

Immigrants & Non-Permanent Residents



Demographic Profile of Tourism Sector Employees

Tourism **HR**
Canada

2011*

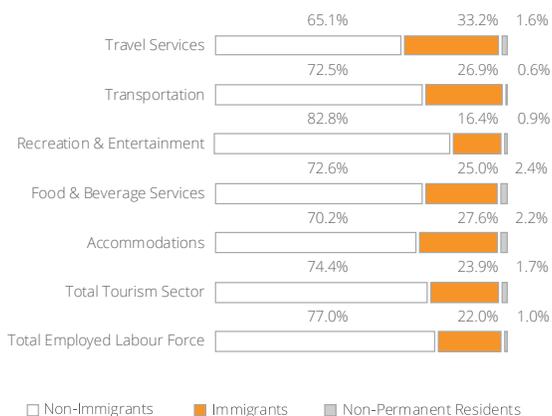
In 2011, Canada's tourism sector had an employed labour force of 1,651,440 workers. This represented 10% of Canada's employed workers, making tourism the third largest sector in terms of total employment share, ahead of manufacturing (9.2%), educational services (7.5%) and public administration (7.3%).¹ The following demographic profile presents tourism sector data from the 2011 National Household Survey, and represents only a sample of the available data. For more information, contact Tourism HR Canada at research@tourismhr.ca.

Newcomers to Canada

The National Household Survey showed that in 2011, 3.6 million immigrants were employed in Canada with over 430,000 having arrived in the five years prior to 2011.

Almost a quarter of tourism workers (23.9%) were immigrants to Canada, slightly higher than the proportion of immigrants in the workforce (22.0%), and in the total population (20.6%)². A further 1.7% of tourism workers are non-permanent residents. (See Figure 1). Non-permanent residents include any person from another country with a work or study permit, or who is a refugee claimant, and any foreign-born family member living in Canada with them

Figure 1: Immigrants/Non-Permanent Residents as a Percentage of the Labour Force – By Industry Group



Tourism as a whole relies heavily on immigrants, particularly in the travel services and accommodation industries, which had the highest proportion of immigrant workers.

Accommodation and food and beverage services relied on non-permanent residents to a greater degree than the general Canadian labour force. Those industries had the highest proportion of non-permanent residents at 2.2% and 2.4% of their workforces respectively. (See Figure 1).

Occupations Employing Immigrants and Non-Permanent Residents

In terms of total numbers, the occupation employing the most immigrants and non-permanent residents was Food counter attendants and kitchen helpers (See Table 1).

Table 1: Immigrant and Non-Permanent Residents – Top Five Tourism Occupations (Total Number)

Occupations – Immigrants	Employees (n)	Occupations – Non-Permanent Residents	Employees (n)
Food counter attendants, kitchen helpers, related support occupations	52,745	Food counter attendants, kitchen helpers, related support occupations	6,605
Cooks	40,360	Cooks	4,370
Restaurant and food service managers	33,770	Food and beverage servers	2,505
Food and beverage servers	29,620	Restaurant and food service managers	1,770
Taxi and limousine drivers and chauffeurs	23,055	Food service supervisors	1,525

However, overall numbers do not tell the whole story. A better indicator of reliance on a particular demographic group is the size of that demographic as a percentage of an occupation's labour force. In those terms, taxi and limousine drivers (61.2%), chefs (45.1%) and light duty cleaners (38.8%) were most reliant on immigrants for labour. The occupations most reliant on non-permanent residents were food service supervisors (5.3%), light duty cleaners (3.1%), and cooks (3.0%).

1 Statistics Canada, 2011 National Household Survey, Portrait of Canada's Labour Force.
2 Statistics Canada, *Immigration and Ethnocultural Diversity in Canada*, National Household Survey, Analytical products 2011

* Customized Tabulations: National Household Survey, 2011.

Immigrants and Non-Permanent Residents by Age Group

Since immigrants tend to be in their prime working years (25–54) when they arrive in Canada, the immigrant workforce tends to be older than the general workforce, and this is true of those immigrants working in tourism. As a group, non-permanent residents fall in between—younger than immigrants, older than non-immigrants—being particularly concentrated in the 25 to 34 age category (48.3%) (See Table 2).

Table 2: Immigrants and Non-Permanent Residents By Age Category

Age Cohort	Total Labour Force (%)	Total Tourism (%)	Non-Immigrants (%)	Immigrants (%)	Non-Permanent Residents (%)
15 to 24	13.1	30.7	36.2	14.4	19.4
25 to 34	20.5	19.5	19.4	17.8	48.3
35 to 44	22.0	17.0	15.1	22.8	21.3
45 to 54	25.7	18.6	16.7	25.0	8.9
55 to 64	15.3	11.3	10.0	16.0	1.9
65 +	3.4	2.9	2.6	4.0	0.3

Immigrants in the Provincial Tourism Labour Force

The largest number of immigrants were found in Ontario, Quebec, British Columbia and Alberta—the provinces with the largest populations and largest tourism sectors respectively. A better indicator of the importance of immigrants to each province is their percentage of the workforce relative to their percentage of the total population.

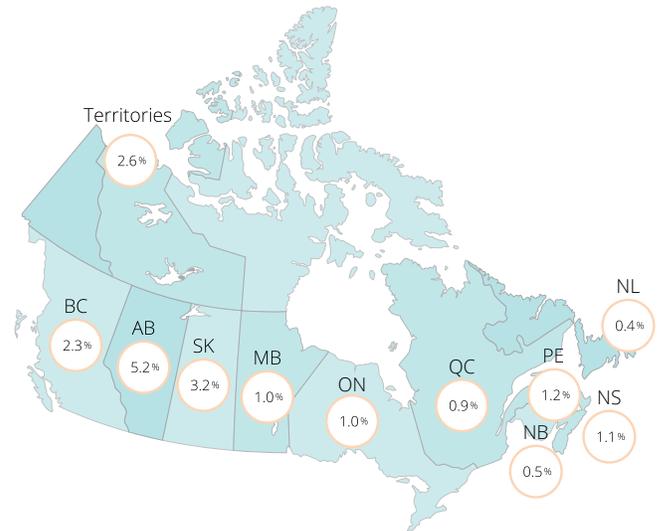
In general, immigrants made up a greater proportion of the tourism labour force than they did in the population overall, and if the percentage of immigrants in the population is higher, the percentage of immigrants in the tourism sector rises as well. However, in certain regions, such as Manitoba, Saskatchewan and the Territories, immigrants made up a significantly higher portion of tourism employees relative to their proportion of the population (See Table 3). Generally, immigrants made up a larger proportion of workers in urban centers, even in provinces with small immigrant populations.

Table 3: Immigrants as a Percentage of Population³ and Tourism Labour Force

Region	Tourism (%)	Population (%)
Canada	23.9	20.6
Newfoundland and Labrador	2.2	1.8
Prince Edward Island	7.1	5.2
Nova Scotia	7.1	5.3
New Brunswick	5.9	3.9
Quebec	15.9	12.6
Ontario	29.7	28.5
Manitoba	21.4	15.7
Saskatchewan	13.1	6.8
Alberta	23.5	18.1
British Columbia	31.1	27.6
Territories	18.3	6.3

Non-permanent residents only make up 1.0% of Canada’s overall labour force but are more prominent in the tourism sector, making up 1.7% of all employed workers. They are particularly concentrated in the tourism labour forces of British Columbia, the Territories, Saskatchewan and Alberta (See Figure 2).

Figure 2: Non-Permanent Residents – Percentage of the Tourism Labour Force

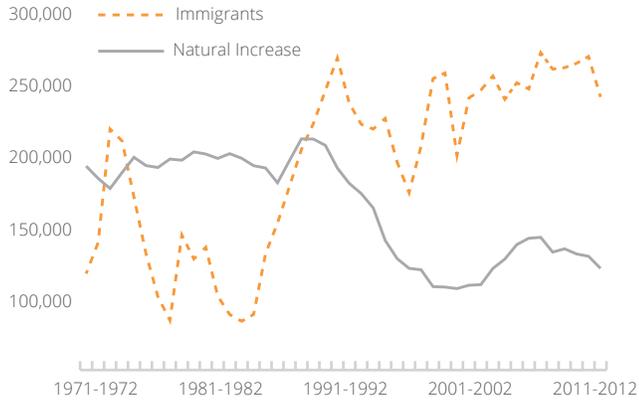


Moving Towards the Future

Immigrants to Canada are an important source of employees for the tourism sector and will provide an increasing proportion of Canada’s population growth in the future. During the past several decades, natural increase (births minus deaths) has lost its place as the main driver of population growth (See Figure 3).

³ Statistic Canada, National Household Survey, Focus on Geography Series Catalogue 99-010-X2011005

Figure 3: Contribution to Population Increase – Natural Increase vs. Immigration



In 2014–2015, Canada received 239,800 immigrants, which accounted for 60.8% of population growth. Natural increase accounted for 39.2% of population growth.⁴ By the middle of this century, natural increase may be an all but non-existent factor in population growth. Both currently, and in the future, immigration promises to provide tourism with one of its main sources of labour force growth.

⁴ Statistics Canada, Components of population growth, Canada, provinces and territories, CAN-SIM table 051-0004