

IMMIGRATION, EMPLOYMENT AND SOCIAL EXPENDITURE IN CANADIAN PUBLIC POLICY: REDISTRIBUTIVE OR REGULATORY?

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This research paper seeks to synthesise the queries whether the trends of immigration, employment, and social expenditures are a regulatory or redistributive pattern in Canada. Four fundamental and relational issues are explored. The annual inflow of immigrants and the persistent employment of active labours appear to be a conventional relationship with social expenditures as a grounded theory what is noticeable from the federal government's historical records and moderately to employment versus population dispersions at the local context. Statistical results of the past three consecutive decades indicate that the key societal values such as the number of population and the scope of employment, apart from the association of social expenditure, standardise the dispersion and displacement of immigration influx. Analysis of regional spatial data indicates that highly populated areas, settlement types, and dwelling values chiefly normalise both the magnitude and the diversity of Canadian immigrants and delineate the patterns in a regional population that ultimately regulate the employments and social expenditures.

Keywords: Employment, Immigration, Population, Social expenditures, Trends.

Introduction

Recurring necessities in the labour markets and the service industries is operative in social development by the active labour force emerged chiefly from the immigrant population to the settled social cohesion. Canadian public policy despite unique in its attitudes and tactics to the business diversity is not impeccably strewn to the relevance of employment equity which should have stratified solutions to the causalities of underutilization of labours such as massive underemployment, disguised underemployment, hidden unemployment and the impaired labour population. Although the facts remain that nation-wide employment is becoming increasingly diverse, it rather reflects the real-world gaps in employment equity. The optimal growing nature of workforce is necessary to recognise the geopolitical and economic realism discerning the labour law interventions in the domestic service sectors and the regional labour trades in two speculations. First, the state of policy outcomes in the "social accounting matrix" apparently swallows unfavourable scale in the employment sectors. Secondly, globalisation in the "neoliberals" ideology does not suitably justify the necessities of the smaller welfare state in public expenditures unfailing with employment equity. The applicability of this research paper is thus a relative comprehension to synthesise the queries whether the trends of immigration, employment, and social expenditures is a regulatory or redistributive pattern in Canada.

The government investment in “labour market” varies region-to-region depends at least on the participation of the newly adopted provincial nominations, the capacity of leadership in the designated government departments, and the current federal politics which should have turned into the useful policy options of employment equity and business diversity. Employment equity is not prudently active for the viable labour forces of the employment standards and the fiscal regulations where the private sectors are imminent in this case. The pay equity legislations should have watched denoting that ‘public social expenditures’ and ‘employment standard legislations’ are inevitable although the employment rate in labour force resembles steady in Canada as perceived from the OECD countries’ development facts since 2005.

Federal policy trends in immigration, employment, and social expenditures infer the determinants influenced by the density and variability of the regional immigrant population over a timespan. The annual inflow of immigrants and the persistent employment of active labours appear to be a conventional relationship with social expenditures as a grounded theory what is noticeable from the federal government’s historical records and moderately to employment versus population dispersions at the local context. Statistical results of the past three consecutive decades indicate that the key societal values such as the number of population and the scope of employment, apart from the association of social expenditure, standardise the dispersion and displacement of immigration influx. Demographic distribution of immigrants to the social cohesion is rather spatially exposed. Analysis of regional spatial data indicates that highly populated areas, settlement types, and dwelling values chiefly normalise both the magnitude and the diversity of Canadian immigrants and delineate the patterns in the regional population that ultimately regulate the employments and social expenditures.

The Canadian history recognises the immigration history into the government policy variables such as population, employment, and gross domestic products (GDP). The conjectural aspect of this research in Canadian public policy with particular the social settings of population target the leading issues associated with immigrants and employments in business diversity. They are mostly: the dimensions and approaches to government policy in immigration, employment, and social expenditures; and the variables in the policy dimensions concerning the change in immigration and job corresponding to the social spending.

Canadian public policy posters the historical and contemporary issues as explored. Regulatory or redistributive policies appear in the government devising politics in the twentieth century while “redistributive” policy is far and wide pertinent to the broad social expenditures areas, and “regulatory” policy are dominant by the government regulatory bodies such as a bureau, agency and the corporations (Gerston, 2010). Here, the ‘Redistributive patterns’ reflects a change in long-term trends of data variables in immigrants, employment, and social expenditures- that is delimited because of a certain deviation in social structure and demographic dispersion. “Immigrant” indicates the number of inflow immigrants without any classification such as the “landed immigrants” (permanent residents) and the “refugees” in coming to Canada each year. The sources of information are the literature and government records, including the sources of information that are publicly available data except for the social expenditures for the last four year.

The organisation of the paper is in six sections. The following section outlines the context of political economic resumption in business diversity in Canada (Section 2). Section 3 synthesises the reviews of the federal development policy in immigration, employment and social expenditures with an emphasis of annual incoming immigrants in comparison with employment and social expenditures corresponding to the population and the gross domestic product. Section 4 assesses the operational pay equity legislations and the active labour force interventions where the stimulus of immigration in the policy determinants especially the labour forces in a demographic society is a fundamental inevitability. Section 5 illustrates a typical instance of a regional demographic history of dispersion of immigrants towards the social cohesion. Finally, section 6 concludes the paper. Figure 1 is a context diagram of the research exploration.

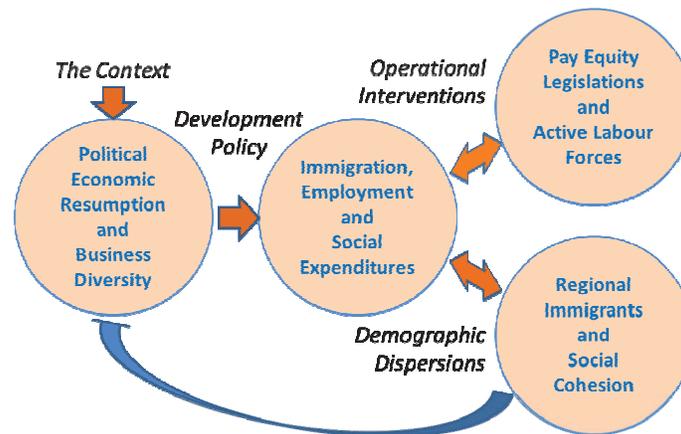


Figure 1. Context diagram showing the study components

Context of Political Economic Resumption in Business Diversity in Canada

Public Management in Canada contemplates the policy-making decisions considering the principles of regional and societal policy while formulating and establishing the system in humanities and social sciences. The patterns of policy represent the identification of the response variables and the characteristics of public policy. Societal values and institutional approaches have paradoxes in the policy processes. The notions and options concerning the prevalent issues in neoliberalism (Larner, 2000; Evans & Smith, 2015) are rather challenging and dichotomous in managing the optimal public expenditures in the Canadian provinces and territories. The compelling argument of this portion of the research is that managing business diversity, and governance resembles a condition for economic rationalism which has the complication to endorse the ideology of diversity despite the fact that employment or business diversity is one of the foremost political-economic presumptions in the age of globalisation.

Until 1980, the emergence of globalisation had not been fruitful in socio-economic changes in a global economy mostly in the industrialised countries. Globalisation needs a new economic paradigm in social and political ideologies. In the notion of public policy and public management, environment foreseen is an indicative concern of the dichotomous situation in policy implementation that connects both the economic development and the resource allocation (Wilson, 1981). Government business areas in public management often review innovative policy approaches and new programs that apparently coerce five key dominant issues such as ideological environment, power, ideas, institutions and process (Simeon, 1976; Adie & Thomas, 1982). The clause “property and civil rights” enumerated in the Constitutional Act 1982 in Canada inflates the traditional social legislation (Pal, 1985). Policy-making remains policy instruments following the Act of Parliament and ministerial policy statement-- such as regulations, tax incentives, and the departmental memorandum. The bureaucratic influences have drawn the institutional expert knowledge in policy-making while the issues are diligent for an eagle-eyed policy pattern to determine the co-existence of the economic and social distributive factors.

Institutional approaches to Canadian public policy, social forces and political arguments example the social systems are primarily affected by the factors coupling with the transformation of political regime (Atkinson, 1993; Tuohy, 1993). Greene (1993) noted the outcome of a policy cycles in the three states of a “policy” that is confirmed, amended, or abolished- it means the decision of courts in a separate jurisdiction or by the process of interpreting the law in the adjudicative policymaking changes or influences public policy. The current social policy matter such as the “Canadian Assistance Plan” are functional because of social expenditure by government development programs that apparently legalise the social policy under the regional economic integration especially in the competitiveness, harmonisation, or divergence of resource distribution system (Berry, 1995).

Finkel (2006) clarifies that the historical evolution of social policy and its implementation in Canada indicates an eruption of the national framework for action in the “neoliberalism” system since 1980 while the historical example of the social policy period in the global context refers The Millennium and Policy Directions. Todaro (2000, p.10) and Sachs (2008, p.332) simplify that “globalisation” is a new form of governance to influence regional and international economic relations where the forces would shape corporations, academic institutions, non-government organisations, and the professional groups and opportunities of globalisation.

The social governing and the content of policy have the redistribution system in social policy, health policy and environmental policy (Miljan, 2008) as the cross-cutting issues. According to Tremblay (2010), the framework in the social economy across Canada covers the policy areas of provincial, territorial and sectoral adjustments, for example, employment and the welfare state. It is also subject to the integration of individual development tool, and the target group such as in supporting the local communities and population growth. Consequently, the social structure connects the physical infrastructure, for example, the land transportation where environmental policy (Ahmed, 2015) in the global context is a substantive subject-matter that refutes the local economic growth.

In political-economic perspectives that often do not intimate from literacy to ethnic diversity to the labour-market intensity remains the paradox. It appears difficult to disregard the pragmatic constraints in employment diversity and economic rationalism in the global context. Besides, globalisation or internationalisation in the neo-liberal ideology does not suitably justify the necessities of the smaller welfare state in public expenditures for immigration and employment to the active labour force. The field of political thought should determine a relative comprehension to synthesise the key research questions in two facets: the aspects of globalisation in policy and economic imperatives, and the connection between globalisation and political-economic rationalism in business diversity in Canada. It would examine the ideologies, contexts, and trends in regulations and governance and the impacts caused by the government interventions in political, economic and social policy towards active labour market intensity.

The globalisation tends to appear transformation in investment, trades, partnership and production to serve domestic trades to the international market. The characteristics of globalisation render economic development at least in three areas. First, the economic imperatives of the global economy relate a transactional market economy is measuring Gross Domestic Product (GDP). It has an impact on inflation/deflation and is overriding to social and economic variables such as population, education, employment, housing and settlements, and local government services (e.g., properties and taxes). Second, the technological and cultural implications drift a probable association with globalisation engaging the people across the world, from one country to another country. Third, the government business investment and stakeholder partnership aim to determine economic integration while global economic integration possible share trades in GDP to increase developing economies with service dynamics.

Empirical evidence shows that the higher the GDP growth rate associated with, the lower the rate of unemployment (Shang, 2015, p.16). Unemployment is growing largely in Canada because of a greater number of working population emerged from temporary residents involved in the under employments, temporary work permits and part-time workers in the labour markets and the service industry. Dewan & Peek (2007, p.10) explored that the recognition of statistics in policy integration particularly to the unemployment measurement which is unsatisfactory to apprehend the paucities of the labour market interventions. Many working people do not suffer from a total lack of employment, but rather have a partial lack of a job that furs the disguised underemployment. Sengenberger (2011, p.61) noted that, in Canada, layoffs avoided through work sharing varied strongly with the business cycle, rising to a high of 12, 836 during the 2001 recession, and then declining to approximately 3,000 per year during the economic expansion of the mid-2000s and even less in the year 2006-2007. However, the employment challenges in Canadian labour market remain because of massive shifts in population composition, continued globalisation and increased skill requirements resulting from technological advancements even though Canadian economy has 9.8% improvement in employment in 2014 since 2006 among the G-7 countries (The Department of Finance Canada, 2014, p.5). In this case, economic imperatives of

globalisation in Canada rather provide an orthodox scope of economic mobility through skilled immigrants and labour-market intensity.

International development of global business diversity relates typically three interrelated conditions of international expansion of globalisation at an early stage (Preece et al., 1998, p.263). The first condition tends to operate within a narrowly defined market niche and the second condition refers high development costs especially to sustain technology-intensive projects while the third situation depicts accelerating competition and product obsolescence. The scope of diversity is presumably tougher to achieve and almost absent in globalisation that aims to develop international business strategies. This requirement turns the independent variables of interests explaining the international intensity and global diversity in economy—while domestic attitudes to attract different intensity act as an important driving factor for global diversity. Secondly, cultural diversity in Canada is fanatical with two similar paradigms: the cultural homogeneity with nations and the social stability over time (Rosalie, 2008). These impediments are inborn within any given society that needs to balance cross-national and international diversity in the context of cross-cultural phenomena. The early years of comparative management paradigms focused on the impact of institutional environment on managerial effectiveness. Although we have a different attitude in Canada that approaches to the multiculturalism, the facts remain that nation-state in employment is becoming increasingly more diverse rather with considerable underemployment and impaired labour population. Apparent disparity is that the reduction in the immigration barriers and the complexity of the immigrant population in the growing nature of workforce are necessary to recognise geopolitical and economic realism for multiple cultures perception in international trades.

In Canadian domestic economy, global affairs relate at least three relevant aspects in economic rationalism: the institutional setting of social policy and the political economies in globalisation; the ideological differences and policy paradigms in globalisation; and the impact of historical-structural frameworks and the alternative aspects of globalisation. According to Stryker (1998, p.2), globalisation has become a central point of understanding social principles as multiple factors of globalisation affect various aspects of social welfare policies, including assumptions and potentialities in policy-making. However, Stryker's note perhaps represents weak arguments vis-à-vis the impacts of globalisation in economic imperatives that shape domestic social welfare policy in advanced capitalist democracies by promoting at least three inter-relational settings: political institutions, transactional economies, and the social ideologies. Consequently, multiple of aspects of globalisation comprise continued trade interdependence, enhanced internationalised financial capital, and the transactional governance institutions, such as International Monetary Fund (IMF) and the World Bank, pointing the capital outlay, particularly to the developing countries.

Earlier decades, IMF and the World Bank obligate institutional reforms in globalisation that were somewhat a challenging state (Taylor, 1997, p.146-147). This institutional setting affected policy outcomes and the social accounting of economic distribution matrix which apparently bears unfavourable consequences. However, recent strategies of the International Development Agencies (IDA) had been adapted to the Millennium Development Goals (MDGs) to promote the low-income and developing countries for sustainable social investment, including the paradigms in agriculture and rural development policy (Ahmed, 2016). A sustainable social investment comprises possible inflationary impacts, unbalanced relative price structures, financial instability in the stock market, visibly increased corruption, rising unemployment and regressive income distribution. It is the case because of numerous deregulated factors in competitive business and operational service network which transforms the barriers in globalisation to the developing countries.

In political ideology, two challenges emerge in globalisation: a mounting pressure of the political antagonism to globalisation because of the continual job losses with the passage of time, and a need for continuous adaptation to new technologies, mergers and migration of capital abroad. Nowadays, globalisation appears as new economic policy paradigm that includes ideology, technology and the deregulated environment in capital movements which is pretty competitive, not a monopoly in the global market economy.

On the whole, the impact of organisational frameworks and the alternative aspects of globalisation reflect government investment decisions on intergovernmental and international economic relations. The current state of globalisation is bounded by the historical-structural framework which is a pattern of political and economic processes as a complex function of global economy and margin of autonomy (Cardoso, 2009, p.296). Eventually, the presence or sequence of foreign direct investment (FDI) varies country-to-country depending at least on the participation of public sector, the capacity of leadership, and the prevailing ideologies which turn into alternative paths in the current state of globalisation. Relatively, the appalling issue in criticism is that globalisation, in contrast, had not publicised the scope of options available to the developed world as well as underdeveloped or developing countries from the humanities points of view.

Moreover, ecologically, massive global or transnational corporations cause damage in humanities and arts because of increasing growth of production. A foreseeable situation is that unemployment rate will remain to grow for a longer period because of the economic recession and have a new job. It will ultimately result in the Canadian economy less productive than the typical condition because of an increasing under-utilized labour until the recurrence of a sustained recovery in the employment sectors (The Conference Board of Canada, 2007; Tapps, 2009). Hence, the realisation is that the political-economic presumptions ought to have coexisted in business diversity at the context of globalisation implying the economic rationalists in social aspects although there is a general convulsion in equal accessibility in the present labour market intensity in Canada that is reasonably recognisable to immigration, employment and social expenditures.

Federal Development Policy in Immigration, Employment and Social Expenditures

Immigrants entail the demographic development through population growth to labour forces to gross domestic products towards Canada's economy in the diverse geographic society. Hawkins (1988), in her book, *Canada and Immigration: Public Policy and Public Concern*, argue that Canada's continuing financial gain through the migration of skilled workers from developed and developing countries contribute to the direction of Canada's future immigration policy. Canada is the most valuable nation that legitimates people across from the world countries on both the humanitarian concerns and the economic strengths respectively termed as the refugees and the immigrants. An excellent vision of Canada's refugee and immigration policy mixes absolute empathise, backgrounds and exciting parts on discrimination and prejudice.

The history of "Canadian Immigration Policy and Practices" passes the human resources development crossroads. For examples, the Immigration and Refugee Protection Act 2002; Annual Immigration Plan 2005-2006, the Review of Immigration and Refugee Policy Directions; and Recent Developments, and Impacts of Immigration Policies 1967 – present (George, 2006). In 2002, Jeffrey Reitz discussed from a global perspective that Canadian immigration remains unfolded in nation-building as emerged from the 1867s Confederation (Reitz, 2002). The immigrant population patterns are redistributive in resource collections even though public dialogue on policy benchmark determines the status of immigrant, employment and social costs over a certain length of time. The necessity is to assess the continuing demographic reform in Canada especially to meet the challenges of the population change for better economic growth and the population dividend within the rapidly growing working-age populations and the number of consumers (Mason & Lee, 2006)

Kerr and Kerr (2008) recommend that the economic impact of immigration in the public sector estimate two techniques, determining a GDP portion in supply and demand supply, and calculating the total cost and benefits to the national economy concerning the native-born citizens (non-immigrants) and the immigrants (foreign-born population). The regional development and sociopolitical society connect the immigrants with social needs and employment. The Canadian Chamber of Commerce (2009) states that immigrant improves Canada's population and play a vital role contributing more than seventy percent of the net growth in the labour force in the demographic society. Bilodeau et al. (2010) argued that regionalism and immigration be two essential features of Canada's political system even though the

variation between the natives (Canadian-born) and immigrants (Foreign-born) are most likely in development approach and cultural adaptation. On regional and societal dynamics, reworking strategies in the community and appearing in social network structure rather meet the challenges through the long-term movement in Canadian political and societal benefit.

In development attitudes, it also is said that the relevance of federal and provincial government support good provisions in evaluating contrasts between immigrants and Canadian-born populations. The immigrants habitually face severe challenges to determine a geographical area of a region or province that having economic transposition and employment opportunity, the large cities. That is why the large portion of immigrants opts for the three most major populated towns of the Canadian provinces such as Toronto in Ontario, Vancouver in British Columbia, and Montreal in Quebec—where the percentage of the total immigrant population is certainly higher than the other cities.

So, what are the changes in long-term trends or yearly distribution pattern of influx immigrants that plausibly impacts other policy variables such as employments and social expenditure? The investigative nomenclature is that resilient patterns and disproportions of immigrants with employment and social spending signify two primary characteristics: the trends over a timespan and the intensity in a geographical area. The former is the variability in 1981 – 1990, 1991 – 2000, and 2001 – 2010 decades; and the latter is the spatial dissemination of employment ardently corresponding to the number of total immigrants and total non-immigrants. This section gathers insights on the trends in the annual inflow of immigrants, about the occupation that has a positive impact on social expenditure in Canada. The questioning component of the research examines yearly records of a thirty-year data, ranging from 1981 to 2010 to reveal the consequence of possible key question.

The Policy Variables: Immigrants, Employment, and Social Expenditure

Canada focuses on the redistributive dimension of policy, and it relates the form of societal structure. Public policy is rejoinder and a sensitive instrument to the apolitical, non-cumulative, or non-comparative characteristics mainly to the respective areas of federal government businesses and the inter-governmental affairs at the current state. This part of the research provides the intrinsic evidence and the response variables in justifying the long-term trends in immigrants, employments, and social variables.

Literally, the variety of public policy patterns refers analytical, dimension and approach bases considerations— while the complexity of immigrants, employment and social variables should consider all of these indicators relevant to the geographical, social and political disparity. In antagonistic evidence, analytical statistics indicate that there is a significant capacity of annual influx immigrants as it cumulatively develops the demographic situation and balances the social structure in Canada. Nonetheless, Beaujot (2003) explores that the effect of immigration in the Canadian population is subject to living standard and economic viability and concurrently pertinent to the scope of employment. Examples are the geographical context in the three large cities-- namely Toronto, Vancouver, and Montreal—that have 60.2 percent foreign-born against 26.8 percent of the Canadian-born people in 1996. In 2010, this records for the Canadian citizen (non-immigrants) and immigrants (foreign-born) widely differed from those cities as the number of immigrants reached to nearly a quarter million each year in a new couple of years. However, the overall statistics is different. Statistics Canada reveals that Canada's foreign-born population grew by 13 percent between 2001 and 2006.

Analysis of Selected Variables: Federal Historical Data and Regional Spatial Data

This section provides the exercise with two thematic perspectives in exploring the variability of immigrants at both the historical and the spatial perspectives. One is the annual records of historical data of federal statistics for 1980 – 2010 and other is the regional spatial data representing the 2001s records based on Dissemination Area. Immigrant contributes in populations and employment growth, subsequently to the economic development and regional diversity. Before analysing the spatial data, this analysis continues the analysis of variability and trend in immigrants considering the three consecutive

decades: 1980 – 1990, 1990 – 2000 and 2000 – 2010. Between 1990 and 2000, data shows a sharp decline that caused apparently for immigrants with a significant variability of either Canada’s labour force or external factors in employment despite the overall trends draw an upward relationship with employment and social expenditures. However, it does not necessarily mean that the general social spending has a good rapport with many immigrants.

Long-Term Trends and Variability in Immigration: Federal Case

In exploring the trends and variability in immigration, a comparison of federal records shows that why the changes in influx immigrants are different and how the immigrant yield populated place each year with employment and social expenditure. Figure 2(A) shows the segmentations in long-term trends of Canadian immigrant for each year’s change in inflow immigrant varies due to the admissibility criteria of the federal government and demand from the provinces. As a result, 1990 – 2000 decade demonstrates a significant reduction in immigrants with a more than 6,000 per year although the past decade reflects an increasing trend and the following decade shows a steady state. Figure 2(B) shows an annual change in the proportion of immigrants with the highest drop (-25 percent) and the highest growth (48 percent) respectively in 1983 and 1987 over the decades. Change in each year shows the evaluation as a percent of the previous year’s data as 100-base.

Whether or not, change in the proportion of inflow immigrants transpired, one can stimulate how does this change relate or impact employment and social expenditure which is also an objectively verifiable indicator to assess a relationship between the variables. From this analysis, it is indicative that there has been a remarkable change in either immigration policy or other social variables which had altered the long-term trends that describe an apparent decay in inflow immigrants after the year 1992.

Figure 3 shows the graphical distribution with X-Y plots (A and B) illustrating the variability and relationship of annual inflow immigrant. Two fundamental social determinants, total employment and total security expenditure, follow an inverse relationship between immigrants and jobs, and immigrants and social costs for the decade 1991 – 2000 and non-relationship indicating cluster form for the decade 2001 - 2010. The association between immigrants and social expenditure is insignificant as the first disbursement of public fund allocations in healthcare, childcare, education and training, and seniors’ unemployment or retirement sectors (Statistics Canada, 2006). The immigrants contribute to employment and economic growth and may not influence increasing the social expenditure. Nonetheless, the total employment is rather affected by the employment standards and the pay equity analogous the number of immigrant population.

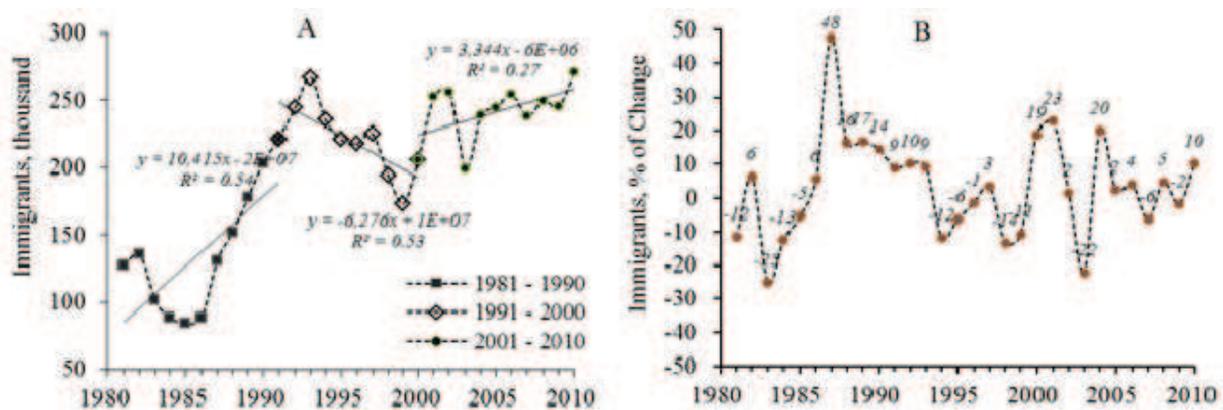


Figure 2. Canadian Inflow Immigrants: A. Segmentation of Long-Term Trends by Decade; and B. Rate of Yearly Change (Data Source: see Figure 3)

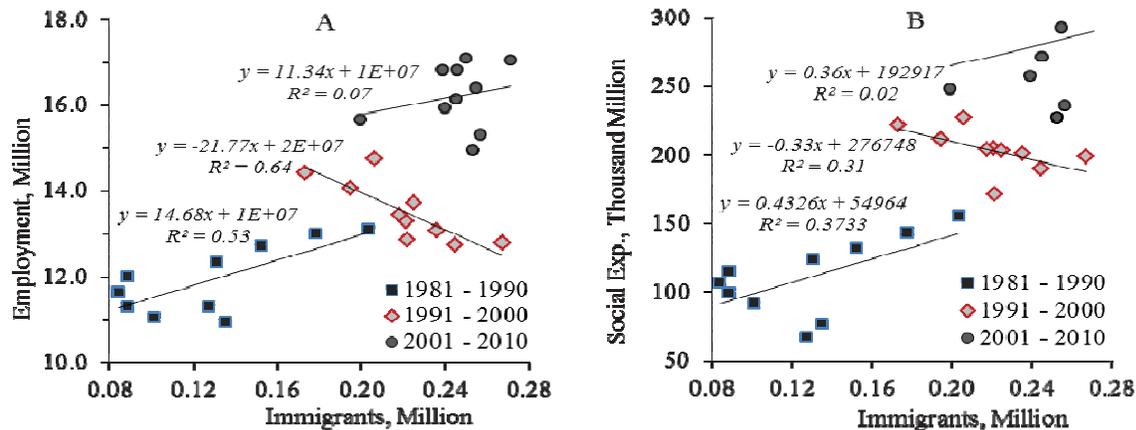


Figure 3. X-Y plots showing the relationships of the immigrants with: A. Employment; and B. Social Expenditure by segmentation in the three decades. Data Sources: Immigration data from Citizenship and Immigration Canada (2011); Labour Force (employment data) from Historical Labour Force, Statistics Canada (1997), Ministry of Industry (1998). Catalogue No. 71-2001XXPB, and Household Summary Division (multiple versions); and Social Expenditures (Exp.) data are from Statistics Canada (2006).

The immigration policy in Canada enhances economic development and regional diversity for the immigrants, the fame of Canadian Social Policy is relevant in the context of demographic structure and diversity development. This analysis finds the virtual association of immigrants with social expenditures in conjunction with employments, other than the unemployment scenario, whether the influx or change in immigrants has a significant impact on employment and social investment in Canada.

In the last three decades, as of 2010, there is a remarkable change that is an annual increase (5,300) in the inflow immigrants in Canada. It shows the R^2 value of 0.64, doubles the number of yearly influx immigrant to 270,512 in 2010, from 127,238 in 1980. Each year, the growing rate of employment is steady at 5 percent over the decades while the employment was 45 percent of total population in 1980. It demonstrates per capita social expenditure with a growth rate of 242 dollars in 2004. Correspondingly, this spending is 2,360 dollars in 1980 and 8,131 dollars in 2004—as mainly in the Health and Long-term Care support sector.

Eventually, it is erudite that the adaptation of the trends in social expenditures for some classified programs of social spending ideology in Canada (Bergeron, 1979) for the total social expenditures is a comparison with Gross Domestic Product (GDP) as based on the Statistics Canada records. It illustrates National Income and Expenditure Accounts for the decade 1972 – 1982 and a separate time series 1959 – 1979 (Guest, 1984, p.136–139). In the case of USA, for example, Feinleib and Warner (2005) spell out that labour force growth rate is dependent upon demographic variables including immigration which is a cumulative factor of population growth to the low-birth rate of a country. Nevertheless, Westhues (2006) pointed that the theoretical concepts and policy dimensions relate the current state of policy initiatives to comply the UN Universal Declaration of Human Rights, e.g., Article 8. In that case, the implementation of a policy framework would involve a careful study in implementing policy development model consistent with management structure and functions to fetch the equitable rights of immigrants in service sectors and accommodation values pertinent to the operational pay equity legislations and the active labour force interventions.

Operational pay Equity Legislations and the Active Labour Force Interventions: Ontario Case

Ontario Pay Equity legislation in its current state and implications targets to imply the pay equity in gender-based wage even though the employment equity is perplexing to many organisations.

The effectiveness of Ontario “pay equity legislation” is attainable considering the measurable indicators and factors associated with the policy implication in wage gaps by employment standards other than the pay equity. This section attempts to establish an assessment of operational pay equity in Ontario with four analytical contents. Illustratively: (i) the policy implication in male-female wage gaps, (ii) the systematic factors and variables in pay equity, (iii) the distributional analysis of male-female wage gaps, and (iv) the impact of political regimes and fiscal capacity in pay equity.

The Policy Implication in Male-Female Wage Gaps

Male-Female Wage policy response (Gunderson, 1989), regarding the overall average male-female wage gap, decomposes two components in procedural means of effectiveness in pay equity. One is the admissible portion attributable to differences in the legacies of wage-generating characteristics assessing the male returns. The other portion is compellable to the wage differences in returns that men and women get for the same legacy of wage-generating characteristics, whereas this component is often indicative of the reflecting wage discrimination. Therefore, the policy response or implication in the male-female wage gap and its mechanisms return varied differences, which appear mostly because of the variance in experimental procedures such as data entity sets, proxy or representative variables, and the notions of analyses applied in the occupational segregation or wage discrimination.

Until 1997, arguments regarding the effectiveness of pay equity is pertinent to the equal pay legislation reveals several factors (Armstrong & Cornish, 1997, p.69). For example, at least two issues are prominent. First, lack of acute punishment mechanisms thus encouraging employers to pay women a lower wage or for the violation of employment standard. Secondly, there is a scope for companies to change the job requirement that helps the employers to avoid or modify the principles associated with pay equity legislation as a matter of confidential employment agreement.

Furthermore, the policy implications or the effectiveness of pay equity also depends on two key procedural issues: the proactive method, and the complaint-based approach. According to the Equal Pay Coalition (Cornish & Faraday, 2009), a proactive pay equity law, such as Ontario’s Pay Equity Act, will force employers to fulfil their pay equity obligations, making it possible for a significant number of female workers to benefit from the legislation. The complaint-based approach notwithstanding well-defined to addressing the forms of discrimination involves direct discrimination by requiring a proactive review to redress systemic discrimination. This practice also contradicts with the compliant mechanism as it recalls for an adequate review ensuring that the compliant-based approach is a right practice to be consistent with human rights legislations while examining the contracts in pay equity (Weiner, 2002). According to the Human Resources and Skills Development Canada (2012) appraised that Employment Equity Act has to be in effect firmly to overcome the discrepancy among the various employment groups in the respective labour sectors. Nonetheless, the policy responses or implications in the pay equity materialise occupational segregation or the underemployment of men’s and women’s work.

In 1999, the pay gap showed a 30 percent difference between men and women. Weiner’s argument reveals that one of the rationales in the wider pay gap is that more men are working to the higher paid industries and females in lower-paying employment sectors. Baron and Cobb-Clark (2010) argue that the gender wage gap in the private and public sectors be more protruding because of occupational segregation, where the wage gap is either relatively smaller in the public sector or does exist because of low productivity in labour market. Therefore, policy implication also relates the growth of capacity of the labour market which is also affected by fiscal capacity.

The effectiveness of pay equity is often laden because of employment type and occupational segregation in both the employment sectors. The employment type varies including temporary, permanent, or non-unionized and unionised; and the professional category denotes the level of employments such as clerical, management, senior management, or the health professional. Cool (2010) explored the average hourly wage ratio of men and women aged between 25 and 54 in unionised and non-unionized employments were respectively 0.937 and 0.794. It revealed that management occupations

have an average wage ratio of males and females at 0.80 while the payment equity shows strong effectiveness in health sector occupation (0.98), and sports, recreations and cultures (0.99) according to 2008s estimates (Cool, 2010, p.3). However, to recognise the pay equity effectiveness over time, the following section identifies the wage factors and variables considering the extent for average hourly wages of full-time and full-year employees in all-aged groups 15 years and above.

The Analytical Factors and Variables in Pay Equity

In 1987, when the pay equity legislation enacted, the pay equity average earnings ratio of men and women had stood at 1: 0.65 in 1987 (Tam, 2009). Nevertheless, the reduction in pay gaps over time is what we can see from the most recent data of pay equity in Ontario. One example noted by Peng & Singh (2010) is that as of 2008, the pay gap holds at 29 percent despite the fact that the Ontario Government enacted the Pay Equity Act in 1988. Cornish and Faraday (2008) also discuss that the earning gap between men and women apparently appears from occupational issues associated with pay equity. Research on this theme thus identifies the analytical variables to assess the effectiveness of pay equity in Ontario over time. Analysis of data involves the monthly records of hourly wages based on full-year and full-employments, from January 1997 to November 2012, those are available in the CANSIM Database – Table 282-0073 and Table 282-0069, Statistics Canada (accessed: 2012/12/22). Results presented in this paper arrange Excel worksheets for computation and distribution analysis. Therefore, the derivatives across the employment sectors are:

- Total *employees* and proportion of *female employees*;
- *Average hourly wage* by employment type and occupational category; here employment type denotes *permanent*, *temporary*, *unionised*, and *non-unionized* hourly wages, and occupational category including only *clerical*, *management*, *senior management*, and *health professional* occupations; and
- *Wage ratios* and *wage gaps* – as computed from male and female hourly wages (indicated above). These variables in the respective data sets involve two algorithms: (a) wage ratio = female's wage / male's wage, and (b) wage gap = ((male's wage – female's wage) / female's wage) * 100 (percent).

The Distributional Analysis of Male-Female Wage Gaps

Factors that complicate the wage gaps are employment type and functional category although pay discrimination appears as a result of labour productivity or individual organisation policy, which disregard the employment standards especially in the private sectors or the transitory, short-term or part-time employments. Learning from the reviews notices that the distribution analysis is necessary to estimate the sector-based wage gaps in employments. The distributional analysis applied in this examination uses the publicly published data as sourced from Statistics Canada to assess the association of male and female wages hence refers only the parametric distributions. The analyses present the relationship between the designated variables. The degree of relationships between the variables whether a linear or non-linear relationship is measurable from R^2 values of relative analyses shown in the figures.

Figure 4 describes the distribution of active involvement in the labour market for men and women since 1997. In contrast, the proportion of female employees surpasses male employees in 2008 and continues at 50.3 percent in 2011 as exhibited in Table 1. The recent trend in employment shows that Ontario, like British Columbia, has increased the number of women workers in comparison to men workers. In contrast, Quebec and the federal employments depicts that the men worker are higher than the women. Congruently, average wage ratio in Ontario is 0.88 in 2011 which is 7.32% higher than 1997's wage ratio (0.82) as found from a relative distribution of men and women wages.

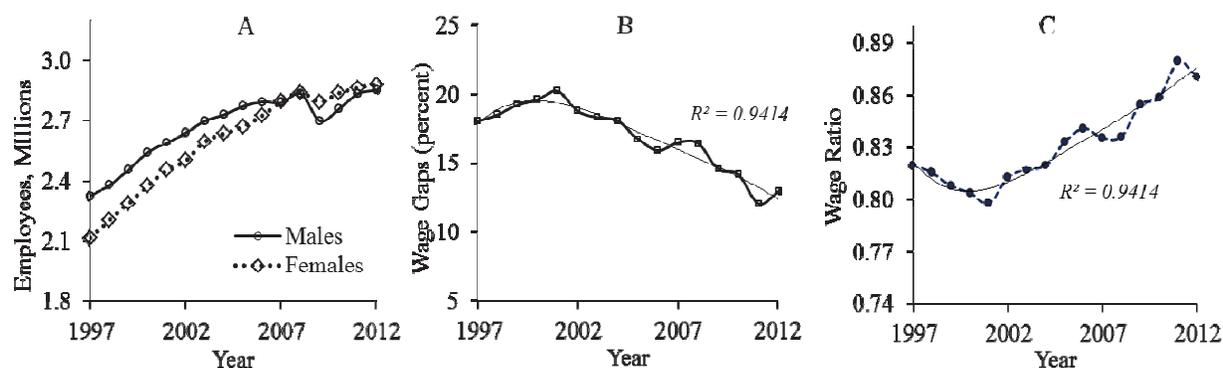


Figure 4. Distribution of: A. Employees, B. Wage gaps and C. Wage ratio in Ontario since 1997 (Data source is *CANSIM Database - Table 282-0073, Statistics Canada; Accessed: 2012/12/22*).

Table 1. Advancement of female employees in Ontario labour market, 1997 – 2011

Comparative Geographic Region	1997		2004		2011		Female employees increased (based on 1997), percent	
	Total employees (thousands)	Female workers (%)	Total employees (thousands)	Female workers (%)	Total employees (thousands)	Female workers (%)	2004	2011
Canada (federal)	11,365	47.6	13,452	49.1	14,636	49.7	18.4	28.8
Ontario	4,439	47.6	5,366	49.1	5,695	50.3	20.9	28.3
Quebec	2,691	47.0	3,182	48.7	3,409	49.5	18.2	26.6
British Columbia	1,502	48.1	1,646	49.8	1,853	50.3	9.5	23.4

Note: Data Analysis is based on *CANSIM Table 282-0069, Statistics Canada (Accessed: 2012/12/22)*. Total employees indicate for male and female employees aged 15 years and above and is based on full-year records.

The relative distribution of wage gaps in Ontario is gradually being lessened over time and stippled with the other provinces. For example, the federal and British Columbia data shows less progress slightly although the Quebec data reflects a more or less wage ratio that is identical with Ontario as seen in Table 2. It shows historical data based on employment type where the pay gaps are still wider although many female workers in the permanent and public sectors have had the benefit from Ontario's progressive pay equity legislation.

Figure 5 demonstrates a relative distribution of male - female wages encompassing permanent, temporary, unionised or non-unionised employees; where the pay gap is relatively high in the non-unionised or temporary employments as the distribution of data shows strong association in unionised and permanent position regardless of private or public sector. Similarly, Figure 6 describes the discrepancies appeared in the wage distribution in different occupational categories such as clerical, management, senior management, and health profession occupations. The clerical and management levels employment indicate a strong association between men and women wages showing a lower dispersion relatively.

In fact, the distribution of male and female wages is wider. The historical data indicated that there was an incredible shape of wage ratio of male and female employees especially in the health profession and in senior management in 2011 (Table 3) where the salary gaps were respectively 0.99 and 0.90. These deficiencies appear because of the occupational segregation as these two positions retain senior and professional levels of employees. Remarkably, a recent scenario in pay equity shows higher wages of women employees in the health sector as occupational segregation—that overrides men's and women's wages, for instance, for the years 2010 and 2012.

Table 2. Trends of effective male-female wages in Ontario pay equity, 1997 – 2011

Comparative Geographic Region	1997			Change / Increase in 2004 (based on 1997), percent			Change / Increase in 2011 (based on 1997), percent		
	Average hourly wage	Wage ratio	Wage gaps, %	Avg. hourly wage	Female wage ratio	Female wage gaps	Avg. hourly wage	Female wage ratio	Female wage gaps
Canada (federal)	15.59	0.82	22.67	18.67	1.22	2.49	47.47	4.88	6.84
Ontario	16.34	0.82	21.98	18.85	0.00	-0.07	45.23	7.32	8.30
Quebec	15.31	0.84	18.76	17.50	2.38	2.47	40.30	4.76	5.27
British Columbia	16.91	0.80	24.47	12.36	6.25	6.78	37.02	5.00	5.14

Note: Data analysis indicates customized information based on *CANSIM Table 282-0069, Statistics Canada (Accessed: 2012/12/22)*. Hourly average wage indicates for male and female employees aged 15 years and above and is based on 12 months records.

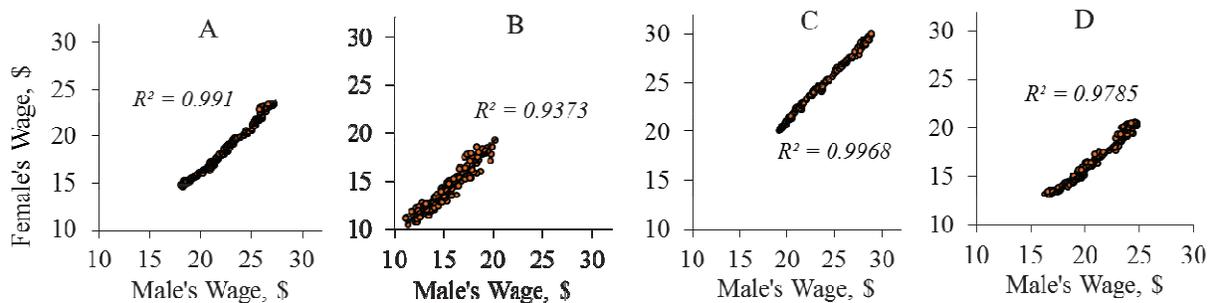


Figure 5. Distribution of average hourly wages of male and female, all-aged group and full-year employees by employment types: A. Permanent, B. Temporary, C. Unionised, and D. Non-unionised. It shows that unionised and temporary employees have effective pays while non-unionised employment shows discrimination or gaps in wages (Table 3).

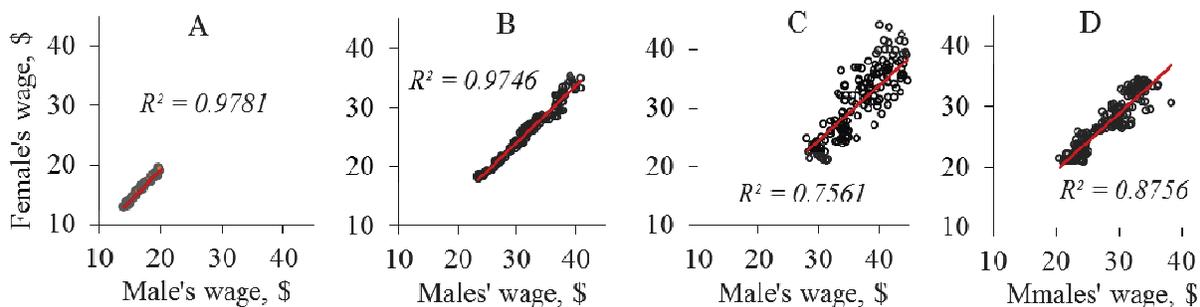


Figure 6. Distribution of average hourly wages of male and female, all-aged group and full-year employees by occupational category: A. Clerical, B. Management, C. Senior Management, and D. Health Professional occupations. It describes that the dispersion is relatively higher in senior management and health professional occupations (Table 4)

Table 3. Average hourly wage ratio and gaps (female to male) by employment type in Ontario (1997-2012)

Year	Average Wage		Management		Sr. Management		Clerical		Health Profession	
	Ratio	Gap (%)	Ratio	Gap (%)	Ratio	Gap (%)	Ratio	Gap (%)	Ratio	Gap (%)
1997	0.82	22.67	0.77	29.25	0.78	28.63	0.91	10.11	0.91	10.20
1998	0.81	22.89	0.76	31.36	0.74	34.59	0.89	11.87	0.97	2.70
1999	0.81	23.35	0.76	30.81	0.78	27.40	0.93	7.29	0.96	4.29
2000	0.81	24.12	0.78	28.93	0.75	32.82	0.93	7.13	0.96	4.62
2001	0.81	23.67	0.78	27.66	0.79	26.74	0.93	7.63	0.98	1.55
2002	0.82	22.39	0.79	26.00	0.91	9.63	0.94	6.15	1.02	-2.17
2003	0.82	21.47	0.79	25.80	0.78	27.74	0.94	6.87	0.97	2.64
2004	0.83	20.18	0.82	21.73	0.84	18.83	0.95	4.91	0.89	12.57
2005	0.84	19.48	0.82	22.05	0.91	10.22	0.95	5.74	0.93	8.00
2006	0.84	19.48	0.83	20.49	0.94	6.87	0.95	5.36	0.98	2.25
2007	0.84	19.28	0.81	22.86	0.83	20.19	0.95	4.87	0.95	5.24
2008	0.84	19.44	0.79	26.03	0.87	14.64	0.94	6.35	0.96	4.37
2009	0.85	18.00	0.82	22.61	0.82	21.73	0.94	6.36	0.99	0.95
2010	0.85	17.33	0.84	19.04	0.85	17.56	0.96	4.48	1.01	-0.69
2011	0.86	15.83	0.86	15.83	0.94	5.83	0.95	5.12	0.99	0.90
2012	0.86	16.31	0.85	17.11	0.86	16.91	0.97	3.40	1.01	-0.56

Data source: *CANSIM Database - Table 282-0069, Statistics Canada (accessed: 2012/12/22)***Table 4.** Average hourly wage ratio and gaps (female to male) by occupational category in Ontario (1997-2012)

Year	Avg Wage		Permanent		Temporary		Unionised		Non-Unionised	
	Ratio	Gaps (%)	Ratio	Gaps (%)						
1997	0.82	21.98	0.81	23.02	0.93	7.67	0.90	10.84	0.79	26.00
1998	0.82	22.67	0.81	23.65	0.94	6.20	0.90	11.56	0.79	26.51
1999	0.81	23.79	0.81	24.21	0.90	11.35	0.90	11.70	0.78	28.87
2000	0.80	24.41	0.80	24.87	0.91	9.63	0.90	11.19	0.77	30.37
2001	0.80	25.36	0.80	25.77	0.88	13.46	0.88	13.24	0.77	30.21
2002	0.81	23.07	0.81	23.44	0.89	12.08	0.91	10.32	0.77	29.33
2003	0.82	22.38	0.81	23.18	0.91	10.34	0.89	12.42	0.79	26.69
2004	0.82	22.05	0.82	22.59	0.91	10.19	0.90	11.02	0.79	27.25
2005	0.83	20.08	0.83	20.91	0.94	6.25	0.92	8.91	0.80	25.62
2006	0.84	18.91	0.84	19.51	0.92	8.68	0.92	8.46	0.81	24.03
2007	0.84	19.72	0.83	20.52	0.91	10.10	0.92	8.32	0.79	25.91
2008	0.84	19.62	0.83	20.30	0.90	11.39	0.93	7.06	0.79	26.06
2009	0.85	17.01	0.85	18.31	0.97	2.99	0.94	6.61	0.81	23.02
2010	0.86	16.48	0.85	17.22	0.92	8.71	0.94	6.87	0.82	22.16
2011	0.88	13.68	0.87	14.34	0.95	5.30	0.95	5.27	0.84	18.95
2012	0.87	14.89	0.87	15.60	0.95	5.79	0.95	5.74	0.83	20.30

Data source: *CANSIM Database - Table 282-0073, Statistics Canada (accessed: 2012/12/22)*

The Impacts of Political Regimes and Fiscal Capacity in Pay Equity

To appraising the operational pay equity over the Ontario political regimes from 1997 to 2011, this section analyses the wage ratio and the wage gaps in two segments: the Ontario Liberal period (2004 – 2011), and the Progressive Conservative period (1997 – 2003). Data analysed here includes a full year employment and all age group 15 years and above based on Statistics Canada (2012) records. Figure 7 describes the distribution pattern of the proportion of male and female employees over total employees—which apparently indicate increasing of the female employees and a decreasing pattern of the male employees.

Therefore, the analyses, presented above, show that the wage ratio and wage gaps are significantly improved in 2011 as compared with 1997 and 2004 regardless of the proportion of female employees to total employees and the male employees as evidence from the statistical records. Figure 8 shows correlations among the relevant variables for Ontario and federal scenarios. The Ontario Liberal political regime from 2004 to 2012, begun with an average hourly wage ratio of female to male at 0.82 in 2004 while the ratio reached 0.88 in 2011. On the other hand, the pay ratio remains same (0.82) between 1997 and 2004. The employment type (Table 3) and occupational category (Table 4) respectively describe a relative distribution of trends in average hourly wage ratio of male and female, which is 1 to 0.86 ~ 0.88. The wage ratio slightly varies due to the estimation of data by employment type (e.g., temporary or permanent) and occupational category (e.g., management or clerical). One of the main limitations to implementing the provincial pay equity is an annual budget that is affected by the political regime in fiscal capacity.

Gunderson and Lanoie (2002) argued that an effective implementation of pay equity be affected by budget changes. Besides, the proportion of female employees as a share of the male and total employees shows a different scenario in Ontario as compared with federal data. Table 5 lists the correlations among the variables that indicate a probable discrimination in employment sectors which in turn disregard the appropriate proportion of male and female employment that subsequently impact the pay equity delivery.

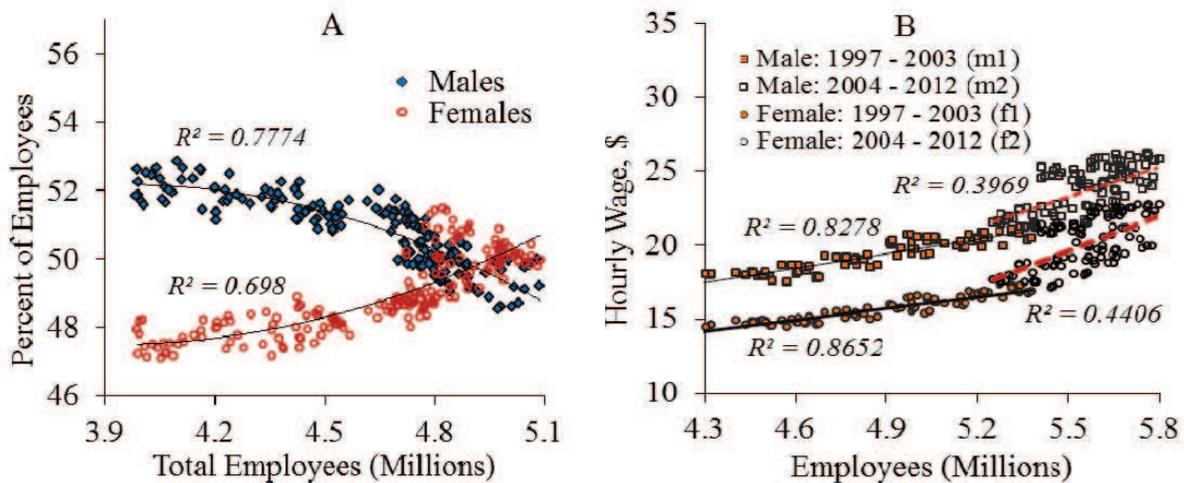


Figure 7. Distribution of male’s and female’s wage versus the number of employees in all age group, 15 years and above: A. from 1997 to 2012, and B. 1997 – 2003 and 2004 – 2012. Here, for 1997 - 2012 period, R-square values indicate best fits of association that appear non-linear (2-degree polynomial) relationship between the variables: the proportion of male employees and the total employees, and proportion of female employees and the total employees for all data. In segmentation, 1997 - 2003 and 2004 - 2012, the association of variables indicate strong linear association only in the 1997 - 2003 periods (Data Source: CANSIM Database - Table 282-0073, Statistics Canada; Accessed: 2012/12/22)

As a result, pay equity in term of employment standards has to be operative especially because of the pay insights being prevalent in private versus public sector, the temporary and permanent employments, or the non-unionized and the unionised employments factors. As explained earlier (Figure 6), insight in pay equity is returned by employment type and the job category. Analyses of Statistics Canada historical data (1987 – 2011) show the challenges in policy responses. Provinces are not equally capable of implementing the pay equity because of different political regimes and their fiscal capacity inherent to the labour market. The higher the employment rates can achieve equal wage rates between the male and female employments. In another facet, it comprehends a result that shows an apparent inequity in employment and wage in Ontario for the year 2004 – 2012 if there would be at least a relative

proportionate between the female employees and the male employees in comparison to 1997 – 2003 regimes (Figure 3.4). The period 2004 – 2012 shows uneven distribution between hourly wages and the number of employees.

Nevertheless, Canada's pay ratio has moderately improved the situation over the United States. The annual average earnings ratio in the USA is 0.77 in 2011 (The American Association of University Women, 2012) while this ratio in Ontario is 0.86 ~ 0.88 which corresponds to the Canada federal average wage ratio of 0.87, however, varies because of employment type and occupational category. Moreover, the operational pay equity needs independent enforcement mechanism to identify the institutional pitfalls in labour population and the active labour force interventions where employment is subject to the organisational or corporate policy that disregards the practical implications of 'pay equity legislation' relevant to 'employment standard act'. For example, private, temporary or non-unionised work should firmly be adhered by the Pay Equity Commission to eliminate discriminations in wages those chiefly appear because of non-unionised, temporary or private sector employments. Demoralisation of the employment standards categorically increases massive underemployment, disguised underemployment, hidden unemployment, and the impaired labour population—what we can see from the employment scenarios in the labour industries and the service sectors in a regional context.

Table 5. Correlations between a female's wage and other variables: 1997 – 2003 and 2004 - 2012

	Year	Total Employees	Male Employees	Female Employees	Avg. Hourly Wage	Male Wage	Female Wage
<u>1997 - 2003:</u>							
Year	1.00						
Total Employees	0.94	1.00					
Male Employees	0.89	0.99	1.00				
Female Employees	0.97	0.99	0.95	1.00			
Avg. Hourly Wage	0.98	0.93	0.87	0.96	1.00		
Male Wage	0.97	0.91	0.84	0.95	0.99	1.00	
Female Wage	0.97	0.93	0.88	0.95	0.99	0.97	1.00
<u>2004 - 2012:</u>							
Year	1.00						
Total Employees	0.68	1.00					
Male Employees	0.26	0.85	1.00				
Female Employees	0.88	0.87	0.48	1.00			
Avg. Hourly Wage	0.99	0.66	0.23	0.88	1.00		
Male Wage	0.98	0.63	0.18	0.88	0.99	1.00	
Female Wage	0.99	0.66	0.25	0.88	1.00	0.98	1.00

Data Source: *CANSIM Database - Table 282-0069, Statistics Canada, Accessed: 2012/12/22*

Regional Demographic Dispersions of Immigrants towards the Social Cohesion: Typical Instance

The previous analyses on immigration, employments and the operational pay equity show that there is a significant connotation between the inflow immigrants and total employment that indicates a high correlation. The relationship of total immigrants with a gross social spending does not imply any great

estimation for the same reason. This section provides a typical instance for Simcoe County in the province of Ontario as the distribution of employment over total population by dissemination areas and municipal agencies, and the demographic dispersion of immigrants: short (temporal) or long (spatial).

Employment over Total Population by Dissemination Area and the Municipal Agencies

Figure 8 demonstrates the result of regression analysis for the Canadian immigrants (IMM) and the non-immigrants (NIM) population of Simcoe County with four dissections. Association between immigrant and employment is somewhat higher than the relationship between non-immigrants and the consistent jobs in the Dissemination Areas, while the aggregate values represent the larger number of immigrants than non-immigrants seem usual in the region. The Dissemination Area statistics in the expanse of immigrants (foreign-born) and non-immigrant (Canadian-born), the solid-diamond' dots are higher than the circle dots, suggests that immigrants are in advance mostly in employment than the non-immigrants. It also shows that the association of the immigrant population depicts decidedly distinct both at average and a maximum number of data values, while the total number of those employed is not a separate distribution of immigrant and non-immigrant. Detailed illustration of this variability in the immigrant and non-immigrant population indicates a relative association with employment regardless of the categorical distribution of labour force population by an individual municipal unit.

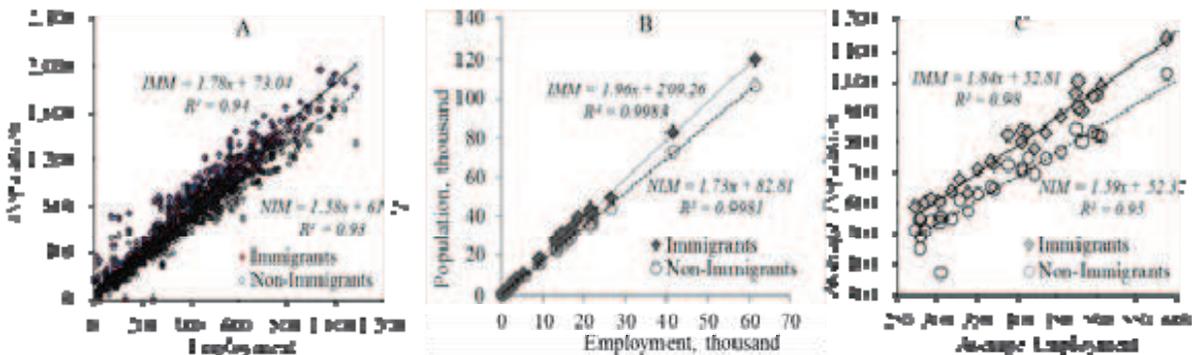


Figure 8. Distribution of Immigrant and non-Immigrant in Employment in Simcoe County at a different level of population dispersion by: A. Dissemination Area; B. Municipal Area C. Average Numbers (Source: Data computed in Spatial Statistical Methods using the Simcoe County Geo-dataset, 2011.

Demographic Dispersion of Immigrants: Short (Temporal) or Long (Spatial)?

According to Reitz (2002), approximately 6.2 million people (19.8 percent of total population) living in Canada had been foreign-born (immigrants) arguing in comparison with non-immigrants is that earnings of recent immigrants are less while this gap is wider than that of the past quarter century. Marr and McCready (1989) defines immigrant as net-immigrant (immigration minus emigration) that affects some factors in economic conditions such as gross domestic product and the unemployment rate, estimating that year 1961-62 shows a contrary position despite 1976-1981 demonstrates a thirty-one percent growth in population. The economic situation of recent immigrants is a disparity in contrast with the earlier immigrants arrived in Canada before 1991. Thus this analysis demonstrates a location-specific case analysis considering the Simcoe County which cites the inflow immigrants, those who have settled: (a) before 1961, (b) between 1961 and 1990, and (c) between 1991 and 2001 as demonstrated in Table 6.

The surveillance is that the intensity and variety remain in the unequal time-interval showing variation in the immensity of the immigrants that noticeably is condensed over the passage of time. It tends that there is a slight change in shifting or decreasing chain of inflow immigrants after a particular

time interval. Thus, the continuing dispersion ends at a stage where a region or location is not capable of incorporating further population due to the contrast between the economic viability and the social segmentation. A robust association of immigrants relates settlement type to facilitate the employment and sensible living conditions.

This situation is presentable about the immigrants that centre the other indispensable social variables other than social expenditure. Notably, the relevance of this variable has a little or no association with immigrants. Statistics on Simcoe County indicate the elasticity of immigrant with employment and non-immigrants, heedlessly to the size of the area, appears mostly in the urban core followed by the countryside and small towns as exhibited in Table 1. The new immigrants settle in the urban core, small towns, and the optimal rural areas where freedom of trade is undoubtedly high. Interestingly, the number of the immigrant population remained greater than the number of non-immigrant (Canadian-born) population in the workplace and the main settlement areas.

Table 6. Number of Immigrants who settled in Different Periods in Simcoe County by Settlement Type

Settlement Type	Total Immigrants, 2001	Immigrants Arrived					Total	Percent
		Before 1961	Between 1961 and 1990	1991	Between 1991 and 2001	2001		
Rural Areas	109,485	5,260	5,575		1,110		11,945	27.5
Small Towns	67,610	2,985	3,355		815		7,155	16.5
Urban Core	192,790	7,585	12,940		3,800		24,325	56.0
Grand Total	369,885	15,830	21,870		5,725		43,425	100.0

Source: Data computed in Spatial Statistical Methods using the Simcoe County Geo-dataset, 2011.

Ostensibly, the housing and settlement type indicates characterization of the population by ethnicity, employment and dwelling standards. In the demographic context, alignment of immigrants falls within the settlement category that has higher employments, even though the immigrants do not proportionately gain the residential status of high dwelling values and high household income. Eventually, the longevity of the new immigrants towards employment and citizenship is a contrast with ethnicity, race and culture. In the long run, proper settlement condition regarding the employment and a high dwelling value has become a challenging dream whether or not the immigrants arrive in the economic or refugee category. Mata (1999) clarified the demographic impacts confronting the immigration towards employment and citizenship which may not be equally applicable to the social equity and economic ground in the present context. Nonetheless, the federal government's recent policy primarily focuses on economic viability, for which a turndown employment, to overcome the tendency of federal-provincial economic deficits in the annual cost budgetary allocation.

Demographic distribution of immigrants to the social cohesion is rather spatially exposed. Weighing the spatial statistical methods especially in determining the social cohesion in a diverse demographic condition, "K-means clustering" methods in geodemographic analysis (Baily & Gatrell, 1995; Debenham, 2002; O'Sullivan & Unwin, 2010) of regional spatial data is useful. The analysis reveals that highly populated areas, settlement types, and dwelling values chiefly normalise both the magnitude and the diversity of Canadian immigrants and delineate the patterns in the regional population that ultimately regulate the employments and social expenditures.

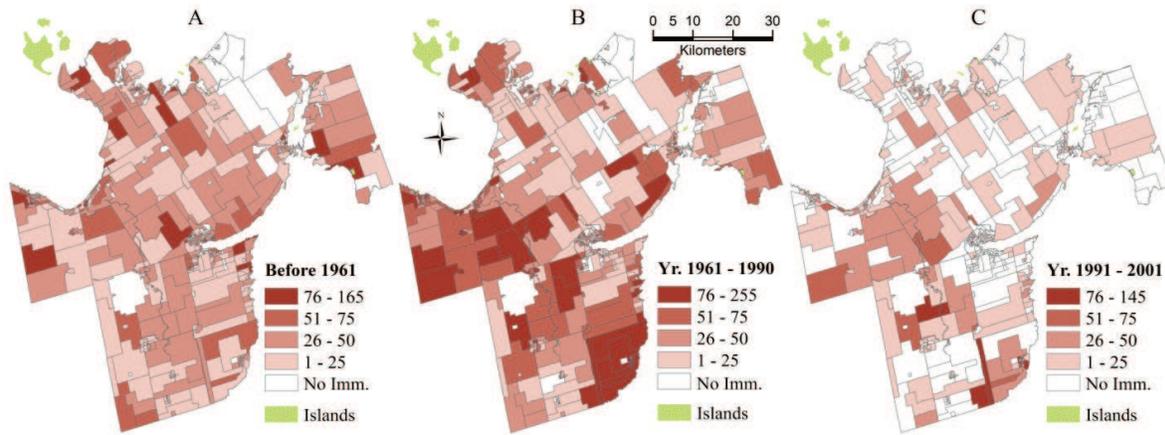


Figure 9. Simcoe County Dissemination Area is showing the Dispersion of Immigrants arrived: A. Before 1961; B. Between 1961 and 1990; and C. Between 1991 and 2001 (Source: see Table 7 and Figure 10).

Table 7. Distribution of Immigrants arrived demonstrated by Dissemination Area (Figure 9): A. Before 1961; B. Between 1961 and 1990; and C. Between 1991 and 2001

Population Class, Range	Before 1961		Between 1961 and 1991		Between 1991 and 2001	
	Number	Percentage	Number	Percentage	Number	Percentage
76 – 255	6,705	20.5	16,300	37.3	1,230	11.3
51 – 75	6,675	20.4	12,485	28.6	1,825	16.7
26 – 50	13,355	40.8	10,605	24.3	3,120	28.5
1 – 25	5,985	18.3	4,295	9.8	4,755	43.5
Total	32,720	100.0	43,685	100.0	10,930	100.0

Source: Data computed in Spatial Statistical Methods using the Simcoe County Geo-dataset, 2011.

Geodemographic clustering of Simcoe County (Figure 10) reveals that the living standards of people are directly attendant with social determinants, especially those is challenging to the situation of immigrants with other factors prevailing with a great deal of spatial association. Dispersion and long-term or short-term trends demonstrate that immigrants exist in the highly populated areas with changing characteristics of the following variables:

- *High-school-aged and youth population*
- *Shelter-costs exceed 30 percent of households income*
- *Working-age population between 25 and 64 years old*
- *Higher employment areas, highly unemployed population area*
- *Relatively non-agricultural land areas*
- *Average dwelling values is relatively less*
- *Visible minority populated areas*
- *High household income areas*

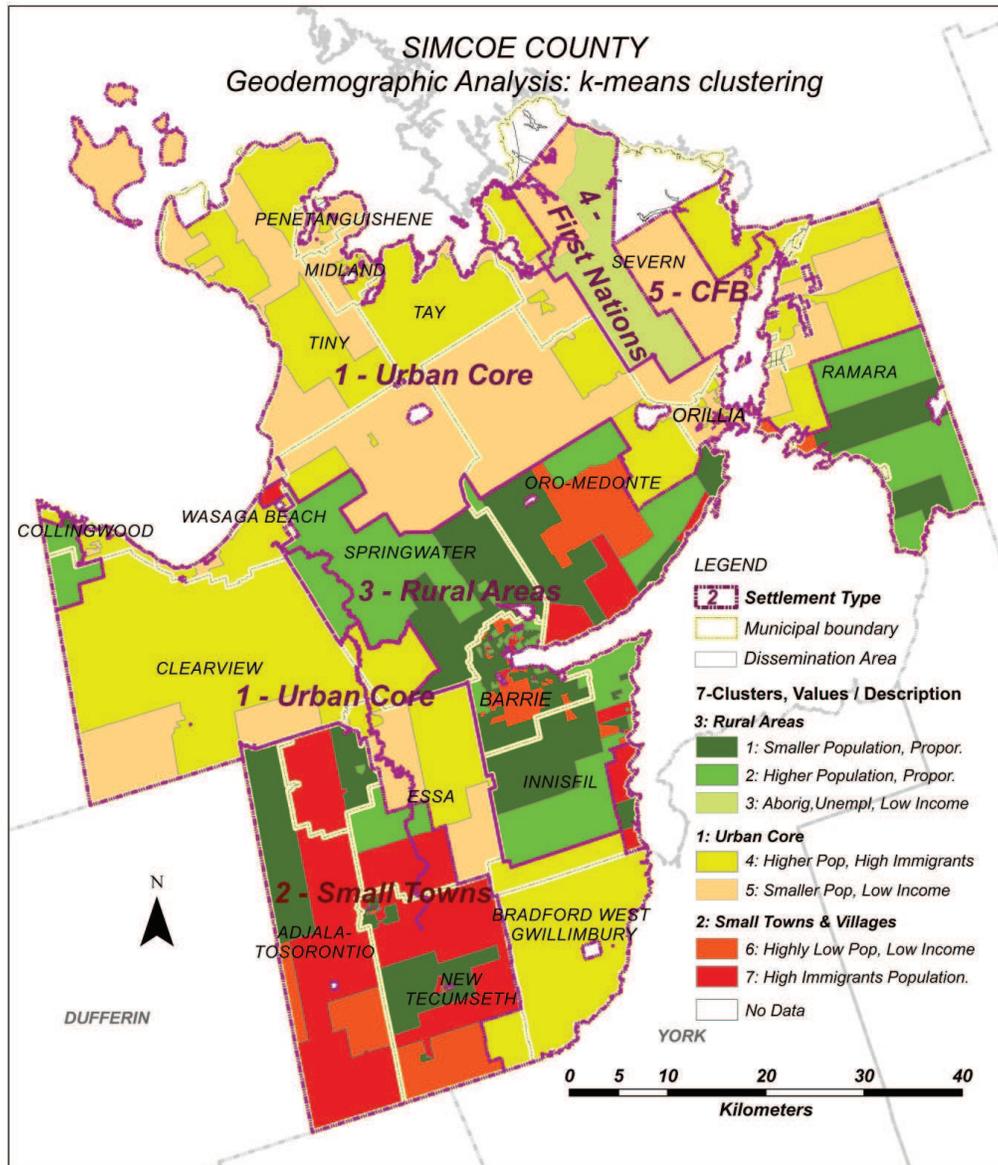


Figure 10. GIS Map presents a typical result of *Geodemographic Analysis*. It illustrates the Dissemination Areas with *k-means clustering* with 7-Cluster result shown in different colour shaded-area. The immigrants are relatively discrete in the higher populated areas where shelter-costs exceeds 30 percent of households’ income and are lower than the average dwelling values, concentrated by Dissemination Area unit, quantitatively described in Table 8, of Simcoe County. Simcoe County is topographically a complex region that comprises geography of diverse characteristics, lands and islands, and various settlement types across the region covering 18 municipalities and 483 recognised censuses Disseminated Areas. Data analyses denote 44 standardised z-Score variables, used for Geodemographic segmentation influenced by the spatial indicators, are categorically adopted for analytical purpose summarised in Table 8. *Note:* (a) data represents a hypothetical exercise on “Geodemographic Analysis of Simcoe County”, *Spatial Statistical Methods*, Continuing Education, Ryerson University, 2011; and (b) data analyses accomplished the Simcoe County Geodata that is linked with the geo-relational database to the *Dissemination Area and Demographic Statistics*, 2001.

Table 8. Population of Simcoe County by Immigrant Status, Shelter Cost, and Average Dwelling Values, and summarised by settlement types

Settlement Type	Number of Dissemination Area	Immigrant Population		Shelter Cost Exceeds 30 Percent of Household Income		Average Dwelling Values in dollars	Non-Immigrant Population
		Total	Percent	Total	Percent		
Rural Areas	192	119,055	32.2	7,220	24.0	578,477	105,285
Small Towns	51	58,040	15.7	4,915	16.4	149,371	52,550
Urban Core	238	192,790	52.1	17,915	59.6	312,473	167,930
Grand Total	483	369,885		30,050		346,774	325,765

Note: Data shows Summary of Overlay Analysis of Simcoe County Dissemination Area and Municipal Boundary (Single-Tier and Lower-Tier) Geo-data sets; ESRI ArcGIS was used to analyse the spatial data. Source: Data computed in Spatial Statistical Methods using the Simcoe County Geo-dataset, 2011 (see Figure 10).

Conclusions

Global or massive transnational corporations cause damage in humanities and social sciences apparently because of increasing growth of production. The realisation is that political-economic presumptions should have coexisted in business diversity at the context of globalisation implying the economic rationalists in social aspects although there is a general convulsion in equal accessibility in the present labour market intensity in Canada that is reasonably recognisable to immigration, employment and social expenditures.

Demoralisation of the employment standards categorically increases underemployment, disguised underemployment, hidden unemployment, and the impaired labour population—what we can see from the employment scenarios in the labour industries and the service sectors in a regional context. The operational pay equity needs independent enforcement mechanism to identify the institutional pitfalls in labour population and the active labour force interventions where employment is subject to the individual organisation or a corporate policy that disregards the practical implications of the ‘pay equity legislation’ and the ‘employment standard act’.

In Canadian public policy, as the grounded knowledge, dimensions and approaches suggest a precarious determination of the response variables, in characteristics, while the underlying concept of the policy patterns provides the general demeanours in immigration from the federal-provincial agreement, mostly in the arrangement of joint economic relationship. The institutional approach to immigration apparently depicts the co-existence of the selective policy issues on economic and social distributive factors where employment capacity and social expenditure are mostly uneven. Immigration and employment transplants demographic development in social policy variables through population growth to labour forces to the Gross Domestic Products towards Canada’s economy in the diverse geographic society.

Major discussion on immigrant population, employment, and social expenditure centres the aggregate but fundamental questions how the immigrants are stable within the span of complexity in public involvement and other social cohesions? Social spending would need a detailed examination to determine the trends in employment and dwelling values of the population -- categorically the citizens materialised from the permanent resident or the landed immigrant’s population. That is the proportion of total population by characterising the efforts of future generations-- especially on the regional diversity and the economic growth of Canada.

Demographic dispersions combined with the housing and settlement type indicates characterization of the population by ethnicity, employment and dwelling standards. Alignment of immigrants falls within the settlement category that has a higher frequency of employments, even though the immigrants do not proportionately gain the residential status of high dwelling values and high household income. Proper settlement condition regarding the employment and a great housing value has become a challenging dream whether or not the immigrants arrive in the economic, business or the refugee category.

Finally, this research depicts exploratory results on the redistributive policy patterns' in immigrants, employment and social expenditures-- which would apparently justify the findings at least two scenarios. One is the downward change of yearly inflow immigrants for the 1990 – 2000 decade. The other is a non-Linear relationship between the inflow immigrants and the corresponding social expenditure as the changing pattern of immigrants in employment diversity in the redistributive policy pattern shows cluster form in the decade 2000 - 2010. Thus, this paper also suggests a detailed examination of social expenditure by use sector for measuring the appropriate policy options—given the social development components including women, minority, and Aboriginal and by ethnicity and settlement patterns. Moreover, finding from this research provides a changing pattern of Canadian public policy that governs public management in the development and service sectors- as the case of immigration, employment and social expenditure that reveal regulatory measures by the government.

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