The Stephen Jarislowsky Chair in Cultural and Economic Transformation at Memorial University of Newfoundland

Productivity, Innovation & Entrepreneurship: The Role of Immigration and Workforce Diversity

Conference Programme

ACKNOWLEDGEMENTS

Conference committee

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OVERVIEW

Immigrants, citizens by naturalization, and citizens by birth from immigrant parents are now inseparable stakeholders of the Canadian socio-cultural and economic landscape. While contributing directly to population growth and economic growth, immigrants with a diverse range of knowledge, skills, and experiences can also alleviate labour and skill shortages and contribute to productivity, innovation, and entrepreneurship of their host country.

"Productivity, Innovation and Entrepreneurship: The Role of Immigration and Workforce Diversity" was a two-day conference held at Memorial University in St. John's, NL on November 25th and 26th, 2019. The conference brought together researchers from universities, research institutions, Statistic Canada, policymakers, practitioners from the business sector, and immigrant service organizations to share knowledge on existing work done in this field, to address important issues on how to improve immigrants' performance in productivity, innovation and entrepreneurship in order to make maximum use of immigrant human and social capital and assist them fully integrate and contribute to the economy and society in NL and Canada as a whole.

The conference was divided into six sessions. The first session, Chaired by Dr. Tony Fang, consisted of two keynote speeches, by Dr. Jennifer Hunt and Dr. Arthur Sweetman. The following five sessions made up the main conference, which was also free and attended by invitees.

Opening remarks were given by the Honourable Bernard Davis, Minister of Tourism, Culture, Industry and Innovation, as well as Dr. Noreen Golfman, Provost and Vice President (Academic) of MUN, and Manuel Hacket of the Atlantic Canadian Opportunities Agency. Dr. Jennifer Hunt's keynote address, entitled "Which Immigration Policies Foster Productivity," set the stage for the rest of the conference. In it she discussed the various ways in which productivity can be defined and what sorts of policies seem to promote it in different ways and examined both the efficacy and limitations of Canadian immigration

programs and compared them to other nations. In his keynote address, called "An Economic Overview on Immigration, Productivity, Innovation and Entrepreneurship," Dr. Arthur Sweetman spoke on various topics, including the relative importance of GDP versus standard of living, the effects of the business cycle on immigrant retention, and the link between immigration and international trade.

The main conference began immediately after the keynote speeches. It was two days of informative presentations and didactic panels, all met with passionate questions and discussion from the audience. This part of the conference was divided into five more sessions, each characterized by a common discussion point. The first of these discussed a Canadian perspective of immigration, productivity, and entrepreneurship and was chaired by Professor Scott Lynch, Memorial University's Head of the Department of Economics. The following session was chaired by Dr. Arthur Sweetman and saw speakers discuss Atlantic Canada's immigrant integration and labour market performance. The final session of day one looked at the outcomes of global migration policies and was chaired by Dr. Jennifer Hunt. The first session of day two was a roundtable discussion on research, policy, and practice moderated by Michael Haan, Canada Research Chair in Migration and Ethnic Relations at Western University's Department of Sociology. To wrap up the conference, one final session was held to discuss immigration settlement and integration in Newfoundland and Labrador, moderated by CBC Journalist Prajwala Dixit. The day concluded with closing remarks from Dr. Tony Fang, Stephen Jarislowsky Chair of Economic and Cultural Transformation at Memorial University.

SESSION ONE

The Effects of Immigration on Productivity, Innovation, and Entrepreneurship: Global Evidence

The first session was free and open to the public, and consisted of two keynote addresses. The speeches took a broad look at the relationships between immigration and various other factors on a provincial, national, and global scale. These presentations established the general underlying themes of the conference ahead and gave perspectives to the audience regarding the ideas presented and discussed by the rest of the speakers.

DR. JENNIFER HUNT

After being introduced by Dr. Tony Fang, Jennifer Hunt began her presentation by defining the terms she would be discussing throughout her speech. Labour productivity, a key topic in the research of immigration and its various effects, is defined as output per worker or output per worker hour. For the purpose of immigration models, it is defined as being equal to GDP per capita. Hunt then discussed the importance of these ideas; higher productivity allows a society more leisure and more goods. Essentially, productivity is the means to achieve higher level of utility.

Speaking of immigration effects on labour productivity, situations may arise in which increasing one group's productivity may decrease another's, and as Hunt describes it, we have a choice in whose productivity we prioritize. For instance, is maximizing the world's productivity desirable if Canada's productivity is negatively affected? How about maximizing a nation's GDP at the cost of its standard of living (GDP per capita)? Should a nation prioritize its less well-off citizens if it costs productivity in other areas? Hunt outlined various scenarios like these in which the answer is not immediately clear, indicating that discussing issues like these is paramount to forming economic policy that is as beneficial as possible.

Hunt then spoke on the various global immigration policies that can be utilized to achieve different goals. In the simplest international economics, the best strategy would be a policy of free global mobility; that is, immigrants can move wherever they want, whenever they want. The idea is that people will move to where they are most productive (for instance, a doctor may move to a region with a higher demand for her line of work, thus improving her productivity) and will thus maximize the average productivity of the world's people. This policy, as Hunt warned, has caveats; while it creates "winners", or those who benefit from the system, it also creates "losers," or those left unaccommodated.

Narrowing down the previous model to a national perspective, Hunt explained that if free mobility is the best international strategy (in simplest economics), then it must be the best domestic policy, too. When immigrants come to Canada, they tend to choose the region in which they would be most productive. Canada's Provincial Nominee program, however, clashes with this idea, sometimes sending immigrants to a province they cannot choose and may thus be less productive. Hunt posed the question: should there be involuntary immigrants to a province? If we care about Canadians as a whole, then no. But if we care about places rather than people, then yes. Another consideration is how policies like the Provincial Nominee Program can build political support by providing more immigrants to a region that would normally have very few. This advantage could, in turn, lead to a net positive effect.

Hunt went on to discuss various other caveats to the free mobility model. The model assumes free markets, competent governments, and rapid adjustment for newcomers. Hunt discussed the fact that immigrants may be ill-informed about their desired destination, whereas a government is not. The other side of this issue, however, is that governments have imperfect information about immigrants, and thus their decisions could have the same problem as the immigrants'. Additionally, governments tend to consider externalities that immigrants may ignore, like crowding of housing and infrastructure, adjustment speed, and ethnical enclaves.

Now on the subject of enclaves, Hunt proposed another philosophical dilemma: should enclaves be broken up or encouraged? Depending on an enclave's quality, joining it could have a positive or negative effect on employment matching and productivity. While an

enclave provides a community that an immigrant can quickly adjust to, it may ultimately harm them in the long run. Language skills, for instance, may not improve if an enclave is too heavily relied on. Immigrants may also not integrate with larger native networks as effectively as they might without an enclave. Given these risks and benefits, a government may want to either promote or prevent enclaves. If the government chooses to prevent enclaves, they may do so by diversifying the countries of origin of immigrants or constraining the immigrant's choice of region, however Hunt argued that as it is uncertain how enclaves affect productivity, they should not be used as a basis for these actions.

Free mobility, Hunt explained, is not an optimal policy when one considers non-economic issues and the distribution of the benefits of productivity. One alternative to this policy is to simply admit only the most skilled immigrants, however Hunt argues that this is not a desirable policy either. Immigrants of all skill levels contribute to a country's GDP per capita, not just those with the highest skill level. Productivity is also improved when immigrants' skills differ from natives' skills, due to greater specialization and complementarity. Highly skilled immigrants can however provide the unique benefits of increasing a nation's innovation.

Dr. Hunt digressed momentarily to outline the various classifications of temporary visas available in the United States. Of particular note were the O-1 and H-1B classifications; while O-1s are reserved for "individuals with extraordinary ability or achievement", H-1Bs are for "specialty occupation workers" and require only a bachelor's degree (or an equivalent). Over the past several years, close to 80 percent of those holding an H-1B have been under the age of 35.

With this in mind, Hunt posed the question: do immigrants contribute more than natives to a nation's overall innovation? The filing of patents is, Hunt explained, a good indicator of stimulated innovation. While it is not the only source of innovation, it is significantly tied to innovation and can provide an estimate of how innovative a certain group is.

The majority of literature on the contribution to patenting by immigrants supports the theory that immigrants tend to patent more than natives. This is because immigrants tend to be mainly involved with STEM fields. One study however, published in 2016 by Doran,

Gelber and Isen found that immigrants do not patent more than natives. This study matched H-1B recipients to their firms and to patent records, and found that H-1B firms
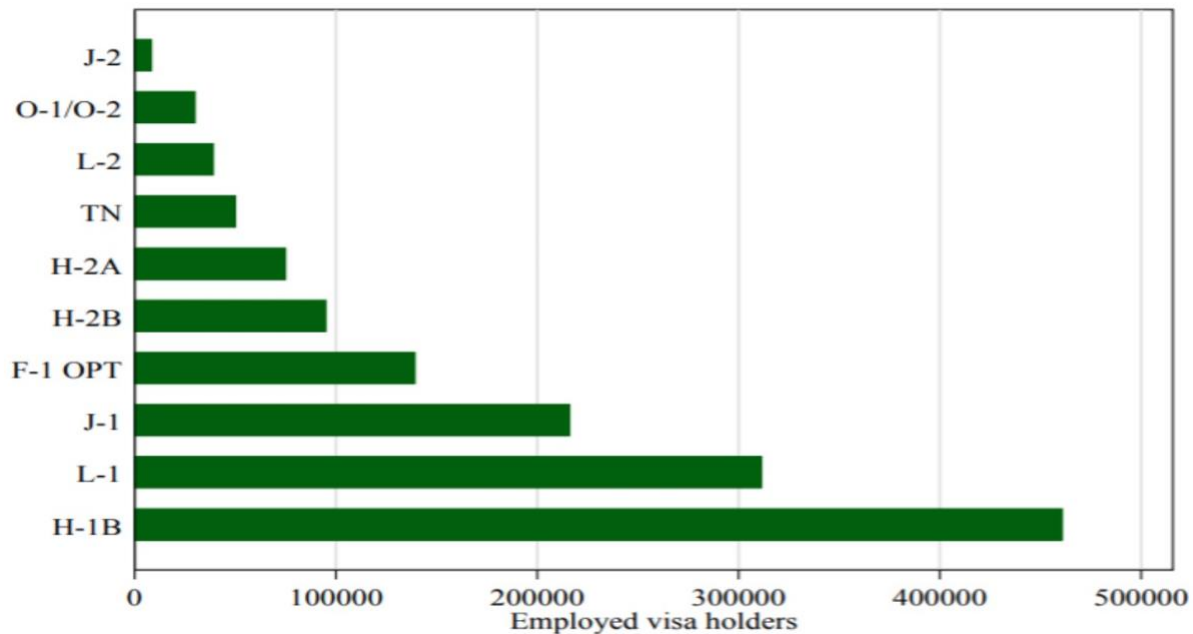
**Figure 1**. Stocks of workers on temporary visas in 2013 (est. EPI).
Source: Dr. Jennifer Hunt's presentation

patents, rather than ones entering on H-1Bs. This would explain why when Doran, Gelber and Isen studied H-1B recipients only, their findings contradicted the many other studies that did not distinguish between the two visas in their research. Theory two stated that workers entering on H-1B visas can be put into two categories: those intending to stay in the country for a shorter period of time (typically concentrated in IT services) and those who plan on staying longer. Immigrants on shorter stays do not patent, while those on longer ones patent a lot, but may not begin patenting until a few years after their arrival. This would mean that these immigrants would not have a patenting advantage if they study flows (measures performance over a specified period of time), but would exhibit an advantage if they study stocks (measures quantity of patents at a given point in time). As mentioned before, almost 80 percent of H-1B arrivals are below age 35, but peak patenting age is around one's 40s.

Hunt then looked at studies on the same subject but focused only on the phenomenon in Canada. Blit, Skuterud, and Zhang (2017) found that there was a strong propensity for immigrants in STEM occupations to patent, but a much smaller propensity when considering all educated immigrants in Canada. This is likely due to the low share of STEM-trained immigrants employed in STEM fields in Canada. This study used data observed over five years, compared to the ten-year data used in some American studies, which could explain the difference in results. Another potential reconciliation includes the possibility that in Canada, second-generation immigrants may patent more than first-generation ones, unlike in the US. It is also possible that immigrant patenting has slowed down altogether, which would mean newer studies are reflecting newer cohorts' decreased likelihood to patent.

Figure 2. Number of Patents per person by age and immigrant status.
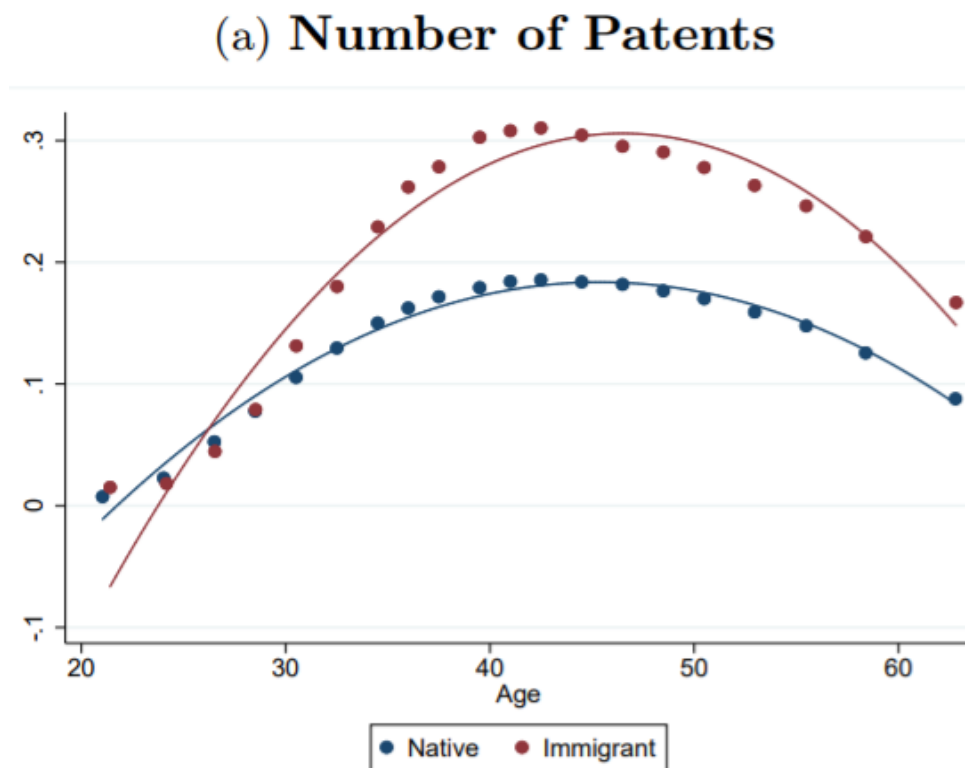
Source: Dr. Jennifer Hunt's presentation

Some broader observations from the studies were then listed. It was found that immigrants entering the US had a much higher concentration in STEM when compared

to Canada, and therefore filed more patents. STEM immigrants entering Canada tend not to work in STEM fields, and file fewer patents as a result. Given these observations, it would seem that Canada may have a problem matching STEM-educated immigrants into STEM field employment. Hunt posed the questions: could Canada improve innovation by helping STEM-educated immigrants find employment in their field? Or are Canadian immigrants simply less innovative than American ones? If the latter is the case, is this lack of innovation a result of Canadian selection of immigrants or immigrants' self-selection of destination?

Relevant to the discussion are the policies by which immigrants are selected. The old Canadian "points system" penalized older workers, and as immigrants reach peak patenting age in their 40s, this policy may have stifled innovation to some degree. This older system also gave firms little choice in the matter, which increased mismatch. The role of firms in the points system has since increased, and promoted its productivity and innovation (theoretically). However, Canada is behind countries like the United States in terms of attractiveness to STEM-educated immigrants. This may impact innovation as the highest-educated immigrants will naturally gravitate towards their most productive regions (for example, Silicon Valley).

To conclude, Hunt highlighted several main points for her presentation. Ultimately, free mobility will maximize productivity (globally and domestically). Canada's Provincial Nominee Program may reduce productivity, but it has other benefits that may make it a worthwhile policy. In the United States, immigrants provide a massive boost to innovation and patenting, but this effect is not as immense in Canada. This is likely tied to the prioritization of STEM-educated immigrants in the United States. Finally, the old Canadian points system hindered innovation by making it more difficult for the most innovative workers to immigrate to Canada. The government's over-involvement in the immigrant selection process, combined with the government's failure to recognize innovative immigrants was a chief contributor to this inefficacy. The recent increase in firms' involvement in the immigrant selection process was a step in the right direction, but it is not yet clear whether it was a sufficient increase.
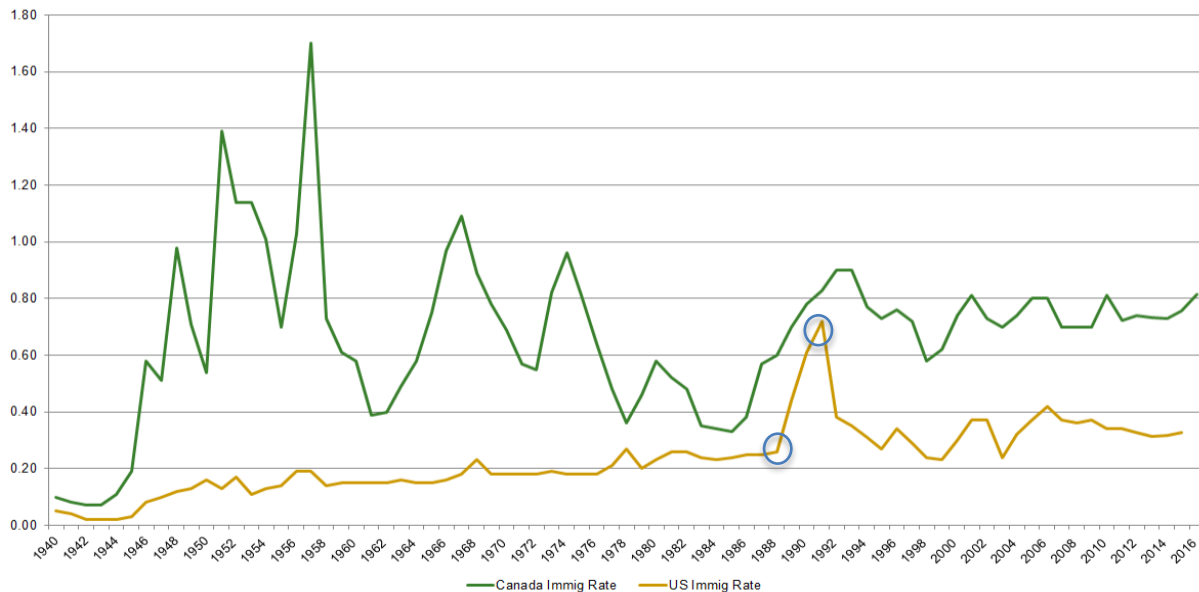
DR. ARTHUR SWEETMAN

Dr. Arthur Sweetman, Ontario Research Chair in Health Human Resources and professor of economics at McMaster University, began by presenting the main conclusion of his talk, entitled "An Economic Overview of Research on Immigration, Productivity, Innovation and Entrepreneurship." Ultimately, he found that we do not yet understand the effects of immigration on various economic outcomes including productivity, innovation and entrepreneurship. Evidence seems to be contradictory across different nations, and these contradictions aren't well understood. What correlations we have found are, for the most part, small or underwhelming. We are, however, moving toward improved data and observations that may better inform immigrant selection and settlement policy to maximize growth in productivity and innovation. We still require a deeper knowledge and a better understanding of the limits and effects of policy to achieve the desirable effects.

Sweetman made several conceptual clarifications before moving into his presentation. First, he explained that immigration is not primarily about economics, but about social issues like diversity of culture, aiding refugees, re-uniting family, etc. The implication was that this talk, which focused on the economics of immigration, only addresses a portion of the bigger picture. Next, he discussed the difference between the size of an economy (GDP) and its standard of living (GDP per capita). These two concepts, while related, are often affected differently by policy, and we may sometimes have to decide between the two. Sweetman also briefly discussed the dangers of broadly interpreting narrowly focused studies. He talked about the difference between a world in which the macro-economy exhibits increasing returns to scale vs constant ones, and the ease with which policy can be beneficial given increasing returns to scale. However, His belief is that Canadian economy is more likely to operate at a constant return to scale.

After outlining these clarifications, Sweetman discussed the dramatic difference between Canadian and American immigration rates. In the late 1980s and early 1990s, he explained, United States President Jimmy Carter cleaned up a ten-year backlog of illegal immigrants, allowing them legal status. This event resulted in the highest rate of immigration (defined as legal immigrants/population) ever recorded in the United States during this time period. Sweetman then presented a graph depicting the historical immigration rates of Canada and the United States, showing that this abnormal spike in

immigration in the United States still did not raise the America's immigration rate above Canada's which was at the time performing about normally.

Sweetman then discussed immigrant retention; what affects it, and what policy can do to improve it. It is observed that immigrants who arrive in recessions are less successful than those who arrive during periods of prosperity. As a result, they are more

Figure 3. The Ratio of legal immigrants to the entire population in the US and Canada: 1940-2016. Source: Dr. Arthur Sweetman's presentation

likely to return to their country of origin. This is illustrated in a chart where immigrant retention rates are based on the year they landed, which shows that immigrants who arrived in economic slumps were far less likely to stay in the country than those who arrived during booms.

This phenomenon has various policy implications. It would be logical to tailor immigration policies to the business cycle, admitting more immigrants during the booms and fewer during the busts, therefore maximizing immigrant retention. There is, however, a system lag between the admitting of an immigrant and their landing on domestic soil. This lag complicates the matter, and may force policymakers to anticipate the business cycle so

as to not admit immigrants during a boom only for them to land in a bust and become discouraged. Canada has been more successful with this since the 1990s.

		Retention rates at various years after landing			
Year	Landings	5 years	10 years	15 years	20 years
1981	18,040	78.6	70.0	67.1	65.5
1986	15,580	84.5	81.5	78.5	..
1991	40,860	77.7	73.4	..	..
1996	32,920	77.0	..	..	..

Table 1. Retention rates at various years after landing.
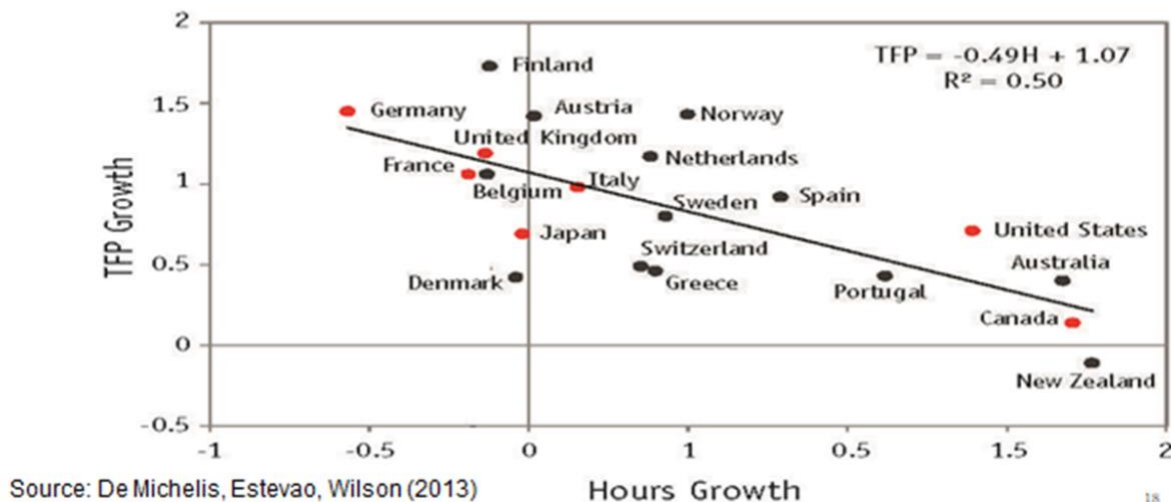Source: Dr. Arthur Sweetman's presentation

Next, Sweetman demonstrated the negative relationship between total factor productivity growth and hours growth with a chart that plotted nations on axes measuring the two variables.

The relationship between physical capital investment and productivity growth is not straightforward; without equal growth of workforce and human capital, the increased physical capital won't effectively contribute to productivity growth. This relationship goes both ways, as workers (highly skilled ones in particular) require complementary physical capital in order to maximize productivity. Not only does this physical capital include private firms' investment, but also public infrastructure investment. The most productivity-enhancing investments, however, may not be the most politically palatable, so sufficient public infrastructure investment may not always correlate to maximize productivity.

On the subject of unexploited potential Sweetman discussed an example: Manitoba's development of the provincial nominee program. Initially, Manitoba had excess (unexploited) capital. The first cohorts of workers to immigrate saw high levels of productivity, as there was unexploited capital for them to use. As this excess infrastructure

became more equalized with its workforce, the later cohorts' productivity declined. This example demonstrates non-major immigrant receiving region's tendency to offer an advantage to early cohorts of immigrants (in some contexts). In the early 1980s, a sharp decline began in immigrant labour market outcomes. For the past few decades, immigration policy has focused much of its effort into improving economic outcomes for immigrants. The massive changes in the immigrant selection process enacted because of this have been somewhat successful, but took decades to implement.

Relationship between TFP Growth and Hours Growth, 1970–2007 Note: Employment growth plot looks very similar (average annual rate of change)

$$TFP = -0.49H + 1.07$$
$$R^2 = 0.50$$

Source: De Michelis, Estevao, Wilson (2013)

Figure 4. Relationship between TFP growth and hours growth,1970-2007
Source: Dr. Arthur Sweetman's presentation

Immigration promotes international trade in various ways. It improves language proficiencies and local knowledge for both sides, reducing transaction costs associated with these factors. It also facilitates the diffusion of knowledge, as migrants carry with them common knowledge from their place of origin which they then share with those of their new nation. Migrant networks also have the ability to facilitate trust and even create new markets. Additionally, immigrants tend to prefer goods from their source country, lending some added benefits to the immigration source country in the form of increased exports. The benefits to international trade provided by immigration are, however, subject

to diminishing returns. As more and more people migrate from a given country to another, the marginal trade benefits between these two nations will decrease.

Canadian research supports the correlation between international trade growth and immigration. Head and Ries (CJE, 1998) found that a ten percent increase in immigration was associated with a one percent increase in Canadian exports to the source country and a 3 percent increase in imports from the source country. The study also found that

Entry earnings of new immigrant men, 1981-to-2010 landing years

Annual earnings
(2011 constant dollars)

Some evidence that decline would have continued without policy changes

Improvements of early & mid-2000s appear to have continued beyond the end of this graph. CEC and the like appear to have played a role.

But, integration trends remain unclear.

Landing year

——— Comparison group   — — All new immigrants   ------ Principal applicants in the economic class
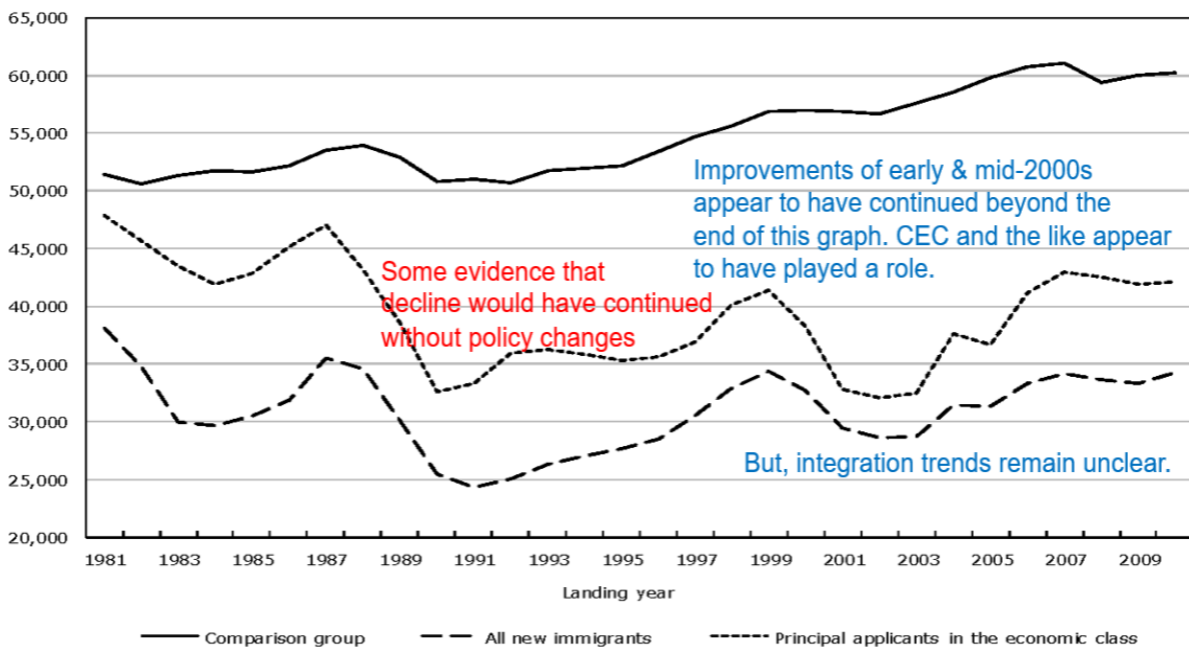
Source: Statistics Canada, Longitudinal Immigration Database. Picot and Hou (2016)

Figure 5. Entry earning of new immigrant men, 1981- 2010 landing years
Source: Dr. Arthur Sweetman's presentation

while independent or economic immigrants had the largest impact on trade, refugees and the former entrepreneur class had the smallest. An additional study, Wagner, Head and Ries (SJPE, 2002) supported the concept of diminishing returns with regards to trade benefits, going on to state that the effect "tapers off more quickly on the export side than on the import side." Partridge and Furtan (CPP, 2008) confirmed earlier works and expanded the research by observing the effects over time. The study found that imports

are affected by immigration almost immediately, whereas exports are not significantly affected for at least five years, taking even as long as 20 years to be fully affected by an increase in immigration.

The findings of these Canadian studies are largely consistent with international research on developed countries. These studies include a survey by Felbermayr, Grossmann and Kohler (Handbook of the Economics of International Migration, 2015) and a spanish study, Peri et al. (CJE).

Canada's STEM workforce is largely comprised of immigrants, especially when compared to that of the United States. Despite this, immigrant STEM worker outcomes are far worse in Canada than they are in the United States. In Canada, these workers' relative wages are lower for those in STEM employment and much lower if trained in STEM but not STEM employed.

The disparity between the two nations' STEM immigrant workforce may be due to any of several factors. It could be the higher percentage of immigrants in the Canadian STEM workforce driving supply too high. It could be a result of self-selection (better STEM workers immigrating to the more lucrative country) or a result of selection policy. It could also simply be the structure of either economy.

	Cda	US
BA	47	15
MA	63	18
PhD	63	29

Table 2. Canada vs US: % STEM workers that are immigrants.
Source: Dr. Arthur Sweetman's presentation

To wrap up, Sweetman outlined what should be focused on moving forward. There is still much research to be done on the topic of immigration's effects on productivity, innovation and entrepreneurship. The effects appear to be small, but policy should take advantage of them where possible. A major goal to facilitate productivity involves properly matching capital stock with human capital to minimize unexploited resources.

SESSION TWO

Immigration, Productivity, and Entrepreneurship: Canadian Evidence

The session was chaired by Scott Lynch, Professor and Head of Memorial University's Department of Economics. Three speakers presented; Wulong Gu, Senior Advisor at Statistics Canada; Marshia Akbar, Senior Research Associate at Ryerson University; and Jiang Beryl Li, Liaison Researcher for The Productivity Partnership and Statistics Canada.

WULONG GU

In his presentation, entitled "Immigration and Firm Productivity: Evidence from the Canadian Employer-Employee Dynamics Database," Wulong Gu examined effect of immigration on productivity in Canadian firms, speaking in particular about different types of immigration and industrial sectors that see variance of this effect.

Gu began by outlining what we know about how firm productivity is affected by immigration. Skilled immigration, Gu explained, promotes innovation. Immigrants may also bring skills that are complementary to native workers, thus providing a unique comparative advantage. On the negative side of things, too much low-skill immigration may lead to reduced labour costs. This could, in turn, encourage firms to increase labour reliance and reduce capital investment, which would lower overall labour productivity. One final effect Gu discussed was the potential changes to the skill composition of an immigrant-receiving nation. Immigrants entering a country with skills higher than native-born workers will positively impact this composition, and vice versa.

Some previous studies Gu discussed had results that varied based on variables like country of original study, immigrant characteristics, industrial sector examined, length of period etc. The aforementioned effects of immigration seem to be more pronounced over longer periods of time. In the United States, evidence showed that skilled immigration

positively affected the growth of both productivity and innovation, although evidence from other countries was varied.

The data used in Gu's experiment was obtained from the Canadian employer-employee linked database merged with immigrant landing files from 2000 to 2015. The immigrant landing files included financial information of firms, as well as wages of workers. It also included socio-demographic characteristics of immigrants upon arriving in Canada since 1980.

Only firms with 20 or more employees in a given year (excluding agriculture, mining, and public administration) were included in the data files. This constituted 62,000 firms in 2000 and 84,000 in 2015. Only those who arrived in the past 20 years were considered immigrants. Immigrants were differentiated by length of residency, mother tongue, skill level, and education. Firm productivity was defined as value-added output per unit of labour input.
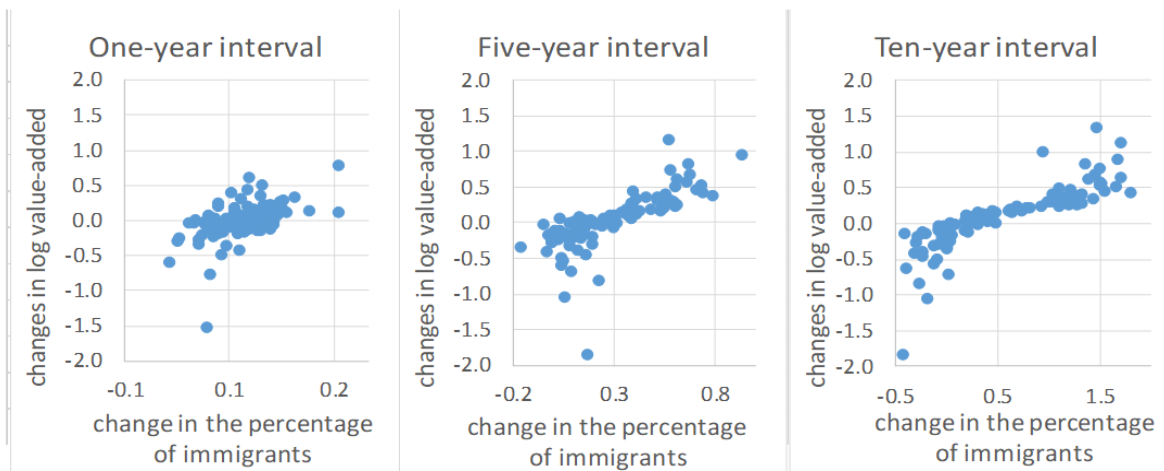
Figure 6. Correlation of immigration shares and labour productivity, all immigrants.
Source: Dr. Wulong Gu's presentation

Gu ended by sharing some conclusions of his analysis. He found that immigration does indeed have a positive effect on firm productivity, and this effect only becomes stronger over time. This is because immigrant specialization and innovation are not immediate; they may take years to occur. It was also found that the correlation between immigration

and productivity differs between different types of immigration. Interestingly, while the effect was positive for recent and less skilled/educated immigrants, it was actually negative for skilled and STEM immigrants. This is consistent with other studies in Canada, and is likely because many highly educated immigrants work in low skilled jobs in Canada. Overall, the association between immigration and productivity is weak.
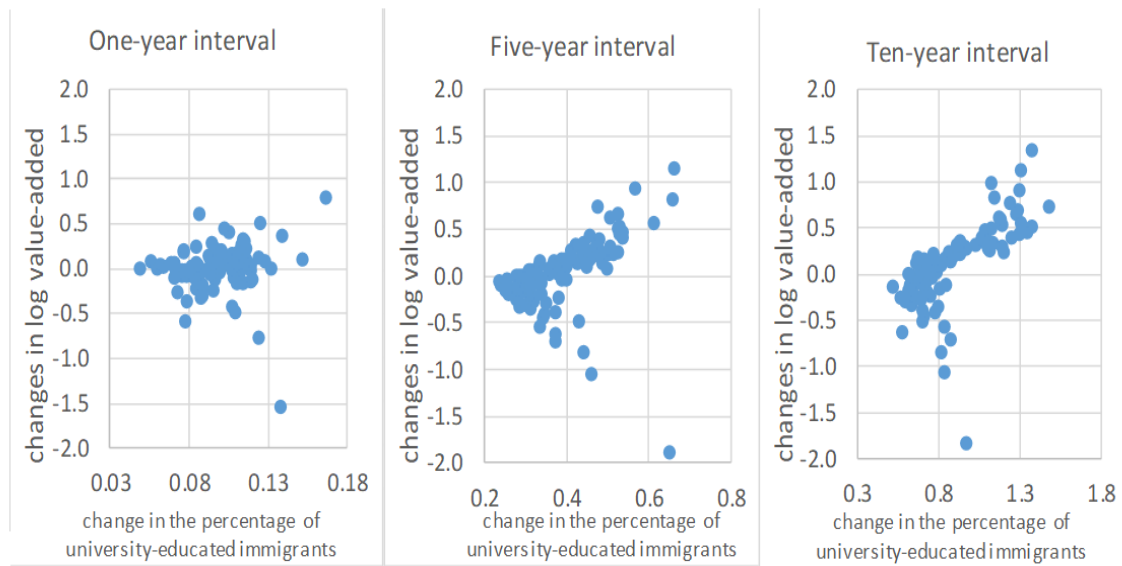
Figure 7. Correlation of immigration shares and labour productivity, university-educated immigrants.
Source: Dr. Wulong Gu's presentation

MARSHIA AKBAR

Marshia Akbar's presentation, entitled "Migrant Women Entrepreneurship and Business Strategies: A Study of Bangladeshi Women in Toronto," addresses the issue of lack of gender perspective in theories surrounding immigration and entrepreneurship. Normally, these theories do not distinguish between gender when examining immigrants' entrepreneurial experiences and thus do not incorporate the unique social locations, agency and interests of womens' entrepreneurial experiences.

In general, studies have found that women often act as "hidden partners" in family business and juggle domestic responsibilities and business by engaging in home-based entrepreneurial ventures. Women often see lower financial outcomes as they're concentrated in retail and service sectors. Their business networks are more concentrated socially than they are instrumentally, and they depend on one another in the consumer market. Indian and Chinese women in the United States, however, contradict these findings. They have generally established large businesses that require large financial investment and business networks.

For her research, Akbar intended to understand how immigrant women access resources and strategically reach markets with their business. She chose to focus her study on Bangladeshi immigrant women operating both home-based and non-home-based businesses in a Bangladeshi neighborhood in Toronto for this research. Quantitative data was obtained from the 2006 census while qualitative data was acquired through observation and interviews.

Home-based businesses were defined as small and informal, with minimal investment ($20 to $200). They included catering services, garment vending, child care services and beauty salons. Non-home-based businesses were defined as formal businesses requiring financial capital. They included food retail, beauty salons and clothing stores.

Akbar outlined the findings from this research study. It was found that most home-based business owners were recent immigrants, compared to non-home-business owners, who had been in the country longer (for the most part). This is likely because it takes immigrants a longer period of time to acquire the financial capital necessary to begin a business. Most home-business owners were younger than their non-home-business counterparts, possibly due to the fact that older immigrants have more capital and experience to start a larger business operation. Interestingly, most home-based business operators were university-educated, whereas most non-home-business operators were not, carrying college or high school diplomas instead. This may be because self-employment is more common among higher educated immigrants. Home-based business operators also had lower-class housing.

Census Tracts Map, 2006
City of Toronto

Map Source: http://www.torontohealthprofiles.ca
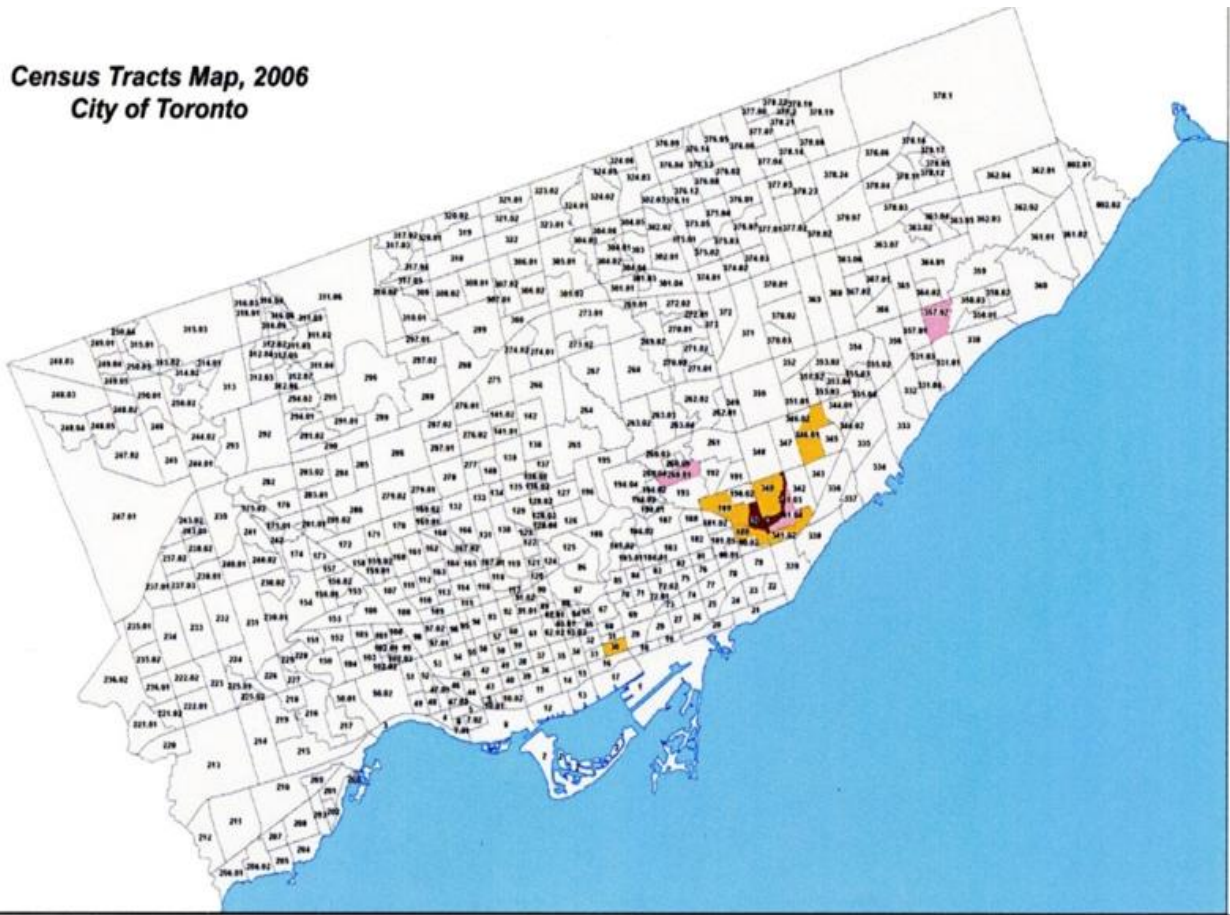
Number of Bangladeshi Immigrants

The Map represents 29.4% of total Bangladeshi Immigrants. The rest 70.6% of Bangladeshi Immigrants are settled dispersedly.

- 180 to less than 250
- 250 to less than 500
- More than 1,000
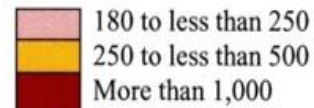
Figure 8. Bangladeshi population in Toronto.
Source: Dr. Marshia Akbar's presentation

Both groups relied on ethnic specific resources, but while the non-home-based business operators depended on the support of their family and were seen as important economic contributors by them, home-based business operators saw little family involvement, but rather relied on other ethnic networks. Additionally, home-based businesses encouraged social relations with co-ethnic consumers as a source of marketing as well as to evade

laws, while non-home-organized discouraged these same relations to avoid consumer bargaining.

Akbar's key takeaway was how the differences between these two groups of women shows the importance of intra-group socio-economic diversity and gender perspective in research and theory.

JIANG BERYL LI

Jiang Beryl Li's presentation, entitled "Multinationals, gender and immigrant composition of the workforce, and firm performance," began with some background information. She discussed how multinational enterprises outperform non-multinational ones in terms of innovation, productivity, and capital, but also how research on the subject often overlooks firms' social aspects and diversity. Workforce diversity is often defined very generally; it can indicate diversity of cultures, age, gender, language, or any other social demographic characteristics. Multinational enterprises have been found to benefit from their unique workforce diversity in various ways, as the increased access to regional knowledge, resources, new perspectives, and technical capacities lend them higher labour market outcomes. Canadian research, as well as supporting previous findings, also indicates that diversity presents to be beneficial to innovation, entrepreneurship, and international trade.

The purpose of Li's study was to examine how workforce diversity affects firm performance. She used data from the Canadian Employer-Employee Dynamics Database (2001 to 2015), Canadian Direct Investment Abroad (2001 to 2015), Foreign Direct Investment (2001 to 2015), and Foreign Affiliates Trade Statistics (2011 to 2015) to analyze the firms on the bases of workforce composition (participation of women and immigrants) and firm performance (productivity, profitability and R&D) and. For the purpose of this study, only firms with employment were selected.
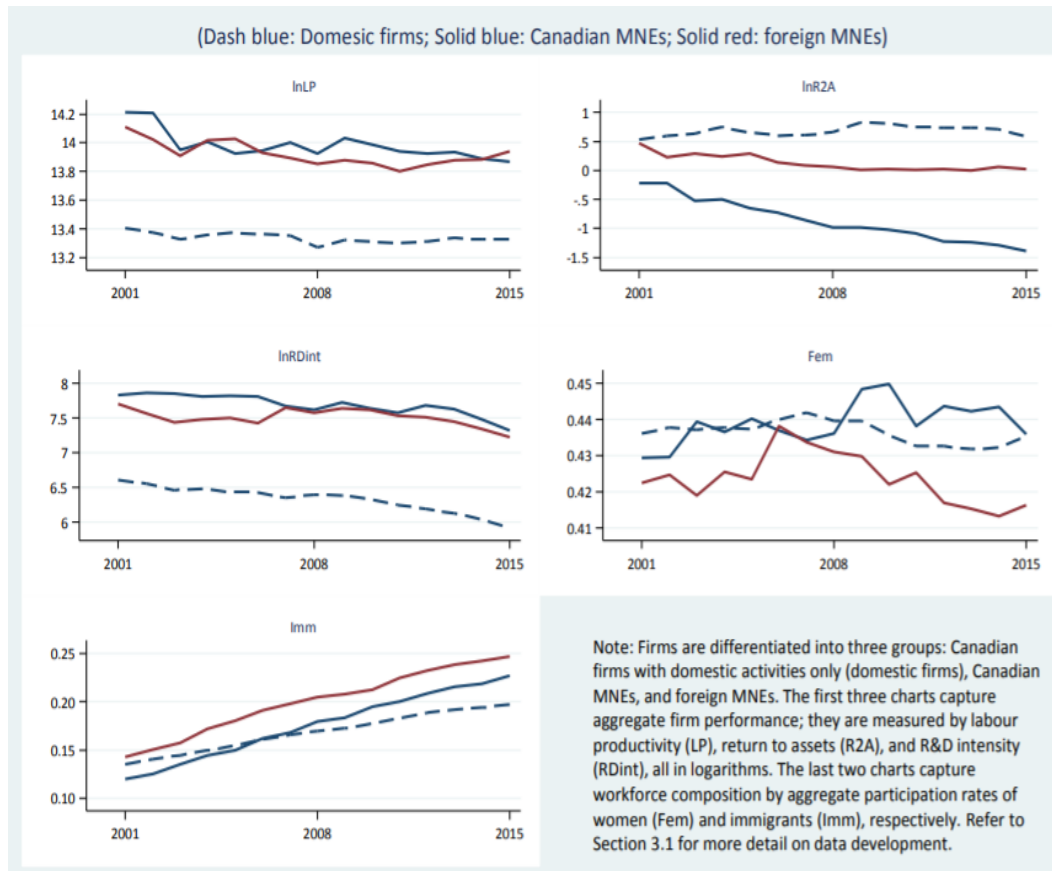
Figure 9. Workforce Composition and Firm Performance (2001 to 2015).
Source: Dr. Beryl Li's presentation

Beryl Li concluded by summarizing the results of her research. It was found that there was no uniform link between performance and different compositional differences; performance was negatively correlated with female participation but positively correlated with immigrant participation. Correlation size and nature varied greatly depending on different parts of the production process, and also with how firm productivity is measured. Canadian multinational enterprises were found to share similar firm and workforce composition characteristics with foreign multinational enterprises. Moving forward, research could develop a model to represent these correlations, which could aid in hiring policy and job search. More measures of workforce diversity could also enrich the experiment.

SESSION THREE

Immigrant Integration and Labour Market Performance in Atlantic Canada

Session three was chaired by Dr. Arthur Sweetman, Ontario Research Chair in Health Human Resources at McMaster University. It included presentations from three speakers: Michael Haan, Canada Research Chair in Migration and Ethnic Relations of Western University's Department of Sociology, Ather Akbari, Professor and Chair of the Atlantic Research Group on Economics of Immigration, Aging and Diversity at St. Mary's University's Sobey School of Business, and Simon Lapointe, economist at the Centre for the Study of Living Standards.
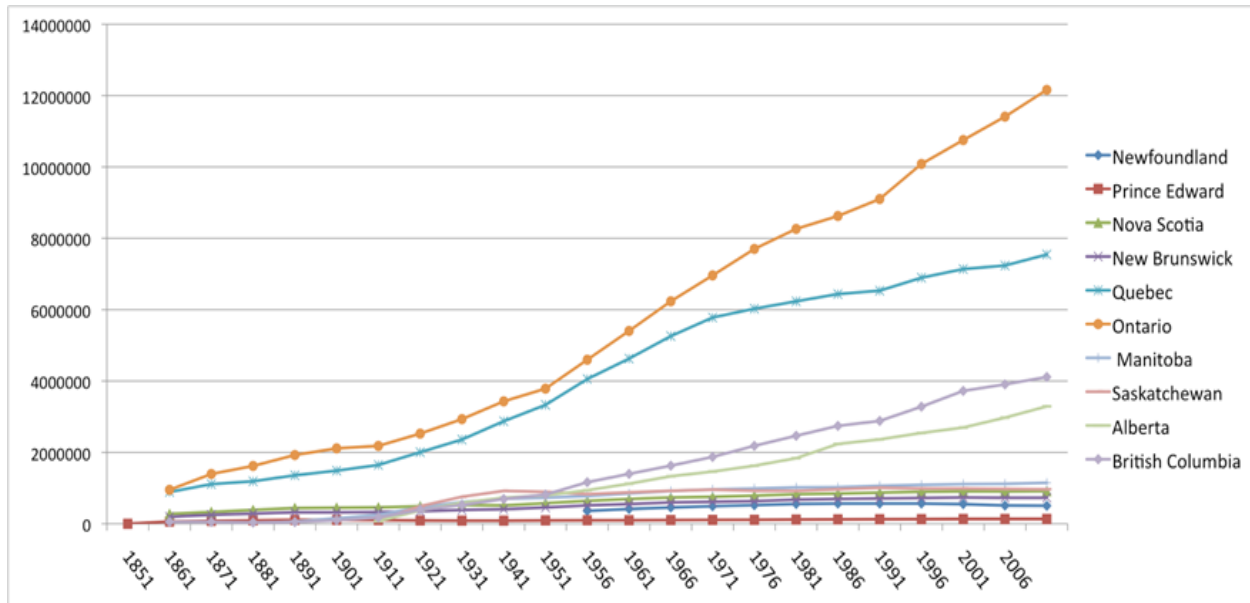
MICHAEL HAAN

Haan began his presentation, entitled "The Recruitment, Retention, and Labour Market Performance of Temporary Residents Streams in Atlantic Canada," by addressing the fear of the coming demographic hardship in Atlantic Canada: declining population, outmigration, and a steady increase in average age. This "demographic tsunami," as Haan put it, does not await Atlantic Canada in the near future; it has already happened. In 1951, the Atlantic Provinces (Prince Edward Island, Nova Scotia, Newfoundland and Labrador, and New Brunswick) all ranked among the top four most fertile provinces in Canada. In 2011, this ranking had shifted, and these four provinces now ranked in the four least fertile provinces in the country. This shows just how drastically Canada's demographics has shifted in such a relatively short time; the Atlantic Provinces' chance for population growth passed by in the 1950s and 1960s, and now sits stagnant or diminishing with the lowest rates of growth in Canada.

Haan then discussed other demographic concerns. When looking at the percentage of living population residing in their province of birth (as of 2001), it is found that Quebec, Ontario, Alberta, And British Columbia all saw the vast majority of their native population residing in their province of birth. Haan referred to these provinces as "have provinces." The "have-nots," then, included all Atlantic Provinces, as well as Manitoba and

Saskatchewan. These provinces all retained far less of their native population than the "have provinces." Interestingly, much of the populations of Atlantic Provinces no longer residing in their home province now lived in Ontario.

Figure 10. Population of Canadian Provinces, 1851-2011.
Source: Dr. Michael Haan's presentation

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Given the demographic issues currently faced in Atlantic Canada, it is logical that plausible solutions must be identified to counteract this trend and restore population growth and retention. Investments in infrastructure in Atlantic Canada have grown with the expected rate of population growth. This growth, however, has not come to fruition, leading to unexploited resources and decreased productivity. The solution to this inefficiency, Haan argues, could be immigration. Studies show that people tend to immigrate to where their predecessors went before them; increasing potential migrants' awareness of Atlantic Canada could lead to steady immigration in the long run.

	Canada	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.
2004	235,822	579	310	1,771	795	44,245	125,092	7,426	1,943	16,476	37,026
2005	262,243	497	330	1,929	1,091	43,316	140,528	8,096	2,119	19,405	44,771
2006	251,640	508	565	2,586	1,646	44,684	125,899	10,049	2,724	20,717	42,087
2007	236,753	546	992	2,524	1,643	45,210	111,340	10,956	3,517	20,865	38,970
2008	247,244	627	1,454	2,652	1,856	45,205	110,899	11,220	4,836	24,206	44,001
2009	252,170	606	1,759	2,388	1,913	49,488	106,858	13,521	6,890	27,017	41,440
2010	280,686	714	2,593	2,395	2,125	53,982	118,111	15,808	7,615	32,650	44,186
2011	248,747	685	1,738	2,136	1,967	51,740	99,466	15,963	8,956	30,963	34,788
2012	257,905	733	1,105	2,342	2,213	55,050	99,160	13,313	11,180	36,100	36,244
2013	259,024	835	1,000	2,527	2,019	51,977	103,553	13,103	10,680	36,640	36,212
2014	260,411	901	1,628	2,668	2,838	50,292	95,828	16,225	11,826	42,536	35,174

Source: http://www.statcan.gc.ca/pub/91-209-x/2016001/article/14615/tbl/tbl-01-eng.htm

Table 3. Number of Immigrants Recruited by provinces, 2004 to 2014.
Source: Dr. Michael Haan's presentation

Unfortunately, Atlantic Canada underperforms yet again; this time with immigrant retention. Upon observing the ten-year retention of the 2001 landing cohort, Haan found that the four Atlantic Canadian provinces had the lowest retention of all provinces in Canada. Interestingly, Newfoundland and Labrador's three-year and five-year retention rates are growing, although it is unclear why and is not likely correlated with any major factor.

Haan then discussed data regarding the recruitment and retention of temporary residents. This included both international students and temporary foreign workers. It was revealed that 50 percent of all international students applying for permanent residency in Canada apply for Toronto. Newfoundland and Labrador has good retention rates based on the amount of students who apply for permanent residency there. The province does not, however, have good retention of temporary workers - over 90 percent of them leave once their work is complete. The province should focus on reducing the percentage of workers leaving after their work is complete - this could help address the demographic challenges of the region.

Haan also examined temporary foreign workers' transition to permanent residency. Women were found to have higher transition rates than men, and the prairie provinces also enjoyed higher transition rates when compared to the rest of Canada. Institutional constraints also have an effect on transition to permanent residency. Economic prosperity and standard of living of an immigrant's source country have an inverse relationship with
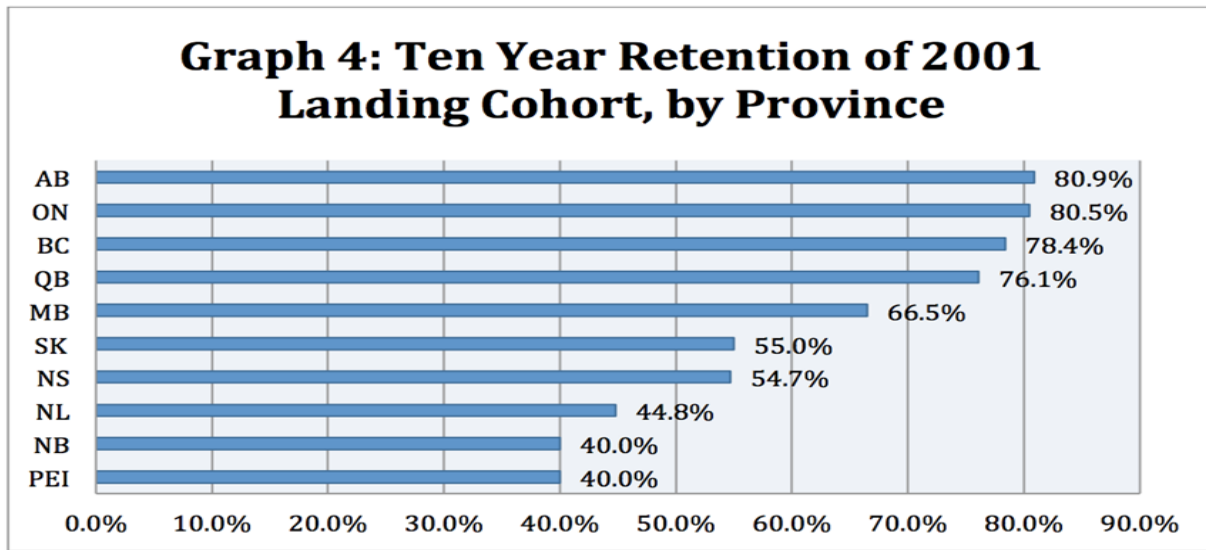
Figure 11. Ten-year Immigrant Retention Rate of 2001 Landing Cohort, by Province
Source: Dr. Michael Haan's presentation

transition; that is, if a temporary foreign worker or international student comes from a region with a lower GDP per capita, they are more likely to transition into permanent residency in Canada.

Haan concluded with some summarizing points. Despite the demographic hardship of recent years, the two or three decades will be likely be predictable and uneventful for Atlantic Canadian demographics. Although immigrant retention rates in Atlantic Canada are improving, there is still much more room for further improvement. International students and temporary foreign workers should be focused on and studied, as these groups represent a "golden opportunity for recruitment and retention," Haan argued.

One question was posed about international students' willingness to stay in the country after their studies. As the audience member pointed out, there have been difficulties regarding the transition from international student to permanent resident, but it is unclear if this is because the applicant does not meet the qualifications or simply did not want to stay in the country. Haan responded by explaining that approximately two thirds of international students would like to stay in the country after their studies but almost all of those who do not stay simply because their applications for work permit are too late.

ATHER AKBARI

Ather Akbari made his presentation, entitled "Immigration in Newfoundland and Labrador: Who Comes, Who Stays, and Who Leaves," with an appeal to the importance of immigration to the province. Immigration is one of the principal drivers of population growth in a given region. With the current state of population decline in the Atlantic Provinces, the provincial governments now are focused on actively retaining immigrants to reverse this declining trend.

There exists much theoretical literature on the subject of immigration motivations and tendencies. Researchers have long asked the question: why do people migrate? Ultimately, the answer can be condensed into two main categories. Origin countries push their residents away with hardships and stagnancy, while destinations pull migrants in with desirable qualities and prosperity. Within these two categories exist various reasons why immigration occurs: economic factors, labour market conditions, standard of living, and previous migration patterns all affect immigrant decisions. Ultimately, immigration is a long, drawn out process driven by many different factors and considerations.

Researchers may also pose another question: why do some groups of people migrate more than others? When broken down by demographic and human capital factors (education, language, experience), it becomes apparent that various individual factors either enable, lead to or have an influence on the decision to migrate. Factors like education, language skills, and labour market experience can all contribute to an immigrants' ability to integrate into a given region or society, thus lending them an advantage should they choose to migrate.

How do immigrants choose a destination? Generally speaking, there is a trend for immigration from rural areas to urban areas. Immigrants carefully take into account economic, social, and cultural factors of the regions they migrate to. Another interesting factor is the ethnic concentration, wherein a certain demographic group migrating en masse to a given region causes a sort of snowball effect, wherein more and more immigrants will pour in from that source. This is because social networks set up by

immigrants are welcoming to others looking to immigrate. New migrants are offered ethnic resources and can integrate into an enclave, which is often faster and easier than integrating into native society. Immigrants also seek new locations however. Industry growth, new employment sectors and sponsorships are all heavy contributing factors in the decision-making process.

Age has been found to be linked to immigration, but this is a neglected area of study. As a result, there are few findings on the correlation. Perhaps this would be a good area for future study.

To conclude, Akbari listed some final points. Economic factors play a significant role in the migration process. Prosperity, industry, and the labour market are all tied directly to the process of immigration and settlement. Despite this, noneconomic factors also play a large role in the decision-making process of migrants. Family, social networks, and cultural factors are often major determinants of one being both pushed from one region and pulled to another.

SIMON LAPOINTE

Simon Lapointe's presentation, entitled "Newfoundland and Labrador's Production Performance," was something of a departure from other speakers' topics in the session, as it primarily dealt with productivity performance rather than immigration.

Lapointe began by discussing the two "acts" of Newfoundland and Labradors economy between 1997 and 2018. "Act one," a massive boom in output and productivity, occurred from 1997 to 2007. It saw annual output increase by nearly eight percent and productivity increase by six percent. 2007 to 2018, however, was a period of economic bust and thus "act two". Annual output decreased by over one percent and productivity decreased by two percent.

Despite the dismal performance of Newfoundland and Labrador's economy between 2007 and 2018 (last place in terms of growth among provinces for this period), the province still had the highest annual growth over the 1997 to 2018 period of any other Canadian province. This is because the growth achieved from 1997 to 2007 due to the prosperity of the province's mining and oil sectors was unusually significant.

Across both Newfoundland and Labrador and Canada from 1997 to 2018, the amount of jobs has increased, total hours worked have grown, but hours per worker has declined. GDP growth does not seem to be significantly related to job growth. Interestingly, Newfoundland and Labrador had higher average hours per worker than the national average, more overtime hours, but lower part-time employment. Newfoundland and Labrador also has higher productivity compared to other provinces.

Many factors that may influence labour productivity. Education, skills, job training, and research and development all contribute to this vital aspect of economic performance. Newfoundland and Labrador trails behind the national average in each of these four categories. Interestingly, employers in the province are more willing to fund job training despite its lower performance outcome there. The underperformance of research and development in the province can be attributed to the fact that it is not primarily businesses but universities performing it in the province.

To conclude, Lapointe discussed the general points of his presentation. Newfoundland and Labrador's economic performance has varied widely over the decades, and this is almost entirely due to both the provincial GDP and productivity's reliance on the mining and oil industries. Resource-based economies tend to be more volatile than other types of economies. They fluctuate in ways that can be beneficial or harmful to the residents of a region.

SESSION FOUR

Global Migration Policy and Outcomes

Session four was chaired by Dr. Jennifer Hunt, James Cullen Chair in Economics at Rutgers School of Arts and Sciences. It was called "Global Migration Policy and Outcomes," and featured presentations from three speakers: Martin Geiger, Associate Professor in Politics of Human Migration and Mobility at Carleton University, Carl Lin, Research Fellow of IZA and Assistant Professor at Bucknell University, and Derek Messacar, Adjunct Professor of Economics at Memorial University and Research Analyst in the Social Analysis and Modelling Division at Statistics Canada.

Martin Geiger's presentation, entitled "International Organizations and the Quest for more Effective Governance: 1990-2020," began with its conclusion. Geiger found that it is questionable to conclude whether International Organizations (bodies that promote cooperation among their member states; the United Nations, the International Monetary Fund, etc.) contribute to better governance.

Geiger continued by outlining the recent history of International Organizations. Since the 1950's, he explained, International Organizations have seen a dramatic increase in activities. Increased specialization has been seen, with organizations continuing to be established in specific regions. Today, International Organizations are vital for the coordination of international meetings and discussions between member states and are essential in their ability to evaluate state behaviour from a neutral perspective. They have no single national interest, but rather act in the interest of the entire group.

What, more specifically, do these organizations do from day-to-day? Geiger answered this question by delving into an example: International Organizations in Europe. The European Union Commission grants significant funding to many International Organizations that operate within Europe. These organizations have been a key element

of the Union since the early 2000s, contributing to various aspects of governance including migration. Currently, International Organizations are vital in training border control and sheltering human trafficking victims.

Introduced in the 1990s, migration management is the result of states' resistance to migration governance. The International Organization for Migration (IOM), an International Organization with the focus of facilitating humane and orderly immigration, became the lead agency and ultimately took the concept over entirely.
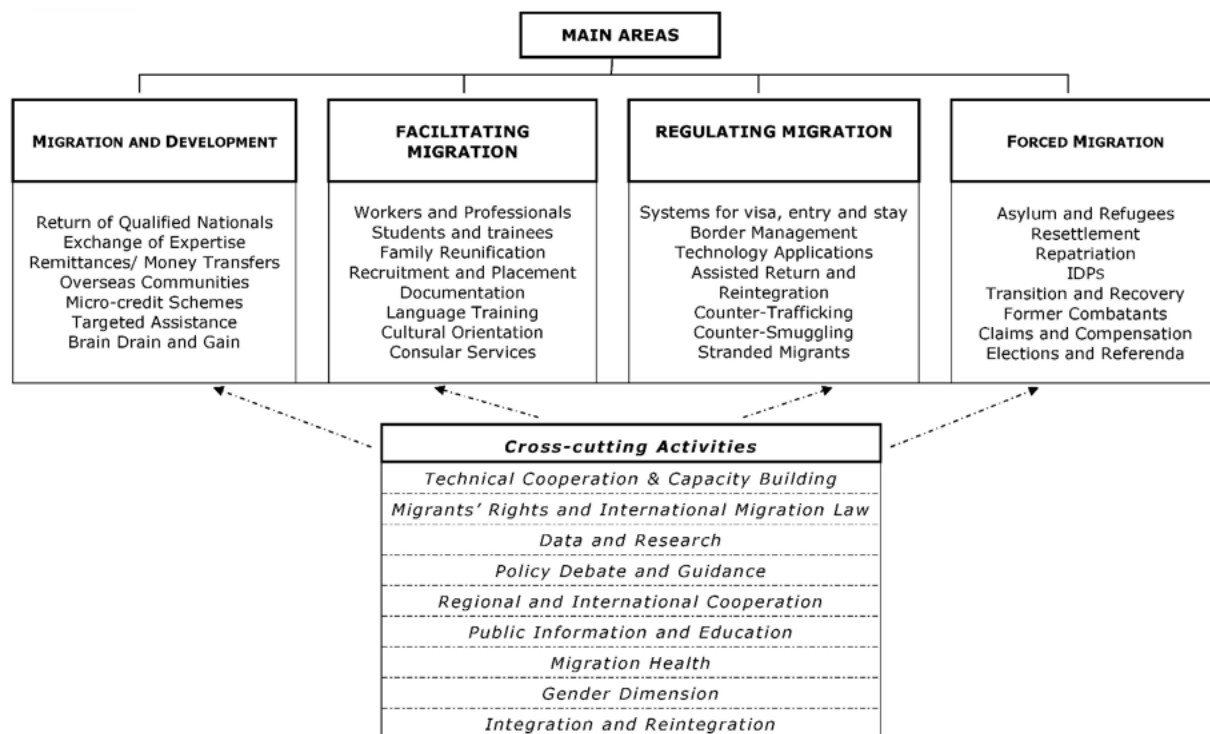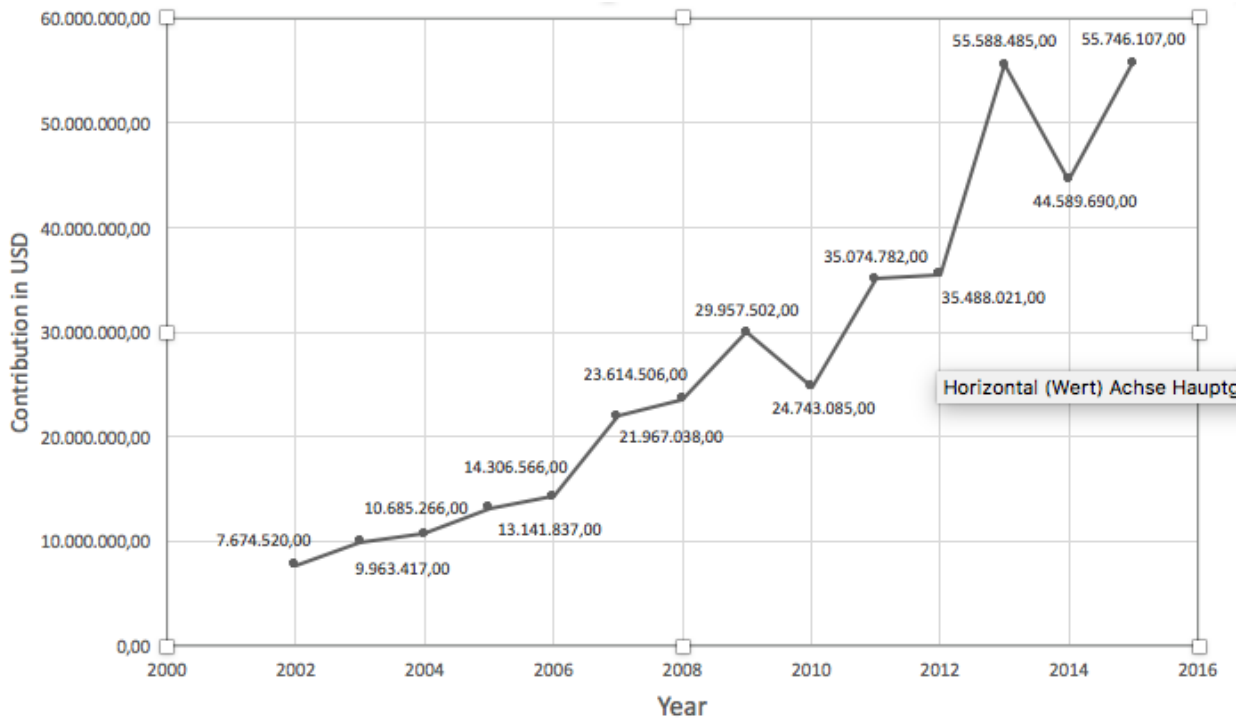

Figure 12. Overview of Migration Management operations.

Source: Dr. Martin Geiger Presentation

Canada is a founding member of IOM and is among the leading annual contributors to the organization. It is also, however, among the top internal critics of the organization's programs.

Figure 14. Canada's annual contribution to IOM, by year.

Source: Dr. Martin Geiger's presentation

Between 1951 and 2016, IOM was an independent organization; it acted outside of the UN. In June of 2016, IOM had 165 member states. In July of that year, IOM was voted a related organization of the UN. A few months later, IOM signed on to the UN. The same day, the UN called for a global compact on migration, which IOM was made lead organization of. The following year, the United States withdrew their support of the compact. In late 2018 the compact was signed and ratified, however its future remains uncertain. The compact has non-binding framework, and instead relies on states' commitment to the process. As a result, International Organizations like the IOM will play a key role in its implementation.

It remains to be seen if the United States' withdrawal will be consequential to the efficacy of the compact. Interestingly, China became a member of IOM soon after the United States' withdrawal, a move towards increased international cooperation and involvement in global governance policy. This is in line with China's recent trends towards social

development; China's Belt and Road Initiative is another prime example of this "opening up."

The floor was then opened for any questions. One audience member asked about Canada's future role in the global migration process. Geiger explained that while Canada's immigration numbers are up, immigrants' skills and performance in the country are still lacking. Regardless, Canada and IOM are still significantly linked. Canada even serves as IOM's "model nation" for managed international immigration. Hopefully, Canada steps forward to best practice and makes the compact work in a shifting global environment.

CARL LIN

In his presentation entitled, "Migrants from a Different Shore: Economic Assimilation of Immigrants from China in the U.S." Dr. Lin discussed the performance of immigrants in the United States considering factors including country of origin and year of arrival.

Lin began his presentation with images of the statue of liberty; since its dedication in 1886, the monument has been a symbol of hope for immigrants entering the United States. It was the first thing many immigrants saw from the boats that brought them ashore.

Immigration, like many other aspects of a given nation, is not always steady but rather fluctuates almost cyclically. Immigration to the United States peaked shortly after 1900, at about 900,000 annual immigrants, and in the late 1930's declined to the lowest rates seen in a century. Not until recently had immigration levels returned to the early-1900s rate.
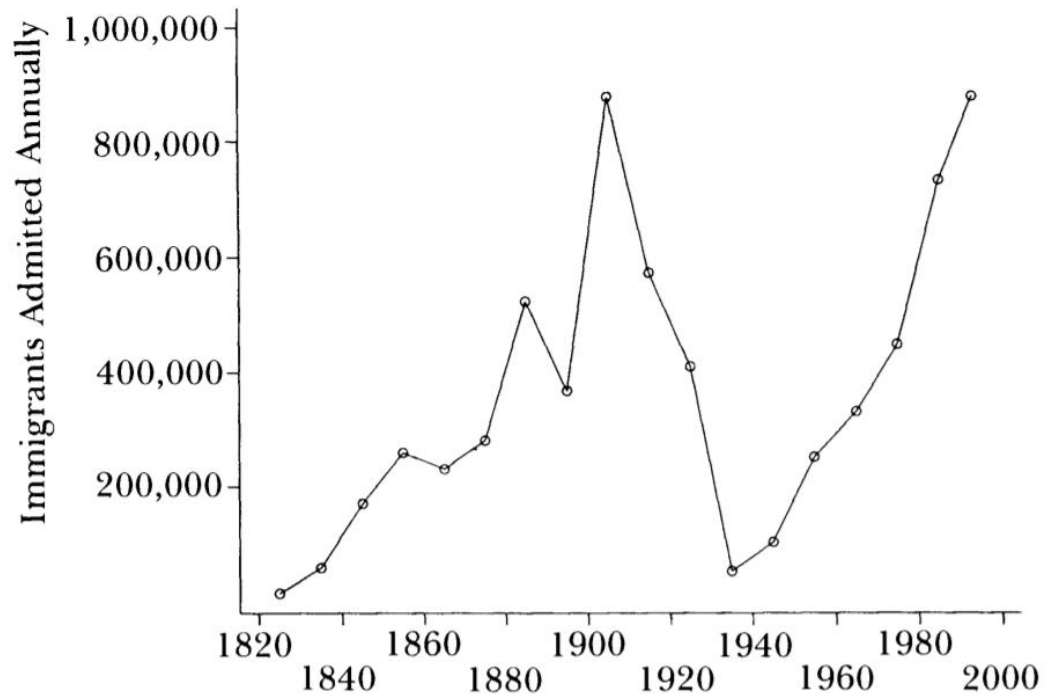
Excludes immigrants legalized under the Immigration Reform and Control Act of 1986.
Source: Figure 1 in Rachel M. Friedberg and Jennifer Hunt (1995)

Figure 15. Number of immigrants admitted by the United States, 1820-2000.

Source: Dr. Lin's presentation

Since 1980, Chinese immigration to the United States has steadily increased. In 1980, Chinese immigrants made up around 2.10% of all immigrants in the United States. In 2017, that number had increased to 4.76%.

Recently, there has been increased opposition to immigration in the United States. This could be a result of global tension and uncertainty (US-China trade war, Huawei, possible spies, etc.). Despite this shift in public opinion, Chinese immigration to the United States has been strong; the United States receives more Chinese immigrants than any other country.

With these facts in mind, Lin outlined the purpose of his presentation. He aimed to quantitatively analyze how Chinese immigrants fared in the United States, especially compared to the native-born population and immigrants from other origins, across different cohorts. Also investigated were the leading factors in explaining the earnings differences in immigrant outcomes.

Before delving into the main queries of the study, Lin gave some background information. He showed a graph depicting the GDP per capita of various origin countries of immigrants in the United States, from 1980 to 2017. The chart showed that in 1980, China's GDP per capita was less than one fortieth of the United States' GDP per capita, far smaller than other origin countries like India, Mexico, and the Philippines, as well as the Latin America/Caribbean region. By 2017, however, China's GDP per capita had skyrocketed, surpassing that of India, the Philippines, and Latin America/the Caribbean. China's GDP per capita was now over one quarter that of the United States.
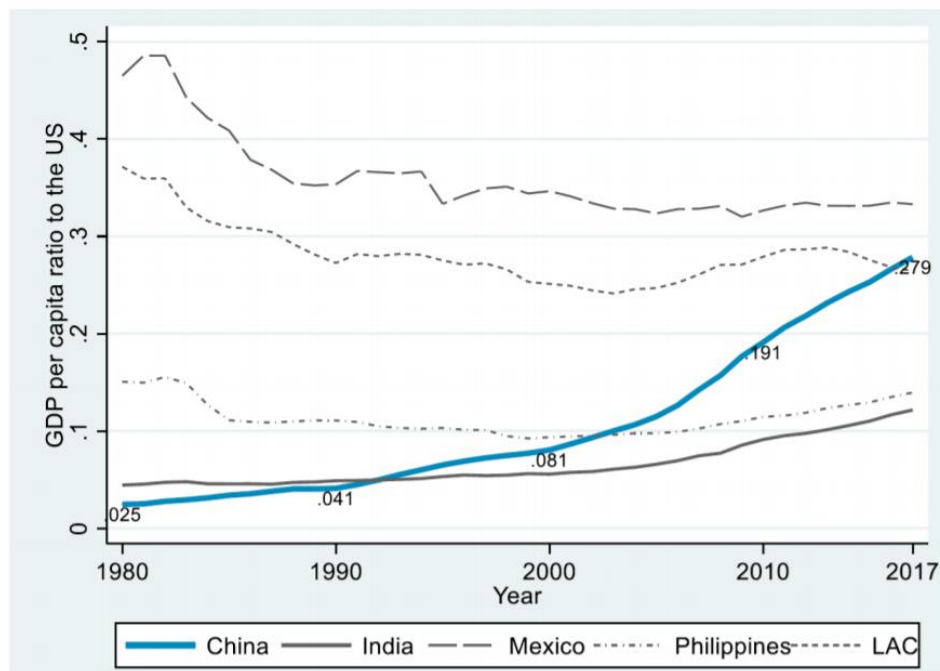
The data are PPP-adjusted and expressed in constant 2011 international dollars.
Source: World Economic Outlook Database, IMF (2019).

Figure 16. GDP per Capital Ratio to the US by Select Countries
Source: Dr. Lin's Presentation

Lin elaborated on the history of Chinese immigration to the United States. In 1854, in response to the California gold rush, immigration from China rose from fewer than 50 annual immigrants to 13,100 immigrants in just one year. For the next 10 years Chinese immigration to the United States stabilized to around 3,000 to 7,000 annual immigrants before once again rising dramatically with the construction of the transcontinental railroad in 1870. Twelve years later, the 1882 Chinese Exclusion Act led to a sudden decline in immigration from China, which was not ameliorated until the Immigration and Nationality Act of 1965. Since China enacted its opening door and economic reform policy in 1978, immigration from China to the United States has significantly increased once again.

Research on the subject of immigrant outcomes in the United States labour market has suggested that outcomes have deteriorated for the immigrant group as a whole since the 1960's. There are, however, differences among immigrant groups; Rivera-Batiz (2007) showed that immigrants from Latin America/the Caribbean have significantly lower wages than other immigrants. Chen (1998) and Lin (2012) showed that the relatively high-skilled immigrants from East Asia have also achieved relatively higher outcomes and assimilated more successfully than other groups of immigrants.

Lin discussed his findings for various experiments comparing economic outcomes of immigrants by various factors including country of origin and cohort. The data showed overwhelmingly that Chinese immigrants' performance is on the rise. The mean wages of Chinese immigrants overtook most other immigrants' mean wages in 1990, and even overtook native-born United States citizens' mean wage in 2010. The findings also suggested that Chinese-born immigrants were better educated than other immigrants and native-born Americans, a likely cause for the difference in mean wages between the groups.

There were some questions after the presentation. One audience member asked if the evolution of the immigrants' education level was a result of changes to the Chinese education system or rather to changes to selective immigration in the United States. The answer was unclear, but Lin explained that it was certainly possible that these could be factors affecting the rising education level. Another audience member asked Lin if the data used accounted for migration back to China; Lin responded saying that census data forced him to make an unrealistic assumption of 100% immigrant retention.

Variables	Year	Native born		All immigrants (excl. China)		China		Mexico		LAC (excl. Mexico)	
		Mean	S.D.	Mean	S.D.	Mean	S.D.	Mean	S.D.	Mean	S.D.
Earnings (real, dollar)	2017	58,832	63,120	53,628	62,112	70,327	74,434	33,141	27,089	41,092	44,363
	2010	56,625	56,002	45,841	53,417	60,354	58,970	26,783	22,068	37,465	39,701
	2000	57,385	57,054	47,696	55,986	54,867	54,761	27,709	26,599	40,472	44524
	1990	51,359	41,503	44,583	42,667	47,788	44,726	25,599	19,780	38,306	33,772
	1980	46,209	29,222	42,524	31,419	42,364	31,343	27,449	18,392	36,057	25,808
Years of Schooling	2017	13.80	2.45	12.71	4.13	15.12	4.24	10.14	3.72	11.93	3.86
	2010	13.74	2.44	12.10	4.24	14.78	4.57	9.57	3.71	11.53	3.93
	2000	13.52	2.44	11.91	4.54	14.52	4.77	8.70	4.16	11.60	4.02
	1990	12.89	3.33	11.37	5.03	12.89	5.13	7.71	4.43	11.12	4.47
	1980	12.76	2.94	11.56	4.71	13.24	5.19	7.41	4.11	11.68	3.92
U.S. Experience (year)	2017	21.11	12.32	16.60	10.52	13.94	9.61	18.01	9.90	16.19	10.45
	2010	21.82	11.80	14.98	9.84	13.49	8.73	14.52	9.41	14.58	9.69
	2000	20.34	10.95	12.93	9.20	12.02	8.48	11.69	8.58	13.11	8.82
	1990	19.04	11.22	12.26	8.84	13.21	9.58	10.83	7.66	11.59	8.14
	1980	18.62	12.42	12.05	8.85	11.89	8.61	9.64	7.62	10.67	7.06
Foreign Experience (year)	2017	-	-	6.27	8.04	6.94	8.87	5.96	7.42	7.30	8.69
	2010	-	-	6.45	7.99	8.16	9.35	6.43	7.53	7.41	8.48
	2000	-	-	6.51	8.00	8.98	9.47	6.83	7.64	7.25	8.37
	1990	-	-	7.11	8.40	11.15	10.83	7.71	8.04	8.35	8.96
	1980	-	-	8.36	8.81	9.84	10.87	9.37	8.68	9.72	9.60
English Language Proficiency	2017	-	-	2.27	0.94	2.09	0.97	1.85	1.02	2.10	1.01
	2010	-	-	2.28	1.20	1.96	1.01	1.61	1.02	2.03	1.04
	2000	-	-	2.37	1.21	1.99	0.98	1.59	1.06	2.18	0.98
	1990	-	-	2.49	1.19	1.88	0.99	1.64	1.04	2.20	0.97
	1980	-	-	2.51	1.19	2.01	0.93	1.50	1.01	2.21	0.93
Usual Hours Worked Per Week	2017	43.01	10.19	42.38	9.27	41.47	9.61	42.22	8.70	41.80	8.96
	2010	42.92	10.35	41.54	9.56	42.61	10.37	40.55	9.10	40.93	9.13
	2000	44.35	9.89	43.45	10.13	43.56	10.86	42.73	9.41	42.72	9.98
	1990	43.70	9.80	43.00	10.24	44.10	13.21	42.24	10.40	42.24	9.90
	1980	42.68	9.18	41.98	9.51	42.94	9.83	41.29	9.17	41.08	9.52
Married with Spouse Present	2017	0.52	0.50	0.60	0.49	0.69	0.46	0.58	0.49	0.51	0.50
	2010	0.58	0.49	0.58	0.49	0.71	0.46	0.53	0.50	0.49	0.50
	2000	0.63	0.48	0.60	0.49	0.76	0.43	0.54	0.50	0.55	0.50
	1990	0.67	0.47	0.64	0.48	0.80	0.40	0.58	0.49	0.60	0.49
	1980	0.72	0.45	0.74	0.44	0.80	0.40	0.68	0.47	0.71	0.46
Years since Migrating to the U.S.	2017	-	-	20.19	12.71	16.27	10.61	20.96	10.80	19.08	12.21
	2010	-	-	18.13	12.16	15.28	9.72	16.62	10.51	17.19	11.60
	2000	-	-	16.00	11.52	13.45	9.75	13.42	9.76	15.70	10.54
	1990	-	-	15.35	10.69	14.71	11.04	12.49	8.74	13.96	9.47
	1980	-	-	14.33	9.52	13.69	9.35	11.09	8.46	12.46	7.47
Observations	2017	458,908		89,646		3,858		25,198		20,014	
	2010	428,600		82,835		2,930		27,670		17,737	
	2000	2,128,150		321,463		8,710		113,136		65,836	
	1990	2,010,309		193,558		4,663		57,179		39,571	
	1980	1,878,603		120,435		3,379		28,151		23,050	

Figure 17. Results

Source: Dr. Lin's Presentation

DEREK MESSACAR

Derek Messacar's presentation, entitled "Employment Conditions, Sense of Belonging, and Regional Out-Migration in Canada," was the final presentation of day one. Messacar discussed the various factors, both economic and non-economic, that affect migration within Canada.

Messacar began by explaining migration's important role as an adjustment mechanism. Migration often occurs naturally in such a way that maximizes efficiency to some degree. This is especially important in times of recession, when economic factors will cause workers to migrate in search of employment. Looking at the recession in 2008 as an example, Messacar showed how the unemployment rate increased consistently during that year as a direct result of the recession. These worsening economic conditions caused outmigration, which in turn helped to adjust the system back to a more normal economic state.

Non-economic factors also have the capacity to affect the decision to migrate; individuals with a higher sense of community belonging and involvement may be more hesitant to relocate in times of economic recession. Community belonging is, however, an intangible concept. A more practical measure of this idea is homeownership. Homeowners, having effectively invested in their neighborhood, may exhibit a higher sense of responsibility for their community, and as such may show higher levels of belonging and involvement. This may factor in when deciding whether to stay or go and could serve as an indicator of one of the many factors affecting this decision.

Messacar then showed what he called a "quasi-experiment" involving an extensive mathematical model that examined pre-recession levels of community belonging and how these and other variables affected an individual's choice to migrate. From the experiment it was concluded that recessions disproportionately affected different industries, which in turn would cause disproportionate migration, especially when considering certain regions that are heavily tied to a given industry. This again illustrates the importance of the natural adjustments provided by migration; when certain industries fail, laid-off workers will

relocate to find work elsewhere, contributing to the recovery of the post-recession economy. Interestingly, public sector jobs were found to be uniquely sheltered throughout recession.

Among the factors linked to migration, an individual's job loss was a significant one. The research showed, however, that while individual job loss was a determining factor for relocating to a different city, it was not so much of a factor for those relocating to a different province. This suggested that inter-provincial migration may be spurred by non-economic factors whereas migration between cities may be more linked to economic reasons. Unsurprisingly, those who lose their jobs and have low community belonging were the most likely to migrate, as they have both economic and non-economic motivation to do so.

Messacar concluded by opening the floor to questions. One audience member asked about Newfoundland and Labrador's "mobile workforce;" that is, the province's population's tendency to relocate to find work, and how it factors into the findings of this research. Messacar explained that Newfoundlanders and Labradorians have a strong sense of community belonging – this manifests itself as a non-economic factor that pulls migrants from the province back home.

SESSION FIVE

Panel : Research, Policy, and Practice

Day two began with session five: a moderated roundtable discussion on the topics of research, policy, and practice. The panel was moderated by Michael Haan, Canada Research Chair in Migration and Ethnic Relations at Western University's Department of Sociology. Haan also participated in the discussion. The other panelists included Ather Akbari, Tony Fang, Jennifer Hunt, and Arthur Sweetman.

QUESTION ONE

The first question posed concerned research. Haan asked the panel what they believed future research efforts should seek to find, essentially what gaps in economic knowledge can be filled.

Hunt was the first to respond, discussing the need for data regarding entrepreneurship in society. She argued that there is a lack of useful data to assess self-employment in the economy, and thus this would be a prudent area of research in the future. Hunt explained, with better data, more useful observations could be made, and we would be one step closer to painting a larger picture of the role of entrepreneurship in today's economy. Hunt ended by stating the importance of recognizing the various benefits of immigration, not simply focusing on the increased productivity it can result in.

Sweetman then answered the question. He stated the need for deeper, more precise measures of innovation. Sweetman then discussed the need for information on immigrant retention; despite its significance, there is surprisingly little research on the topic. He explained the importance of studying the immigrants who choose to leave – it would help

determine ways to improve retention. Studies have shown, Sweetman explained, that after 10 years, around 20% to 30% of immigrants choose to leave. It would be beneficial to investigate why so many immigrants leave soon after immigrating. Another area Sweetman claimed has been overlooked by research is business-class immigration. Along with refugees, business-class immigrants are the least entrepreneurial, but little is known about why this is the case. Finally, Sweetman suggested that research into Canada's Temporary Foreign Worker program could be beneficial.

Akbari was the third to take the question. He began by discussing the importance of evaluating the ways in which governments respond to the research being done by economists – does the research provided by institutions like universities and colleges have a tangible effect on policy decision? How can this effect be improved? These, Akbari argues, are areas of significance for future research. Additionally, Akbari touched on the subject of immigrant regionalization. Canada, being a large, sparsely populated country, often finds immigrants choosing to live in the largest city centres, while smaller areas that could benefit from more immigration are often left to the wayside. Akbari concluded by discussing the need for improved access to existing data.

Fang then responded to the question. He explained that immigration is not a "silver bullet" for economic problems, as it can pose some challenges, including cultural ones. He discussed the importance of investigating possible improvements to retention that can be enacted through policy. Retention's significance is based in the fact that immigrants positively impact productivity, so their outmigration is detrimental to the economy. It has also been found that immigrants have no negative effect on native-born employment. Fang went on to describe the benefits of immigrants complementing local employment rather than supplementing it; this allows the two groups to benefit one another and avoids forcing them to compete for the others' employment. It has been found that immigrants, especially foreign students, are more entrepreneurial than most. Given Memorial University's high-ranked entrepreneurship programs, it is worthwhile to encourage foreign students to study at MUN.

Haan was the last to respond to the question. He began by discussing the need to improve immigrant matching capabilities. Not only is efficiency lost in poor firm matching, but also in poor geographical matching. More research must also be done to understand immigrant location choice – for instance, why is Toronto such a popular destination for immigrants? These and other questions are yet to be extensively researched. Haan also mentioned that information on the labour market in Canada is poor; it is not well known where labour market opportunities exist. Future research in this area would help maximize the efficiency of Canada's economy. Another topic that requires research is the attraction of immigrants to struggling jurisdictions. These are the regions that need immigration the most, yet they receive far fewer immigrants than booming city centres. Research into this subject could make a real difference for these regions and the people inhabiting them. Haan added that while foreign students attending university are well researched, there is very little research into foreign students attending high school in Canada. Haan conclude by discussing the research that is currently being done by Statistics Canada. Interestingly, Statistics Canada is currently investigating immigrant retention probabilities cross-referenced by industry.

An audience member, who was a researcher in ocean harvesting, raised a question of concern over the future of the fishery in Newfoundland and Labrador. He explained that there is currently no research on the economics around the availability of the aging population of the province to process the fish in rural areas and wondered if immigrants could be the solution to this problem. Fang responded, saying that fisheries are among the most important industries in Newfoundland and Labrador, and that research for solutions in this industry should be more available than it is. He explained that, in order to solve the issue, the province should try bringing in entrepreneurs to start businesses in the industry.

QUESTION TWO

Haan then asked the panelists to comment on current policy and practices – what makes sense, what doesn't, and what changes could be beneficial.

Hunt once again responded first, discussing the importance of housing policy. With regards to immigration policy, Canada's works very well, and she recommended that it not be changed. The secret to its success, she explained, lay in its popularity. An increase in housing prices could reverse this popularity, hence the importance of housing policy. As such, local policymakers must make hard decisions – rising housing costs lead to lower immigration. Denser cities could possibly remedy the problem, but other issues would remain. For instance, how do we decided which immigrants to admit? Legislators must consider questions like these when deciding policy. Policymakers took a step in the right direction moving away from Canada's old points system, as it was flawed, but Canada could still take in more refugees. Despite its capacity to take in more refugees, Canada is internationally praised as it is usually compared to the United States, a country that is stricter in its immigration laws. Hunt concluded by adding that based on pure economics alone, the provincial nominee program should be abolished, as it hinders productivity.

Sweetman followed Hunt by sharing his views on the matter. Historically, he argued, Canada has been successful by learning from other countries. He mentioned New Zealand's express entry policy as an example. After seeing the policy's effects in New Zealand, Canada introduced a similar one, modeled after it. The time has come, however, to take hard, analytical looks at policy questions. For instance, how many foreign students should be admitted? By what standards should successful applicants be chosen? There are various objectives to consider when deciding immigration policy. Immigration can be used to address the aging society by regulating the population age, for instance. As such, it is important to diversify immigrant streams in order to maximize the benefit of immigration. The challenge provinces face is efficiently evaluating the long-term effects of immigration.

Akbari's response to the question expanded on his statements earlier in the discussion. He discussed the increasing role of research in policy discussions – governments are becoming more and more responsive to economic discussion and studies. Questions of immigration – admission, retention, and integration among other things – are of great

significance to governments today. Despite this, information on the subject is not perfect; data gaps still pose a challenge to policymakers but present an opportunity for researchers. A deeper understanding of these things would offer a better perspective and allow legislation to better effect positive change.

Fang discussed immigrant recruitment in his response. He began by stating how high Newfoundland and Labrador's foreign student retention is at 17%. With such successful retention rates, the province's main concern should be with recruitment. Fang illustrated the main three reasons an immigrant will choose a certain destination: economic outlook (job opportunities in particular), family connections, and a welcoming community. Newfoundland and Labrador is a friendly province, Fang explained, but not necessarily a welcoming one. This is because of the tight-knit, homogenous nature of the province's communities, which can sometimes make it harder for an outsider to integrate. It is possible that refugees arriving in groups have an advantage, given that they have a community to support them immediately upon arrival, but enclaves such as these may create other complications for immigrants in the long run. Fang also discussed the Atlantic Immigration Pilot Project. The project allows employers in Canada's four Atlantic Provinces (Newfoundland and Labrador, New Brunswick, Prince Edward Island, and Nova Scotia) to hire foreign workers for positions they cannot find employees for locally. Although its long-term effects remain uncertain, it is showing promising results in the short-term. Fang concluded by discussing immigrant selection and explaining the importance of identifying the most entrepreneurial immigrants and convincing them to immigrate.

Haan began by discussing the Atlantic Immigration Pilot Project. He described it as "nimble and regionally attentive," stating that the pilot should be implemented throughout Canada, especially in rural areas, to bolster immigration. Haan suggested using Atlantic Canada as a testing ground for new policies with regards to the pilot, although he warned about the dangers of devolving policy below the national level. Haan then discussed the issue of skills in provincial governments. A questionnaire of New Brunswick government policy analysts found that, of the 300 analysts questioned, three quarters weren't

confident to conduct cross-tabulation or regression analysis. This indicates a massive need for skills development. Next, Haan delved into the prospect of group immigration. Instead of taking a "buffet approach" towards immigration, Haan suggested investigating the positive effects of bringing in a large group of similar immigrants. He explained that there is evidence that this approach can work well, as it offers immediate benefits to the immigrants in the form of an enclave. It could also, in theory, improve retention rates. Haan also commented on Canada's express entry policy. He suggested that it may discriminate against smaller firms, as the process requires an immense amount of human resources. He concluded by discussing the postgraduate work program and its effects on immigrant retention. The program has increased retention in larger, more urban jurisdictions, but decreased it in smaller, more rural ones. Haan speculated that this may be a result of immigrants' preference for large jurisdictions.

One audience member asked if it was feasible to mandate some in-province work requirement for an international student or some other encouragement to stay in a province of study. Haan responded by stating that there was, at one point, a tax credit for those who stayed in their province of study after graduating in an Atlantic Province, however as Sweetman added, this policy was suspended due to various distributional issues, among them the fact that many of those receiving the credit were quite wealthy. Akbari then weighed in, stating that mobility is important. People will want to explore different options, so the focus should be put on attracting foreigners rather than retaining the ones here.

SESSION SIX

Panel : Immigrant Settlement and Integration in NL

Session six ended day two with another moderated roundtable discussion, this time on the topic of immigrant settlement and integration in Newfoundland and Labrador. The discussion was moderated by CBC Journalist Prajwala Dixit. The panelists included City Councilor Debbie Hanlon, Professor Tony Fang of MUN, Nancy Healey, CEO of the St. John's Board of Trade, James Baker, Program and Research Manager with the Association for New Canadians, Ken Walsh, Senior Settlement Coordinator with the Association for New Canadians, and Sharon McLennon, Director of the NL Workforce Innovation Centre.

Dixit began by asking the panel about immigrant integration and settlement. In what ways has it been affected over the years, and in what ways is it changing moving forward? What sorts of resources do immigrants have to assist in the process of integration and settlement?

Baker answered first, detailing the grassroots program currently in place at the Association for New Canadians. As of January 2018, the Association for New Canadians had five "satellite" offices – offices away from main operations in St. John's designed to support the increasing number of newcomers in the province. Three of these offices are in Labrador (one each in Forteau, Happy Valley-Goose Bay, and Labrador City), one is in Corner Brook and the last is in Grand Falls-Windsor. As Baker called it, this "hub-and-spoke" model of operations allows for action at the regional level – each satellite office allows for closer, more helpful interaction with immigrants. Baker ended by discussing the steadily increasing numbers of immigrants arriving in Newfoundland and Labrador each month. He outlined the importance of increasing levels of support to match the growth in immigration.

Hanlon spoke next, outlining her new immigration position initiated just two weeks prior. She explained that the City of St. John's finally has its first immigration portfolio, indicating

the city's readiness and enthusiasm regarding immigration moving forward. Hanlon discussed her excitement for the future of immigration in St. John's, also talking about the various ways in which diversity is spreading through the area. She cited the food market as an example; the St. John's culinary scene is more varied and diverse than ever before, with traditional food from around the world becoming more and more available. She then discussed local immigrant partnerships, and the importance of paying attention to small, simple things that can help immigrants settle down more easily. She gave an example in which she helped some immigrants find access to certain spices they wished to use in cooking familiar food. It is often easy to forget the simple, easily solvable issues one may face when settling down in a new country, which only enunciates the importance of doing what one can to help others, even in what may seem like a small way. Therefore, Hanlon explained, the city is developing a program to help with simple things like the spice example.

McLennon then responded to the question. She first discussed the Connector NL project, which aims to help newcomers to the province find career opportunities and grow their professional network. Additionally, it helps provincial employers get in touch with skilled immigrant workers in their communities. McLennon explained that this program is especially helpful to international students looking to expand their network. The program has been beyond successful in pairing immigrants with suitable jobs. It uniquely helps assuage the skills shortages suffered by labour market stakeholders and the employment issues felt by newcomers. The program has even extended their reach beyond St. John's, establishing offices in central and western Newfoundland. The importance of this program is at an all-time high, with the aging of the massive "baby boomer" cohort. It is estimated that soon up to 70% of firms will need to replace management or ownership due to this demographic shift. Immigration could be an effective solution to the succession issues that lay ahead.

Baker gave a final message to end the session. He discussed a new program funded by ACOA and IRCC called Global Eats. The program gives newcomers the opportunity to learn kitchen and language skills by operating a food truck. The program has been a massive success and a great help for the immigrants involved.

CLOSING REMARKS

Professor Tony Fang offered closing remarks to the audience. He thanked the generous support from the co-organizers and sponsors, and everyone involved and discussed the importance of dialogues such as this in advancing the discussion on immigration. He suggested the success of the conference can further facilitate future collaborations in the forms of joint research projects, funding applications, and new policy development. He also assured the participants that the summary report of the conference will be circulated to the participants and will also be posted on the website of the Stephen Jarislowsky Chair in Cultural and Economic Transformation.

Appendix A

The Honorable Bernard Davis, Minister of Tourism, Culture, Industry and Innovation, is a lifelong resident of St. John's, a dedicated community volunteer, and someone who is committed to enhancing and promoting community development issues across the province. A graduate of Memorial University (Bachelor of Commerce), Bernard served as the Executive Director and Program Coordinator of the Church Lads Brigade (C.L.B.) and as an elected Councilor at St. John's City Hall before entering provincial politics. In 2015 Bernard was elected to represent the District of Virginia Waters Pleasantville, and since then has served as Parliamentary Secretary to the Minister of Health and Community Services and Minister of Service NL. On November 8, 2018, he was sworn in as the Minister Responsible for Advanced Education, Skills and Labour, and on September 6, 2019 was sworn in as Minister of Tourism, Culture, Industry and Innovation.

Dr. Noreen Golfman, Provost and Vice-President (Academic) of Memorial University is an experienced academic and administrator in senior leadership roles in higher education, she is the university's chief academic officer with overall responsibility for all academic matters, including the development and delivery of programs to more than 18,000undergraduate and graduate students across a wide range of disciplines. Dr. Golfman is a professor of English and holds aPhD from the University

of Western Ontario. She served two terms as president of the Canadian Federation of Social Sciences and Humanities, a national education advocacy group, and she is a past president of both the Canadian Association of Graduate Studies and the Northeastern Association of Graduate Schools.

Dr. Jennifer Hunt is the James Cullen Chair in Economics and Professor of Economics at Rutgers University. From 2013-2015, while on leave from Rutgers, she served as the first Chief Economist of the U.S. Department of Labor, then as Deputy Assistant Secretary for Microeconomic Analysis at the U.S. Department of the Treasury. Prior to joining Rutgers in 2011, she held positions at McGill University, the University of Montreal and Yale University. Hunt is a Research Associate at the National Bureau of Economic Research in Cambridge, Massachusetts and a Research Fellow at the Centre for Economic Policy Research in London. Her current research focuses on immigration and wage inequality, while past research has also encompassed unemployment, the science and engineering workforce, the transition from communism, crime and corruption. She received her Ph.D. in Economics from Harvard and her Bachelor's degree in Electrical Engineering from the Massachusetts Institute of Technology.

Dr. Arthur Sweetman is a Professor in the Department of Economics at McMaster where he holds the Ontario Research Chair in Health Human Resources and is also a member of the Centre for Health Economics and Policy Analysis (CHEPA). In addition, he is currently co-editing a special issue of the Canadian Journal of Economics on immigration. Previously, at the School of Policy Studies at Queen's University, he held the position of Director, where he also held the Stauffer-Dunning Chair in Policy Studies. He obtained his PhD in economics at McMaster University. His research focuses primarily on empirical (econometric) approaches to economic policy issues, while also retaining interest in quantitative

program evaluation. Prior to returning to McMaster in 2010, his research areas were extremely broad involving, among other topics, labour market, social policy and health topics. His recent work has involved economic issues in healthcare, immigration, education, poverty, employment insurance, program evaluation, and micro-finance.

Master of Ceremonies: Dr. Michael Clair is a consultant and former Director of Culture and Heritage with the Government of Newfoundland and Labrador, and the former Associate Director for Public Policy at Memorial University of Newfoundland's Harris Centre. He was a part of the core group that created The Rooms, the province's museum archives-art gallery complex, and chaired a committee of government, academic and civil society groups dealing with immigration.
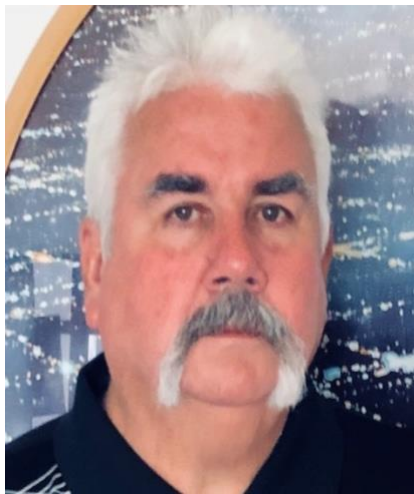
Moderator: Dr. Scott Lynch is in his 32nd year at Memorial University and has seen the Newfoundland and Labrador economy experience both the positive and negative aspects of the business cycle. Living through the boom to bust periods gives one a unique perspective on the likely future of the NL economy. Professor Lynch research areas include applied macroeconomics, forecasting provincial macroeconomic indicators, forecasting energy demand, immigration with a focus on Newfoundland and Labrador, research in productivity with a NL context. He is currently Head of the Department of Economics at Memorial University.

Moderator: Prajwala Dixit is an Indian Canadian engineer by education, a Journalist/Columnist by vocation, writer, playwright and community catalyst by passion. Writing for CBC, SaltWire Network and The Globe and Mail her work has garnered international attention and is currently listed as part of reading material for GEOG 3620 at Memorial University. Through her video journalistic pieces, that include Ramadan On the Rock and Ganesh Visarjan in Middle Cove, she became the first immigrant woman of colour to present pieces on CBC NL's evening news broadcast, Here and Now. Recipient of the 2019 Women of Inspiration Millennial Leader Award, alongside engineering ways to save the world, she is usually found running behind her toddler!

Dr. Tony Fang is a Professor and Stephen Jarislowsky Chair in Cultural and Economic Transformation at Memorial University of Newfoundland and an Adjunct Professor with the University of Toronto. Currently he holds the J. Robert Beyster Faculty Fellowship at Rutgers University and serves on a World Bank's Expert Advisory Committee on Migration and Development. Prior to joining Memorial, he was the Director of Master of International Business Program and an Associate Professor of Human Resources Management and Employment Relations at Monash University in Melbourne, Australia. He was a Visiting Scholar at Harvard University and NBER. Previously he taught at York University in Toronto and I. H. Asper School of Business at the University of Manitoba. From 1999-2012, he had been the Domain Leader in Economic and Labour Market Integration at CERIS – Ontario Metropolis Centre, a Faculty Associate at the York Centre for Asian Research, and a Council Member of the Toronto Region Immigrant Employment Council (TRIEC).

Dr. Wulong Gu is Senior Advisor and Assistant Director with the Economic Analysis Division at Statistics Canada. His main research is on firm dynamics, globalization, innovation, and productivity growth. His research has been published in American Economic Review, Oxford Review of Economic Policy, and Canadian Journal of Economics. He received his Ph.D. in Economics from McMaster University

Dr. Marshia Akbar is a Senior Research Assistant at Ryerson University. She came to Canada as an international graduate student in 2007. During her tenure as an MA student at Carleton University and as a PhD student at York University, her research focused on how identities (such as gender and race) influence the social and economic opportunities and challenges facing migrants. Her doctoral and postdoctoral research findings have been published as journal articles and web-based reports. Working with settlement agencies in major urban areas, she aims to assess the policies about eligibility for permanent residency and settlement services and their impacts on the employment outcomes of different categories of temporary residents, such as international students, foreign workers and refugee claimants.

Dr. Jiang Beryl Li is a Senior Research Analyst at Statistics Canada. She is an applied economist specialized in productivity, industrial organization and international economics. She is also the liaison researcher for the SSHRC Productivity Partnership. She received her doctorate in Economics from University of Victoria.

Dr. Michael Haan (PhD, University of Toronto, 2006) is an Associate Professor and Canada Research Chair in Migration and Ethnic Relations at Western University. From 2010-2015, he was Canada Research Chair in Population and Social Policy at the University of New Brunswick. He is also a research associate at the Prentice Institute for Global Population and Labour at the University of Lethbridge, and at the McGill Centre for Population Dynamics. His research interests intersect the areas of demography, immigrant settlement, labour market integration, and data development. Dr. Haan is widely consulted by provincial and federal governments for policy advice in the areas of immigration, settlement services, the Canadian labour market, and population aging. Dr. Haan is currently investigator or co- investigator on over ten million dollars of research focused on immigrant settlement, developing welcoming communities, and identifying the factors that predict successful retention of newcomers. Since receiving his PhD in 2006, he has published over 75 articles and reports on these topics.

Dr. Ather Akbari is a Professor of Economics at Saint Mary's University (Halifax). His research interests are mainly in the area of immigration economics with current emphasis on immigration in smaller areas. He has published in several academic and non-academic outlets and his work is often cited in national and international media. He has appeared before the House of Commons Standing Committee on Immigration in Ottawa to present his work. Dr Akbari chairs the Atlantic Research Group on the Economics of Immigration, Aging and Diversity. He also serves as Academic Director of the Sobey School of Business' Master of Applied Economics program.

Dr. Simon Lapointe is an Economist at the Centre for the Study of Living Standards. He obtained his Ph.D. in economics jointly from the University of Fribourg (Switzerland) and the University of Avignon (France). He also obtained a M.Sc. from the London School of Economics, and a B.Sc. Soc. from the University of Ottawa. Dr. Lapointe previously worked at the VATT Institute for Economic Research in Helsinki and at the Library of the Parliament of Canada. His works were published in the Journal of Public Economics, Regional Science and Urban Economics, Social Choice and Welfare, and Public Choice.

Dr. Martin Geiger is an Associate Professor in Politics of Human Migration and Mobility, Carleton University, Ottawa, and holds a cross- appointment in the Department of Political Science and the Institute of European, Russian and Eurasian Studies. His research concerns international migration, global governance, international organizations, security, innovation and development. Dr. Geiger is the lead investigator of several SSHRC and Ontario-funded projects that examine the recruitment and retention of high-skilled migrants; his other work is focused on the International Organization for Migration and the IOM's role and activities in global migration politics. Martin Geiger is affiliated with several migration research centres and think tanks in Europe and Asia, and the founder and lead editor of the peer- reviewed 'Mobility & Politics' series with Palgrave Macmillan.

Dr. Carl Lin is an Assistant Professor of Economics at Bucknell University in Pennsylvania, USA. He also serves as an IZA Research Fellow and a consultant for the World Bank and the United Nations University World Institute for Development Economics Research (UNU-WIDER). His research is in the areas of labor economics and development economics in which he focuses on minimum wages, immigration, and rural-urban migrants in China. A native of Taiwan, he holds a B.A. in Economics from National Taiwan University and a master's degree from Georgetown University. He received his Ph.D. in Economics from Rutgers University-New Brunswick.

Dr. Derek Messacar is a Research Analyst in the Social Analysis and Modelling Division at Statistics Canada and an Adjunct Professor in the Department of Economics at Memorial University of Newfoundland. He is also a Research Fellow of the Retirement and Savings Institute at HEC Montréal. Derek joined Statistics Canada upon receiving his Ph.D. in Economics from the University of Toronto, in 2016. Prior to this, he received his M.A. at the University of British Columbia and his B.A. at Brock University. Derek is an empirical micro-economist with research spanning topics in behavioural public finance, labour, and the economics of education. His research has been published in leading Canadian and international journals including the Review of Economics and Statistics, Journal of Labor Research, Economics of Education Review and Canadian Public Policy.

Debbie Hanlon holds a Councillor at Large seat in the Council of the city of St. John's, a position which commands a broader scope of the city's issues allowing her to do more. Just recently she has been appointed the new lead for Tourism, Culture and a brand-new portfolio, immigration, as well as lead for Cruise Committee, Downtown St. John's council and the Arts Advisory Committee. She is proud of her 25-year history of successful entrepreneurship in the city of St. John's which was recognized by her being named one of the top female entrepreneurs in Canada, a three-time Top 50 Atlantic Canadian CEO as awarded by Atlantic Business Magazine. Ms. Hanlon is also a published children's author.

Nancy Healey is the Chief Executive Officer of the St. John's Board of Trade. Prior to returning to the Board in 2008, Nancy was the Executive Director of the Tourism Industry Association. As well, she has worked as a government relations and public relations consultant. Nancy recently completed the Director's Education Program from the Rotman School of Business and has achieved the designation of ICD.D. Nancy was recently awarded the Chamber Executive of the Year from her peers in the Chamber of Commerce movement. She is an Aide de Camp to Her Honour Lieutenant Governor Judy Foote. She serves on the Board of Directors of the Newfoundland and Labrador Credit Union, and is a Member of the Newfoundland and Labrador Chapter of the Canadian Forces Liaison Council, a member of the International Women's Forum and a Past President of the Chamber of Commerce Executives of Canada and a past Director of the Canadian Chamber of Commerce.

Dr. James Baker is currently Manager, Programs and Research, with the Association for New Canadians, as well as per course Instructor in the Departments of Political Science and Sociology. James' research is primarily in the areas of immigration, refugees, and racism, and he has published on Newfoundland nationalism, racism, identity, ethnicity, and patriotism. From 2016-18, he was a Banting Postdoctoral Fellow at McMaster University. He holds a PhD in Sociology from Memorial University.

Ken Walsh has held the position of Senior Settlement Coordinator with the Association for New Canadians' Western Regional Office in Corner Brook since its establishment in January 2018. In addition to his Coordinator role, Mr. Walsh currently serves as Acting Manager for the ANC's Satellite Office Project. Mr. Walsh has been involved in the settlement sector for over twelve years and, prior to his current role on the West Coast of the island, has served as a Researcher, Program Officer, and Private Sponsorship of Refugees Program Coordinator with the organization.

Sharon McLennon is Director of the NL Workforce Innovation Centre (NLWIC) at CNA. Her career spans over 35 years in operations, consulting and leadership in government, education and industry. Sharon has worked as Manager of Corporate Services at CNA-Qatar, Contract Training & amp; Continuing Education and Applied Research & Innovation at CNA-NL, NATI, Fortis Education Foundation, MUN Grenfell Campus, Economic Recovery Advisory Board and Advisory Council on the Economy. She's served on the Boards of APEC, JA, Tree Plan Canada, Corner Brook Board of Trade and Corner Brook Port Corporation. Sharon holds an Honours Business Administration degree from Western University.

Welcome!

Given your experiences and expertise in socioeconomic integration of immigrants and refugees, you have clearly recognized the important role immigration and workforce diversity may play in facilitating and promoting productivity, innovation, and entrepreneurship in Canada and around the world. Immigrants, citizens by naturalization, and citizens by birth from immigrant parents are now inseparable stakeholders of the Canadian socio-cultural and economic landscape. While contributing directly to population growth and economic growth, immigrants with a diverse range of knowledge, skills, and experiences can also alleviate labour and skill shortages and contribute to productivity, innovation, and entrepreneurship. Through examination and discussion of these important topics this conference will seek to address various issues on how to improve immigrant's performance in productivity, innovation and entrepreneurship in order to make maximum use of their human and social capital and assist them to integrate and fully contribute to the Canadian economy and society.

I would like to thank my organizing committee, especially Dr. Mike Veall and Dr. Ather Akbari for their advice and support, also to Lynn Murphy, Jane Zhu, and my research team for their tireless efforts. I would also like to extend my gratitude to all the co-organizers and sponsors who made the conference possible. We hope that you will have a chance to enjoy the work of our fellow researchers in North America and our two keynote addresses by Dr. Jennifer Hunt and Dr. Arthur Sweetman.

Sincerely,

Tony Fang
Professor and Stephen Jarislowsky Chair in Cultural
and Economic Transformation
Memorial University of Newfoundland

Conference Programme

Monday, November 25	
8:30-9:00 Registration & Continental Breakfast	**Main Auditorium - H2851**
9:00-9:15 Welcoming and Opening Remarks 　**MC - Michael Clair,** Consultant and former Associate Director of Memorial University's Leslie Harris Centre 　**Honourable Bernard Davis**, Minister of Tourism, Culture, Industry and Innovation 　**Dr. Noreen Golfman**, Provost and Vice-President (Academic), Memorial University of Newfoundland	**Main Auditorium - H2851**
9:15-11:15 Session 1: The Effects of Immigration on Productivity, Innovation, and Entrepreneurship: Global Evidence 　Chair: Tony Fang, Stephen Jarislowsky Chair in Cultural and Economic Transformation and Professor in Economics, Memorial University 　**Jennifer Hunt**, James Cullen Chair in Economics and Professor in the Department of Economics, Rutgers School of Arts and Sciences 　"Which Immigration Policies Foster Productivity" 　**Arthur Sweetman**, Ontario Research Chair in Health Human Resources and Professor of Economics, McMaster University 　"An Economic Overview of Research on Immigration, Productivity, Innovation & Entrepreneurship"	**Main Auditorium - H2851**
11:30-12:30 Lunch	**Jr. Common Room**

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Monday, November 25

12:30-14:00 Session 2: Immigration, Productivity, and Entrepreneurship: Canadian Evidence

Chair: Scott Lynch, Professor and Head, Department of Economics, Memorial University

Wulong Gu, Senior Advisor, Statistics Canada
"Immigration and Firm Productivity: Evidence from the Canadian Employer-Employee Dynamics Database"

Marshia Akbar, Senior Research Associate, Ryerson University
"Migrant Women Entrepreneurship and Business Strategies: A Study of Bangladeshi Women in Toronto"

Beryl Li, Liaison Researcher, The Productivity Partnership and Statistics Canada
"Multinationals, Gender and Immigrant Composition of the Workforce, and Firm Performance"

Jr. Common Room

14:00-14:15 Health Break

Jr. Common Room

14:15-15:45 Session 3: Immigrant Integration and Labour Market Performance in Atlantic Canada

Chair: Arthur Sweetman, Professor of Economics and Ontario Research Chair in Health Human Resources, McMaster University

Michael Haan, Canada Research Chair in Migration & Ethnic Relations, Department of Sociology, Western University
"The Recruitment, Retention, and Labour Market Performance of Temporary Residents Streams in Atlantic Canada"

Jr. Common Room

5

Monday, November 25

Ather Akbari, Professor and Chair, Atlantic Research Group on Economics of Immigration, Aging and Diversity (ARGEIAD), Sobey School of Business, St Mary's University
"Interprovincial Mobility of Immigrants and Canadian Born in Canada: What do 1996, 2006 and 2016 Census Data Tell Us"

Simon Lapointe, Economist, Centre for the Study of Living Standards (CSLS)
"Newfoundland and Labrador's Productivity Performance: Trends in Aggregate Data and Development of a Firm-Level Dataset"

Jr. Common Room

15:45-17:15 Session 4: Global Migration Policy and Outcomes
Chair: Jennifer Hunt, James Cullen Chair in Economics, Department of Economics, Rutgers School of Arts and Sciences

Martin Geiger, Associate Professor in Politics of Human Migration, and Mobility, at Carleton University
"International Organizations and the Quest for More Effective Governance: 1990-2020"

Carl Lin, Assistant Professor at Bucknell University, and Research Fellow of IZA
"Migrants from a Different Shore: Economic Assimilation of Immigrants from China in the U.S."

Derek Messacar, Research Analyst in the Social Analysis and Modelling Division at Statistics Canada and Professor in Economics, Memorial University.
"Employment Conditions, Sense of Belonging, and Regional Out-Migration in Canada"

Jr. Common Room

17:15-17:30 Wrap up of Day 1

Jr. Common Room

6

Tuesday, November 26

8:15-8:30 Registration & Continental Breakfast	**Jr. Common Room**
8:30-10:00 Session 5: Moderated Roundtable Discussion on Research, Policy, and Practice Moderator: Michael Haan, Canada Research Chair in Migration & Ethnic Relations, Department of Sociology, Western University **Panellists:** Ather Akbari, Tony Fang, Michael Haan, Jennifer Hunt, Arthur Sweetman	**Jr. Common Room**
10:00-10:15 Health Break	**Jr. Common Room**
10:15-11:45 Session 6: Immigrant Settlement and Integration in NL Moderator: Prajwala Dixit (CBC Journalist) **Debbie Hanlon**, Councillor, City of St. John's **Tony Fang**, Professor and Stephen Jarislowsky Chair, Memorial University **Nancy Healey**, Chief Executive Officer, St. John's Board of Trade **James Baker,** Program and Research Manager, Association for New Canadians **Ken Walsh,** Senior Settlement Coordinator with the Association for New Canadians' Western Regional Office in Corner Brook **Sharon McLennon,** Director of the NL Workforce Innovation Centre (NLWIC), CNA	**Jr. Common Room**
11:45-12:45 Lunch	**Jr. Common Room**
12:45-1:00 Closing Remarks	**Jr. Common Room**

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