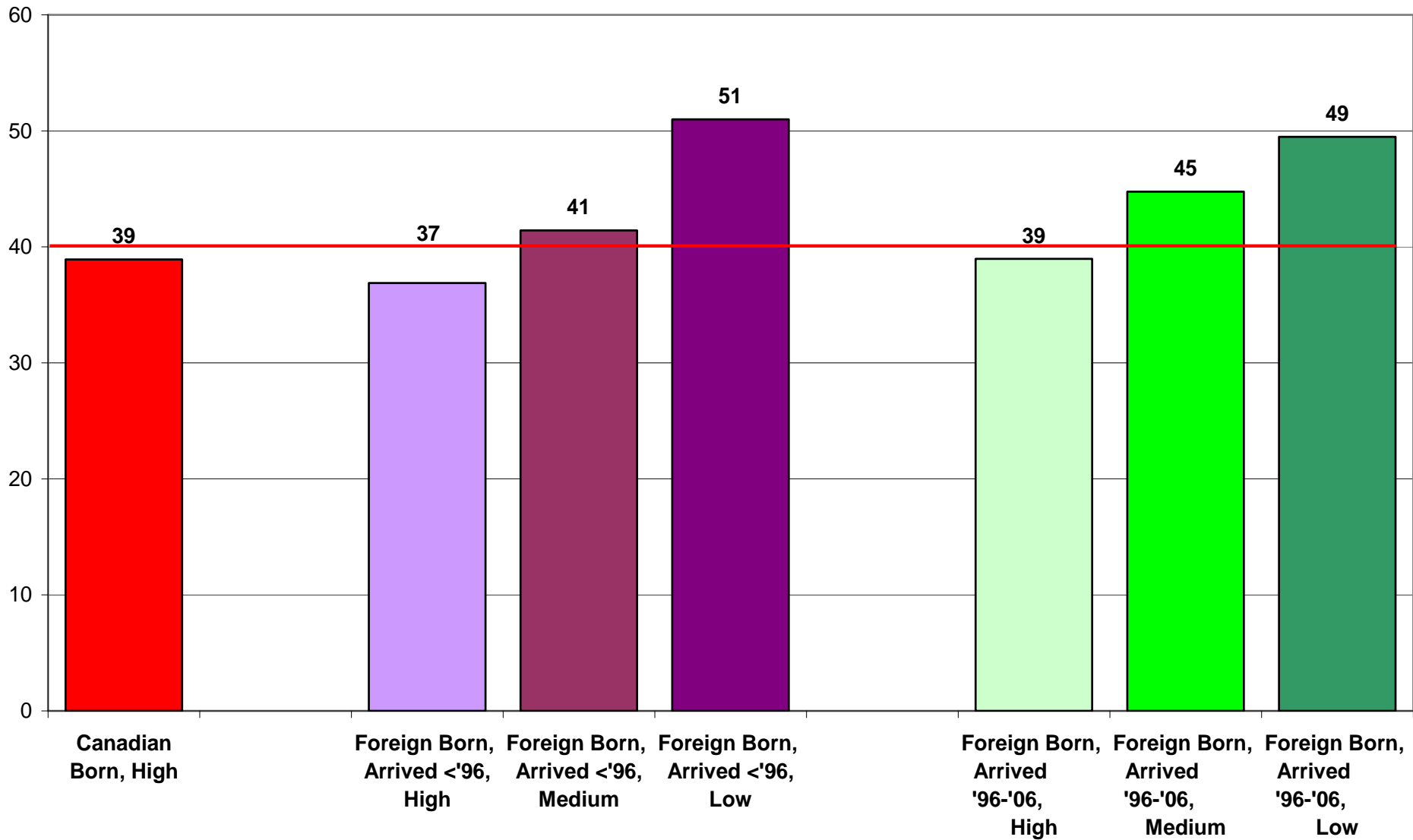
### **Low LPROF associated with**

- 1) Low labour force participation**
- 2) In occupations with low skill levels (HS or on the job training)**
- 3) Language other than English/French at work**
- 4) Fewer weeks worked in 2005**
- 5) Lowest weekly earnings in 2005**

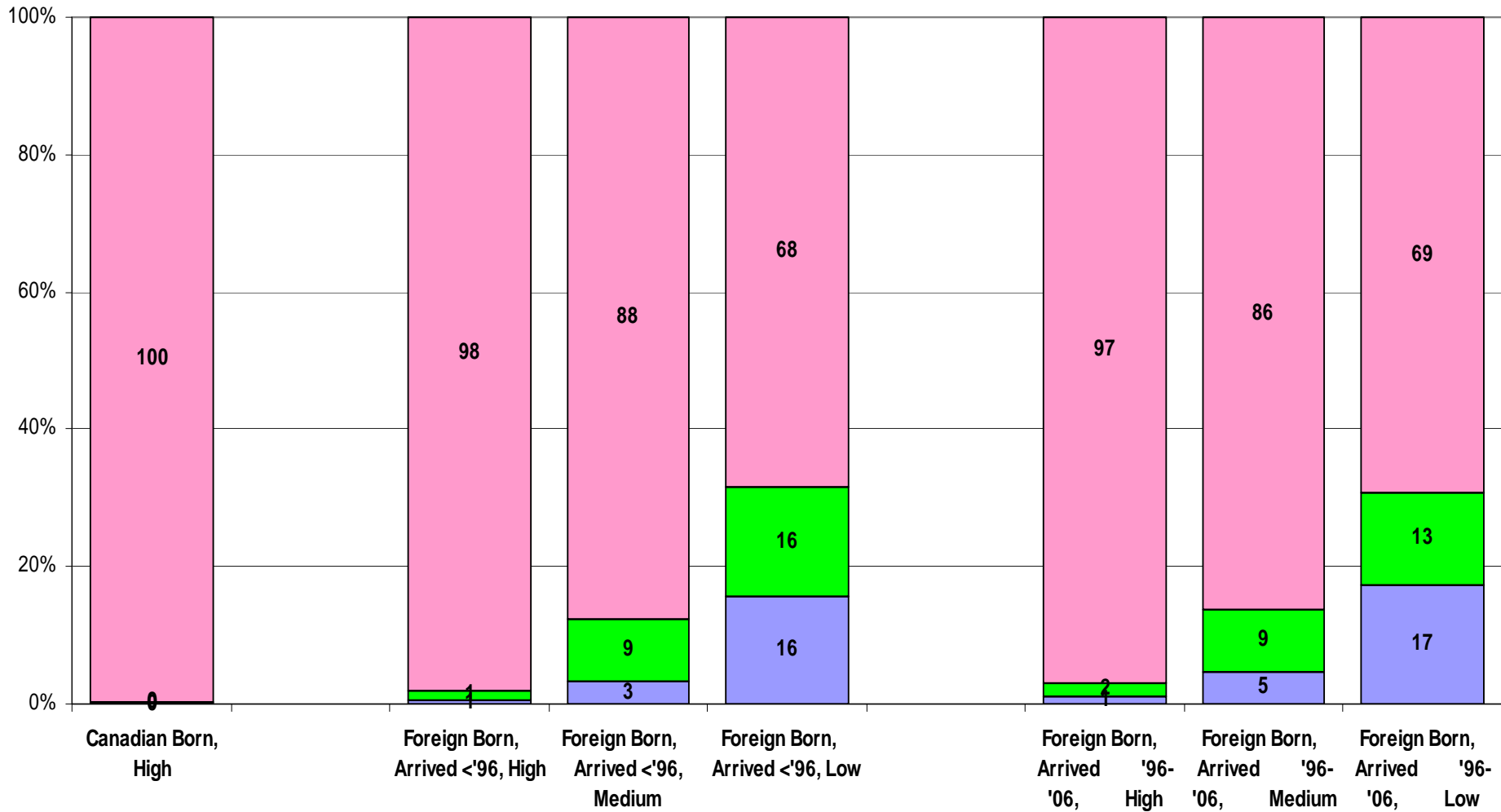
**Chart 4: Percent in the Labour Force by Nativity, Language Proficiency and Recency of Arrival, Age 25-64, Canada 2006**



**Chart 5: Skill Level C/D by Nativity, Language Proficiency and Recency of Arrival, Age 25-64, Canada 2006**

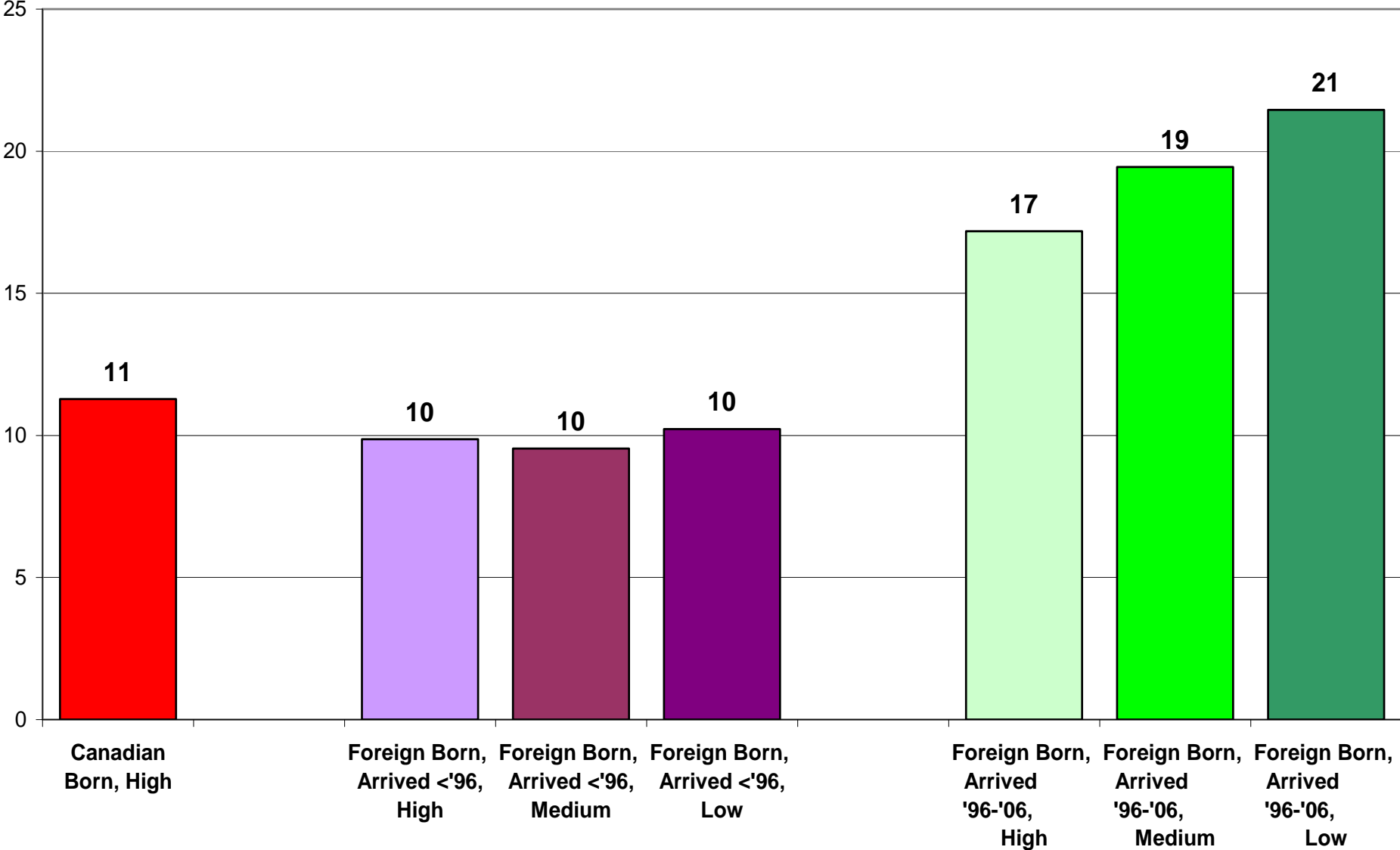


**Chart 6: Language(s) Spoken at Work by Nativity, Language Proficiency and Recency of Arrival, Age 25-64, Canada 2006**

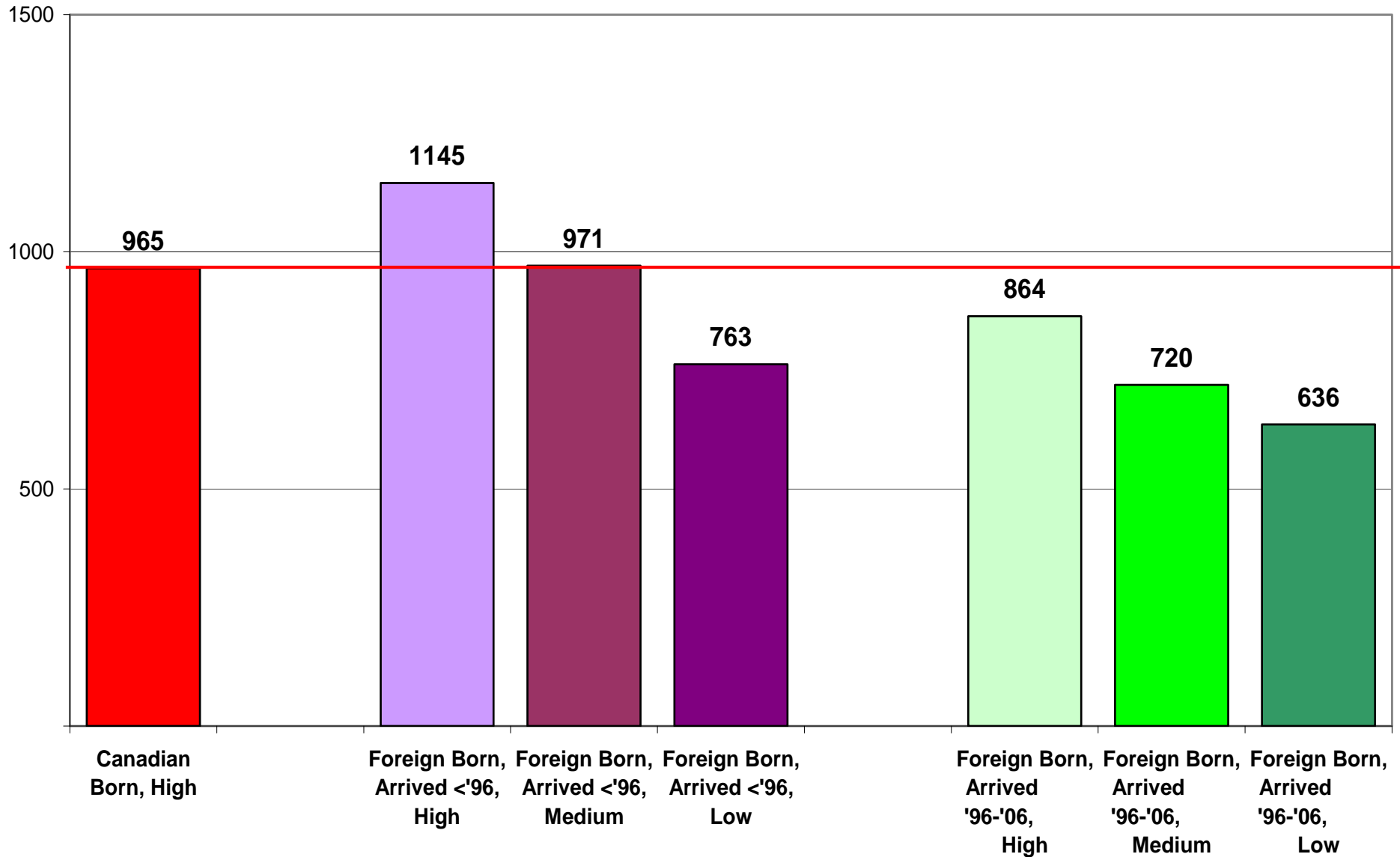


■ Other language most often, mixed or only 
 ■ Eng and/or French most often, other language regularly 
 ■ English and/or French only

**Chart 7: Percent Worked Less than 30 weeks in 2006 by Nativity, Language Proficiency and Recency of Arrival, Age 25-64, Canada 2006**



**Chart 8: Mean Weekly Earnings in 2005 by Nativity, Language Proficiency and Recency of Arrival, Age 25-64, Canada 2006**







## **Conclusion:**

**Trends over time show modest increases in percentages with official language ability**

**Proficiency in English/French is important for labour market integration**  
**LF participation, skill level of job, weeks worked, earnings**