

this efficacy be measured? How effective are settlement agencies' homework clubs, educational brokers, counseling for survivors of trauma, parenting programs, and so on? Should settlement agencies be offering programming that is available elsewhere (ESL/FSL)? Are ethnocultural specific agencies preferable to multicultural agencies or vice versa? Who, among immigrant groups, uses settlement agencies? Who isn't being served?

- What are the major health-related issues facing immigrants to Canada in the short, medium and longer term? What are the differential health outcomes related to: immigrant status; age; gender; education; language fluency; length of residence in Canada; availability of like-ethnic or other community supports? What are the major challenges and stresses that coincide with migration to Canada, taking into account the heterogeneity of immigrants, that have or are likely to have negative impacts on health? What are the protective factors and their effects?
- What evidence exists on the key determinants of immigrant health, and to what extent do they help elucidate the convergence in health status between Canadian-born and foreign-born populations over time? How does the health status of first- and second- generation immigrants change over time considering such factors as language, gender, age and health status at immigration, level of education, occupation, length of time in Canada, nature of family environment, immigrant class and sense of attachment and belonging to Canada? What are the consequences of mandatory waiting periods for immigrants to qualify for health care, and what are their effects on decisions regarding preventive health care?
- What are the current and potential implications for the public health "system" given the planned expected growth in the number of immigrants Canada? What policy and program interventions might most effectively address/reduce these issues and/or mitigate the health impacts? How can they take into account temporal influences on risk and resilience? How can policy, program and/or community interventions strengthen personal and social resources of immigrants, especially those not attached to like-ethnic

communities (e.g., those not in the large metropolitan centres)?

- How does the assimilation of language and culture influence access to and use of public health services in Canada, especially prevention and health promotion services and activities? How are prevention and promotion programs planned and delivered for new arrivals, and how long does it take immigrants, especially older persons, to become engaged in prevention or health promotion activity? Related as well to language and integration, how well attuned are occupational health services and information to the needs of immigrants, and what are the implications for food services and other key areas? What are the long-term effects of acculturation on immigrants and refugees and their levels of social support?
- How does Canada compare with other similar countries in terms of the health status of immigrants over time? What are the key differences? Are there societal factors, policy approaches or other practices that could account for these differences? What could Canada learn from and potentially adapt from successful experiences in other countries or regions?
- How are immigrants and minorities participating in Canada's cultural life? How are these groups reflected in our cultural products? What cultural products are newcomers and minorities consuming and what impact is this having on their own identity or Canadian identity? What public policy tools are being used or could be used to ensure that cultural products and performances contribute to building an inclusive and cohesive society?

## 2) Economic and Labour Market Integration

At least since the early 1990s, the economic well-being of recent immigrants to Canada has declined and we have seen evidence of a continuation of comparative economic disadvantage for members of minorities. This policy-research priority will continue the examination of these phenomena with special attention to the economic impact of immigration and to the changes that a larger and more structured immigrant and minority population has made to the economic consequences of immigration and diversity in their destination

communities (including major cities, second- and third-tier cities, and rural areas).

Policy-research questions could include:

- How do economic outcomes differ as a result of various socio-demographic factors, immigrant or refugee category, or micro- and macro-economic conditions? Why are immigrants and refugees living increasingly in poverty? Is there evidence of economic success among some? What do the experiences of this population suggest with respect to successful strategies for transition out of poverty? Does spatial distribution contribute to levels of poverty, or to successful pathways out of it? Are there differences in poverty levels experienced in larger cities, second- and third-tier cities, and rural areas? What accounts for these? What is the effect of poverty on educational attainment?
- What differential problems, issues and health impacts are experienced by the various immigrant classes related to earnings and employment? What specific relationships between income, socio-economic status and health exist throughout the pre-migration, resettlement and post-migration stages? What integrated policy approaches can be taken to immigrant and refugee health to support increased income security and positive labour market integration?
- What policies are needed to ensure that factors such as the non-recognition (both nationally and interprovincially) of foreign credentials, prior learning and work experience, along with discrimination and other factors, are not adversely affecting the economic outcomes of immigrants, refugees and minorities? How does downward mobility of the family affect the education of children and youth?
- Are language ability, education, work experience, age and adaptability the best predictors of economic success, or should the selection system for skilled workers include other factors? Are there factors or means for selecting immigrants that might make the immigration system more responsive to labour market needs?
- What infrastructures currently exist in universities to assist students recruited from abroad? What aspects of current programs and practices have helped foreign students to make the transition to employment in Canadian labour markets? What barriers hinder their success? What factors encourage them to remain in Canada upon completion of their studies?
- What kinds of barriers are faced by newcomers and minorities in integrating into Canadian labour markets? What kinds of barriers do employers encounter in hiring newcomers or supporting their integration into Canadian labour markets? How effective has employment equity been in addressing discrimination? What other strategies have proven to be effective?
- What programs or initiatives exist within Canada to help immigrants acquire Canadian work experience? What impacts are they having on improving labour market outcomes? How can employers be more effectively engaged? What sorts of mentorship/internship programs (school and industry-based) are most effective in assisting immigrant and minority youth in their transition to the labour market? Are there ways in which ESL/FSL courses for adults could be more effective in preparing them for the workplace?
- What factors affect national/regional/local labour market needs, and how might immigration policy best respond? What role might temporary workers, provincial nominees, and other types of migration play in addressing the changing demands of employers and the economy? What are the societal and educational implications of converting temporary workers in smaller communities into permanent residents?
- Are immigrants acting as substitutes or complements to the current pool of Canadian-born workers? Is this consistent in all communities or does it vary in differently sized communities? What impacts does regional economic dependence on foreign-trained highly qualified workers have on these regions?
- What impact does immigration have on the earnings, productivity and employment levels of the Canadian-born, Canadian housing prices, and on the Canadian economy in general?
- To what extent are frustrations with the Canadian labour market prompting immigrants to leave Canada? To what extent are economic opportunities in countries of origin encouraging reverse migration?