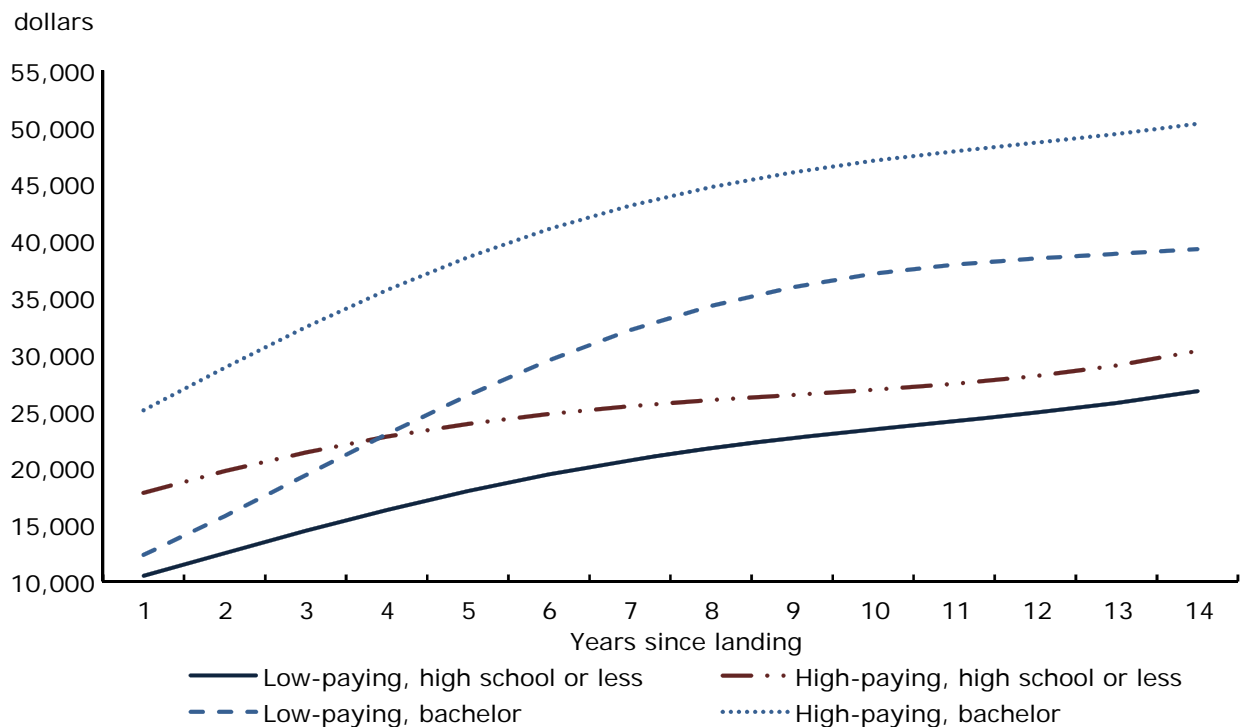
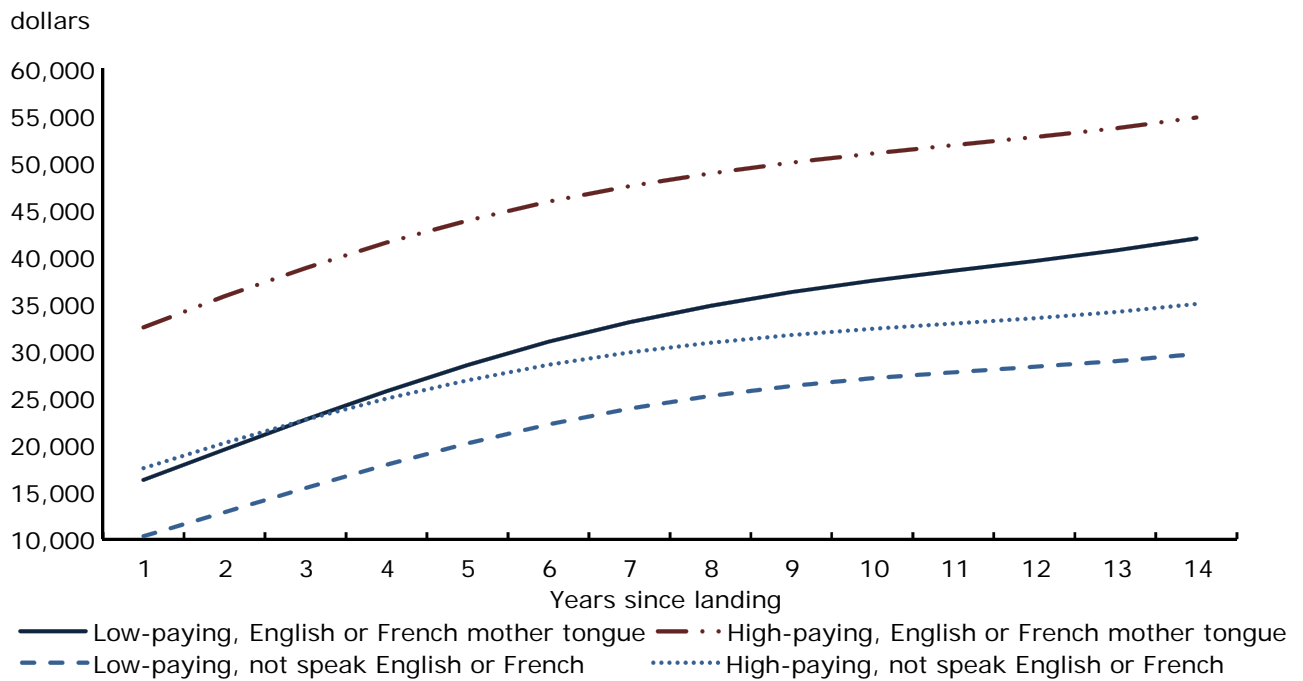
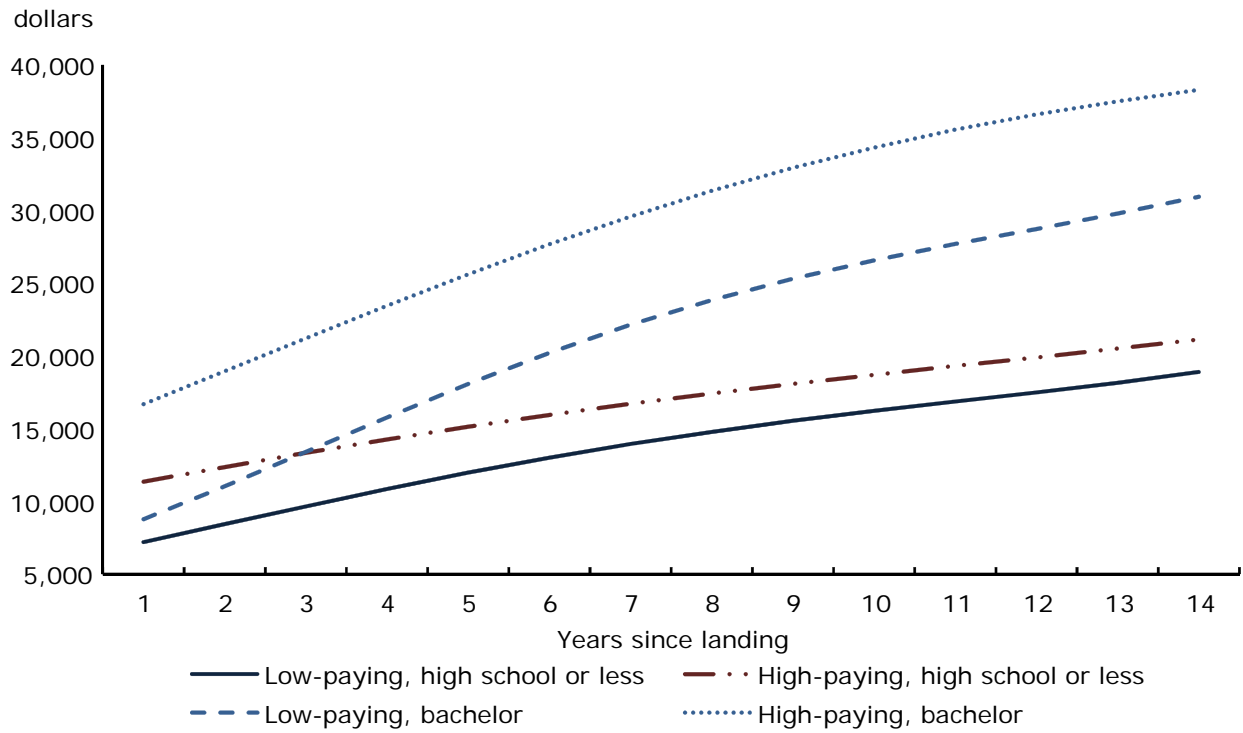
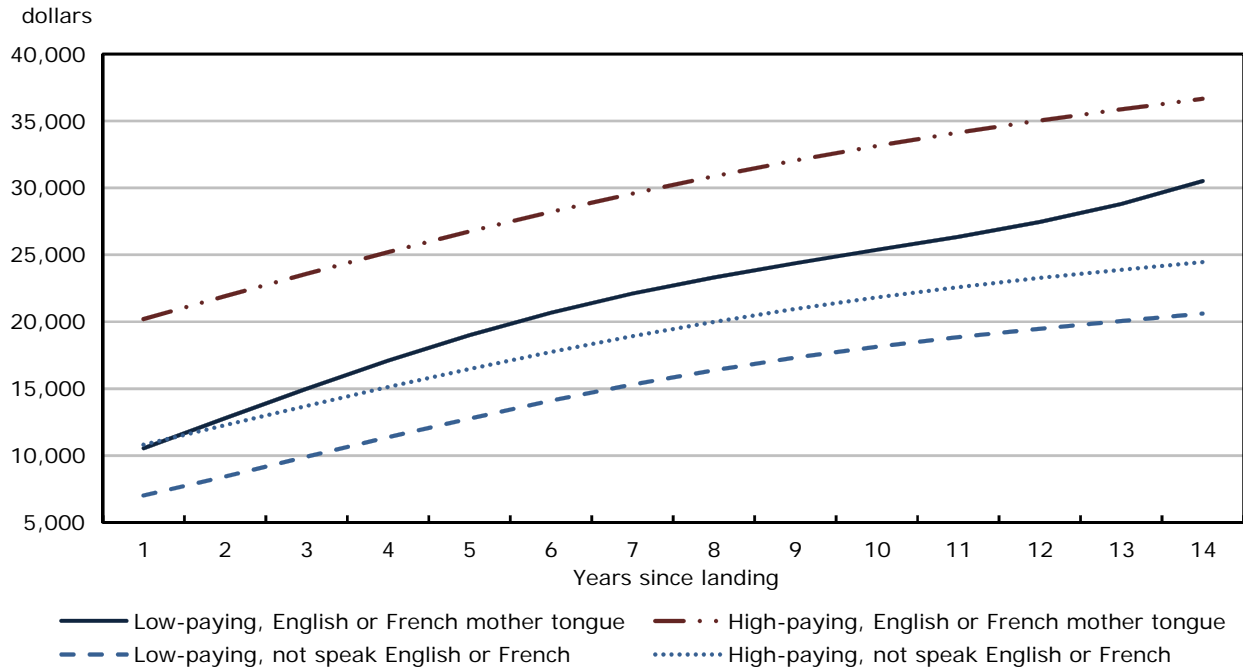


administrative and support; education services, health care, and public administration; accommodation and food services. In general, the pattern of earnings growth by initial firm allocation for both immigrant men and women in all industries combined, as illustrated in Charts 1 and 2, was also observed within each major industrial sector, with some noticeable variations. For both genders, the earnings gap between immigrants who started in high-paying firms and those stated in low-paying firms was the largest in the broad sector of information and cultural industries, finance and insurance, real estate, professional, scientific and technical services; and lowest in the accommodation and food services sector. In most of the major industrial sectors, the absolute earnings gap by initial firm allocation changed little with more years after immigration. However, in the education services, health care, and public administration sector, the absolute earnings gap between immigrants starting in low-paying firms and high-paying firms expanded over time. In comparison, the earnings gap between immigrants starting in low-paying and those in medium-low-paying firms disappeared about six years after immigration for both immigrant men and women in the sector of accommodation and food services, and about 8 years after immigration for immigrant women in the manufacturing industry





**Chart 8**  
**Estimated earnings growth pattern by mother tongue and language, women**



**Source:** Statistics Canada, Canadian Employer-Employee Dynamics Database, 1999-2012.

