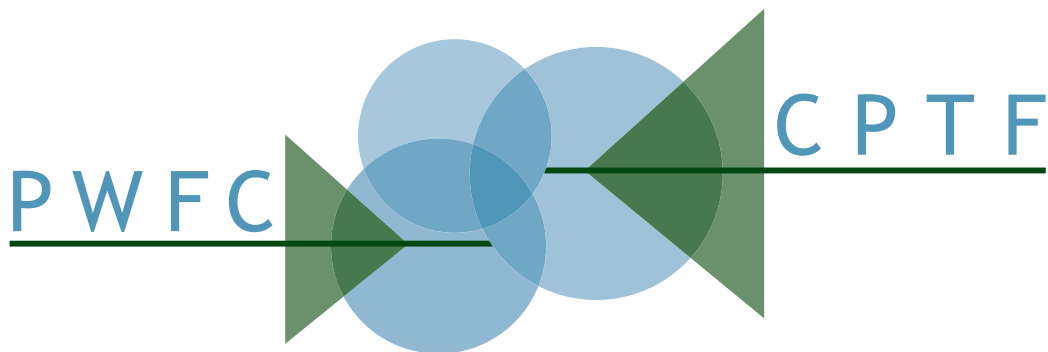




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Third Annual Symposium of the Population, Work and Family Policy Research Collaboration



***Social and Economic Well-Being
of Canada's Population in 2017***

Program

Ottawa Congress Centre
December 13-14, 2007

Canada

Dear participant,

Welcome to the Third Annual Symposium of the Population, Work and Family Policy Research Collaboration (PWFC) organized by the Government of Canada's Policy Research Initiative (PRI).

The PWFC is a partnership of federal departments and research clusters that are funded by the Social Sciences and Humanities Research Council. The PWFC is exploring issues related to the aging of the population, the evolution of the Canadian labour market, and the changing of family trends and pressures.

The PWFC was created to better link researchers and policy-makers through activities such as this Symposium. For researchers, we hope this event will give you the opportunity to disseminate your findings and seek input to ensure the relevance of your work for the policy-making community. For policy-makers, it is an occasion to refresh your understanding with the latest evidence and also to inform researchers of knowledge gaps you face in your work.

The PRI is also contributing to an important stream of research on population issues. Over the next year we will be preparing a portrait of the future population in 2017 from perspectives including labour market, families, health, diversity and inequality, among others. We hope that many of you will take interest in this subject and become involved as the project unfolds.

At this year's Symposium, we have broadened the PWFC tent to include more subject matter than we have in the past. We chose five themes for our program: labour market, families, diversity, aging, and youth transitions. In developing the workshops, we received a great deal of organizational assistance from the federal departments of Human Resources and Social Development Canada, Citizenship and Immigration Canada, Health Canada, Indian and Northern Affairs Canada and Canadian Heritage. Thank you to these departments and to our PWFC partners for making this event possible.

Thomas Townsend
Executive Head
Policy Research Initiative

The Population, Work and Family Policy Research Collaboration (PWFC), in operation since March 2005, is a joint initiative of the federal government and the academic research community. The sponsoring groups include the Policy Research Initiative (PRI), the Social Sciences and Humanities Research Council of Canada (SSHRC), Human Resources and Social Development Canada, Statistics Canada and two SSHRC Clusters: the Population Change and Lifecourse Strategic Knowledge Cluster (PCLC) and the Canadian Labour Market and Skills Research Network (CLSRN).

The purpose of the PWFC is to facilitate the coordination and increase the benefits of collaboration between the federal government and the research community in subjects relevant for the medium-term public policy agenda. This symposium is intended to bring academics from the research Clusters together with policy officials from government to help create stronger links between the two communities and begin building a program of future cooperation in policy research.

Conference at a Glance

Time	Day 1
7:30	Registration
8:30	Welcome (Congress Hall Salon A/B)
9:00	Population 2017: Scoping Out the Future (Congress Hall Salon A/B)
10:30	Break
11:00	Adapting to Population 2017 (Congress Hall Salon A/B)
12:15	Lunch (not provided)
13:30	Concurrent Session 1 A – Labour Market Policy Challenges in 2017 (Capital Hall 1B) B – Families and Public Policy Challenges in 2017 (Capital Hall 2B) C – A Social Common for All: Integration, Identity, and Belonging (Capital Hall 3B) D – Will Long-term Care Accelerate Health Expenditures? (Capital Hall 4B) E – Youth and Human Capital Development in an Aging Society (Congress Hall Salon A/B)
15:00	Break
15:30	Concurrent Session 2 A – Workforce Aging in the New Economy (Capital Hall 1B) B – Earning, Caring, and Public Policy (Capital Hall 2B) C – Who Stays? Who Leaves? (Capital Hall 3B) D – Perspectives on Formal and Family/Friend Care (Capital Hall 4B) E – School Trajectories of Young Canadians: What Challenges Lie at the Horizon? (Congress Hall Salon A/B) F – Ethnicity and the Labour Market (Westin Hotel: Les Saisons)

17:30 -19:00	Cocktails (Cash Bar) and Poster Session (Capital Hall 5B)
Time	Day 2
8:30	Panel Session: International Perspectives (Congress Hall Salon A/B)
9:30	Break
10:00	Concurrent Session 3 A – Income Inequality (Capital Hall 1B) B – Exploring the Link Between Demographic Changes and Energy Use (Capital Hall 2B) C – Aboriginal Demographics and Well-being (Capital Hall 3B) D – Caregivers: Projecting Availability and Assessing Consequences (Capital Hall 4B) E – Family Formation and Independent Living Among Youth (Congress Hall Salon A/B) F – Canadians' Preparedness for Effective Retirement Planning (Capital Hall 5B)
11:30	Lunch (not provided)
13:00	Concurrent Session 4 A – Older Workers and Labour Market Adjustment (Capital Hall 1B) B – Families in a Life-Course Policy Lens (Capital Hall 2B) C – Immigrants and the Canadian Labour Market (Capital Hall 3B) D – Diversity and Education (Congress Hall Salon A/B)
14:30 -15:15	Closing Panel: What Have We Learned? (Congress Hall Salon A/B)

Day 1 December 13, 2007

7:30	Registration	
8:30	Welcome	Congress Hall Salon A/B
	Chair	Thomas Townsend, Executive Head, <i>Policy Research Initiative</i>
	Presenters	Kathy O'Hara, Senior Associate Deputy Minister, <i>Human Resources and Social Development Canada</i> Chad Gaffield, President, <i>Social Sciences and Research Council of Canada</i>
9:00	Population 2017: Scoping Out the Future	Congress Hall Salon A/B
	Chair	Thomas Townsend, Executive Head, <i>Policy Research Initiative</i>
	Panelists	Paul Bernard, <i>Université de Montréal</i> Kevin McQuillan, <i>University of Calgary</i> Charles Beach, <i>Queen's University</i>
	Discussant	Malcolm Brown, Senior Assistant Deputy Minister, <i>Human Resources and Social Development Canada</i>
10:30	Break	
11:00	Adapting to Population 2017	Congress Hall Salon A/B
	Chair	Roderic Beaujot, <i>University of Western Ontario</i>
	Panelists	Margaret Biggs, Deputy Secretary to the Cabinet (Plans and Consultations), <i>Privy Council Office</i> Kevin Costante, Deputy Minister, Policy and Associate Secretary of the Cabinet, <i>Government of Ontario</i> Brock Carlton, CEO, <i>Federation of Canadian Municipalities</i>
12:15	Lunch (not provided)	
13:30	Concurrent Session 1	
	These sessions are being organized with federal government departments. Here, government representatives will raise questions of future policy issues not currently addressed by policy research.	
A-	Labour Market Policy Challenges in 2017	Capital Hall 1B
	Session organized by Human Resources and Social Development Canada.	
	Chair	Cliff Halliwell, Director General, <i>Human Resources and Social Development Canada</i>
	Presenters	Mario Lapointe, Assistant Director, <i>Human Resources and Social Development Canada</i> Maxime Fougère, Assistant Director, <i>Human Resources and Social Development Canada</i> Xuyang Chen, Research Analyst, <i>Human Resources and Social Development Canada</i>
B-	Families and Public Policy Challenges in 2017	Capital Hall 2B
	Session organized by Human Resources and Social Development Canada.	
	Chair	Shawn Tupper, Director General, <i>Human Resources and Social Development Canada</i>
	Presenters	Frank Fedyk, Associate Assistant Deputy Minister, <i>Human Resources and Social Development Canada</i> Clarence Lochhead, Executive Director, <i>The Vanier Institute of the Family</i>
	Discussant	Michael Prince, <i>University of Victoria</i>

- C- A Social Common for All: Integration, Identity, and Belonging** Capital Hall 3B
Session organized by the Policy Research Initiative.
- Chair** Jean Lock Kunz, Associate Project Director, *Policy Research Initiative*
- Presenters** Elizabeth Ruddick, Director General, *Citizenship and Immigration Canada*
Andrew Griffith, Director General, *Canadian Heritage*
Fred Caron, Assistant Deputy Minister, *Indian and Northern Affairs Canada*
Catherine Scott, A/Director General, *Office of the Commissioner of Official Languages*
- D- Will Long-Term Care Accelerate Health Expenditures?** Capital Hall 4B
Session organized by Health Canada.
- Chair** Mostafa Askari, Director General, *Health Canada*
- Presenters** Bryon Spencer, *McMaster University*
Michel Grignon, *McMaster University*
- Discussant** Charles Mallory, Director, *Health Canada*
- E- Youth and Human Capital Development in an Aging Society** Congress Hall Salon A/B
Session organized by the Policy Research Initiative.
- Chair** David MacDonald, Assistant Deputy Minister, *Human Resources and Social Development Canada*
- Presenters** Agnès Hubert, Advisor, Bureau of European Policy Advisers (BEPA), *European Commission*
Catherine Ferembach, Assistant Secretary, Youth Secretariat, *Government of Quebec*
Pablo Sobrino, Director General, *Canadian Heritage*
- Discussant** Jane Jenson, *Université de Montréal*

15:00 **Break**

15:30 **Concurrent Session 2**

- A- Workforce Aging in the New Economy** Capital Hall 1B
- Chair** Ron Parker, Senior Assistant Deputy Minister, *Industry Canada*
- Presenters** “Ageism in Information Technology Employment”
Julie A. McMullin and Tammy D. Comeau, *University of Western Ontario*
“Making a Life in IT: Jobs and Careers in Small and Medium-Sized Information Technology Companies in North Carolina and Florida”
Victor W. Marshall, Sara Haviland, and Jennifer Craft Morgan, *University of North Carolina, Institute on Aging, United States*
“Labour Market Trajectories among IT Workers”
Martin Cooke, *University of Waterloo*
Kerry Platman, *University of Warwick, United Kingdom*
“Bargaining Power in New Economy IT Organizations”
Libby Brooke, *Swinburne University, Australia*

- B- Earning, Caring, and Public Policy** Capital Hall 2B
- Chair** Allen Sutherland, Director General, *Human Resources and Social Development Canada*
- Presenters** “Models of Earning and Caring: Trends in Time Use”
 Roderic Beaujot, *University of Western Ontario*
 Jianye Liu, *Lakehead University*
 Zenaida Ravanera, *University of Western Ontario*
- “Do Work Arrangements Increase the Experience of Work-Family Balance and Reduce Time Crunch? Evidence from the 2005 General Social Survey”
 Karen A. Duncan, Rachael Pettigrew, and Ruth E. Berry, *University of Manitoba*
- “Lone Mothers’ Strategies for Balancing Market and Family Care Relations on Social Assistance: Implications for Future Policy Developments”
 Amber Gazso, *York University*
- C- Who Stays? Who Leaves?** Capital Hall 3B
- Chair** Jane Badets, Director, *Statistics Canada*
- Presenters** “Emigration from Canada: The Other Side of the Migration Story”
 Margaret Michalowski, Chief, *Statistics Canada*
- “Global Canadians”
 Kenny Zhang, Senior Analyst, *Asia-Pacific Foundation*
- “Who Stays? Who Leaves? Why? Exploring the Experience of Recent Chinese Immigrants”
 Shibao Guo, *University of Calgary*
- D- Perspectives on Formal and Family/Friend Care** Capital Hall 4B
- Chair** TBC
- Presenters** “Understanding Aging and Disability Perspectives on Home Care: Uncovering Facts and Values in Public Policy Narratives and Discourse”
 Phillip G. Clark, *University of Rhode Island, United States*
- “A Comparative Analysis of Costs to Government for Home Care and Long-Term Residential Care Services, Standardized for Client Care Needs”
 Janet Fast, *University of Alberta*
- “Equity Matters: Doing Fairness in the Context of Family Caregiving”
 Bonnie Lashewicz, *Grant MacEwan College*
 Gerald F. Manning, *University of Guelph*
 Margaret Hall, *University of British Columbia*
 Norah Keating, *University of Alberta*
- “Caregiving Rewards and Transformations in Families with Children and Adults with Intellectual Disabilities: Routes to Understanding ‘Invisible Contributions?’”
 Gordon Grant, *Sheffield Hallam University, United Kingdom*
- E- School Trajectories of Young Canadians: What Challenges Lie at the Horizon?** Congress Hall
Salon A/B
- Chair** Paul Cappon, President and CEO, *Canadian Council on Learning*

- Presenters** “Pathways for Youth to the Labour Market”
Larry Orton, Senior Research Fellow, *Canadian Policy and Research Networks*
- “Does Schooling Contribute to the Gender and Income Divide in Academic Performance? Evidence from School Entry Laws”
Marc Frenette, Senior Analyst, *Statistics Canada*
- “Guaranteed Merit-Based Scholarships and the Characteristics of Students Entering University”
Martin D. Dooley, A. Abigail Payne, and A. Leslie Robb, *McMaster University*

F- Ethnicity and the Labour Market

Westin Hotel: Les Saisons

Session organized by the Policy Research Initiative and Citizenship and Immigrations Canada.

Chair Jean Bergeron, Research Manager, *Citizenship and Immigration Canada*

- Presenters** "Ethno-cultural Diversity of the Canadian Population in 2017"
Alain Bélanger, *Institut national de la recherche scientifique*
Éric Caron-Malenfant, Analyst, *Statistics Canada*
Laurent Martel, Senior Population Analyst, *Statistics Canada*
- "Ethnicity, Immigration and Canada's Labour Markets: Good News, Bad News, Challenges and Hope"
Derek Hum, *University of Manitoba*

17:30-19:00 Cocktails (Cash Bar) and Poster Session

Capital Hall 5B

List of Posters

1. Andrew Heisz (Statistics Canada), *Living in Canada: The Canadian Household Panel Survey*
2. Anne-Laure Tesseron (Université de Montréal), *Aging of the Prison Population under Federal Responsibility*
3. Guillaume Marois (Université de Montréal), *An Overview of Migration Policies that Quebec Should Have to Prevent Certain Demographic Situations*
4. Marc-Antoine Busque (Université de Montréal), *Unmet Home-care Needs of Canadian Seniors*
5. Normand Carpentier, P. Bernard, N. Guberman, M.J. Kergoat, and A. Grenier (Université de Montréal), *Looking into Lives: Using a Life-Course Perspective to Explore Chronic Health Problems for an Aging Population*
6. Ingrid Arnet Connidis (University of Western Ontario) and Candace Kemp (Georgia State University), *Negotiating Work and Family in the Information Technology Industry*
7. Heather Dryburgh (Statistics Canada) and Gillian Ranson (University of Calgary), *Women, Workplaces and IT Employment*
8. Tracey Adams (University of Western Ontario) and Erin Demaiter (University of Toronto), *Knowledge Workers in the New Economy: Skill, Flexibility, and Credentials*
9. Julie Ann McMullin, Tammy Duerden Comeau, and Emily Jovic (University of Western Ontario), *Generational Affinities and Discourses of Difference: A Case Study of Highly Skilled Information Technology Workers*
10. Neil Charness and Mark Fox (Florida State University), *Training, Older Workers, and the IT Industry*

11. Kim Shuey and Heather Spiegel (University of Western Ontario), *The Structure of the Labour Process in the New Economy and its Effect on Workers: Distress and Burnout in the IT Industry*
12. Judy-Lynn Richards, Wimal Rankaduwa and Bernice Bell (University of Prince Edward Island), *Housing Canada's Oldest-Old: Determinants of their Social Inclusion*
13. Normand Carpentier (Centre de recherche, Institut Universitaire de Geriatrie de Montréal) and Francine Ducharme (Université de Montréal), *Reflections on Social Network Data Validity: The Example of the Social Network of Caregivers of Older Persons with Alzheimer-Type Dementia*
14. Michael R. Smith and Heather Zhang (McGill University), *The Causes and Consequences of Unemployment Compensation Program Generosity: What Do We Learn from Cross-National Analyses?*
15. Tamara Daly (York University), *Out of Place: Mediating Health and Social Care at Ontario's State-Voluntary Sector Divide*
16. Daniel W.L. Lai (University of Calgary), *Cultural Predictors of the Caregiving Burden of Chinese-Canadian Families*
17. Joanie Sims-Gould and Anne Martin-Matthews (University of British Columbia), *Family Caregiving or Caregiving Alone: Who Helps the Helper?*
18. Charles Jones (University of Toronto), *Effects of Maternal Smoking while Pregnant on Child Outcomes in Adolescence: Results from a Prospective National Longitudinal Survey*

Day 2 December 14, 2007

8:30 **Panel Session** Congress Hall Salon A/B

International Perspectives

Chair TBD

Panelists Marcel Lauzière, President, *Canadian Council on Social Development*
Frédéric Lerais, Advisor, Bureau of European Advisors, *European Commission*

Discussant Terrance Hunsley, Senior Project Director, *Policy Research Initiative*

9:30 **Break**

10:00 **Concurrent Session 3**

A- Income Inequality Capital Hall 1B

Chair Yves Giroux, Senior Chief, *Finance Canada*

Presenters "Economic Inequality 1981 to 2006"
Lars Osberg, *Dalhousie University*
"Perspectives on Life-Course Income Inequality"
Alain Denhez, Associate Project Director, *Policy Research Initiative*

Discussant Garnett Picot, Director General, *Statistics Canada*

B- Exploring the Link Between Demographic Changes and Energy Use Capital Hall 2B

Chair Robert Smith, Director, *Statistics Canada*

Presenters "The Role of Demographics for the Development in Norwegian Household Energy Consumption"
Bente Halvorsen, Senior Researcher, *Statistics Norway, Norway*

“Population/Household Dynamics, Energy Consumption and Carbon Emission in the United States, China, and India”

Leiwen Jiang, *Brown University, United States*

C- Aboriginal Demographics and Well-Being

Capital Hall 3B

Session Organized by Indian and Northern Affairs Canada.

Chair Daniel Jetté, Research Manager, *Indian and Northern Affairs Canada*

Presenters “Loose Definitions and Population Explosion Among Aboriginal Canadians From 1986 to 2001”

Eric Guimond, Senior Research Manager, *Indian and Northern Affairs Canada*

“Mortality Surveillance for the Inuit-Inhabited Areas of Canada”

Sacha Senecal, Senior Research Manager, *Indian and Northern Affairs Canada*

“Changes in Registered Indian Well-Being at Older and Younger Ages, 1981-2001”

Martin Cooke, *University of Waterloo*

Eric Guimond, Senior Research Manager, *Indian and Northern Affairs Canada*

D- Caregivers: Projecting Availability and Assessing Consequences

Capital Hall 4B

Chair Anne Martin-Matthews, Scientific Director, *CIHR Institute of Aging*

Presenters “Caregivers and Retirement Congruency: Findings from a Mixed Method Study”

Áine Humble, *Mount Saint Vincent University*

Janice Keefe, *Mount Saint Vincent University*

Greg Auton, Research and Statistical Officer, *Nova Scotia Department of Education*

“Who Will Care for the Canadian Elderly in 2017 and Beyond?”

Janice Keefe, *Mount Saint Vincent University*

Samuel Vézina, *Université de Montréal*

Marc-Antoine Busque, *Université de Montréal*

Yann Décarie, *Université de Montréal and Université de Sherbrooke*

Jacques Légaré, *Université de Montréal*

“The Interplay of Risk Factors Associated with Negative Outcomes among Family Caregivers: A Synthesis of the Literature”

Donna S. Lero, *University of Guelph*

Norah Keating, *University of Alberta*

Janet Fast, *University of Alberta*

Gillian Joseph, *University of Guelph*

Linda Cook, *Grant MacEwan College*

E- Family Formation and Independent Living Among Youth

Congress Hall Salon A/B

Chair Shawn Tupper, Director General, *Human Resources and Social Development Canada*

Presenters “Labour Market Entry and Family Formation Trajectories in Generations of Young Canadians, 1976-2006”

Benoît Laplante, *l'Institut national de la recherche scientifique*

“Opportunity Structures and their Influence on Family Formation among Young Canadians”

Rajulton Fernando, *University of Western Ontario*

Discussant Marc Molgat, Visiting Scholar, *Policy Research Initiative and University of Ottawa*

F- Canadians' Preparedness for Effective Retirement Planning Capital Hall 5B

Chair Michel Millette, Director, *Office of the Superintendent of Financial Institutions Canada*

Presenters "Canadians' Preparedness for Retirement: Insight into Attitudes and Planning and the Potential Policy Implications"

Tricia Benn, Director of Research and Professional Publishing, *Rogers Publishing*

"Baby Boom = Retirement Boom: Continuing a Balanced Lifestyle into the Three Stages of Retirement"

Av Lieberman, President, *The Retirement Education Centre Inc.*

"Retirement Financial Planning by the First Boomers: A Quebec-Ontario Comparison"

Jacques Légaré and Mo Long, *Université de Montréal*

Discussant Bob Baldwin, Senior Associate, *Informetrica Limited and Carleton University*

11:30 Lunch (not provided)

13:00 Concurrent Session 4

A- Older Workers and Labour Market Adjustment Capital Hall 1B

Chair André Downs, Senior Project Director, *Policy Research Initiative*

Presenters "Who Works Beyond 65?"

Leroy Stone, Associate Director General, *Statistics Canada and Université de Montréal*

"Seniority-based Pay and Labour Market Adjustment"

Ali Bejaoui, *Université du Québec en Outaouais*

Claude Montmarquette, *Université de Montréal*

"Displacement of Older Workers: Re-employment, Hastened Retirement, Disability, or Other Destinations?"

David Gray and Ross Finnie, *University of Ottawa*

B- Families in a Life-Course Policy Lens Capital Hall 2B

Chair Mireille Laroche, Director, *Human Resources and Social Development Canada*

Presenters "Work, Family and Aging: Toward a New Articulation of Social Times Over the Lifetime"

Diane-Gabrielle Tremblay, *Université du Québec à Montréal*

"Is There Still Time for Social Engagement? Time Management Analysis of Canadians Between 1992 and 2005"

Stéphanie Gaudet, *Université d'Ottawa*

Alexia Marucchi-Foino, *Université de Montréal*

"Stepfamilies in Canada - Moving Away from a Residential Approach"

Valerie Martin and Céline Le Bourdais, *McGill University*

C- Immigrants and the Canadian Labour Market

Capital Hall 3B

Session organized by Citizenship and Immigration Canada.

Chair Eden Thompson, Research Manager, *Citizenship and Immigration Canada*

Presenters “The Canadian Immigrant Labour Market in 2006: First Results from Canada’s Labour Force Survey”

Jason Gilmore, Analyst, *Statistics Canada*

“Immigration Selection, the IT Boom and Bust, and Recent Fluctuations in Immigrant Labour Market Outcomes”

Garnett Picot, Director General and Feng Hou, Senior Researcher, *Statistics Canada*

“A Study of Social Networks and Labour Market Outcomes Based on the Longitudinal Survey of Immigrants to Canada (LSIC)”

Martha Justus, Acting Director and Li Xue, Research Officer, *Citizenship and Immigration Canada*

D- Diversity and Education

Congress Hall Salon A/B

Chair TBC

Presenters “Ethnic Differences in the Educational Attainment among the Children of Canadian Immigrants”

Teresa Abada, *University of Western Ontario*

Feng Hou, Senior Researcher, *Statistics Canada*

Bali Ram, Senior Research Advisor, *Statistics Canada*

“Inter-Generational Educational Mobility among the Children of Canadian Immigrants”

Abdurrahman Aydemir, Research Economist, *Statistics Canada*

Wen-Hao Chen, Senior Analyst, *Statistics Canada*

Miles Corak, *University of Ottawa*

“Education Policy and the Academic Achievement of Aboriginal Students: Evidence from British Columbia Administrative Data”

Jane Friesen and Brian Krauth, *Simon Fraser University*

14:20-
15:15 **Closing Panel**

Congress Hall Salon A/B

What Have We Learned?

Thomas Townsend, Executive Head, *Policy Research Initiative*

Susan McDaniel, *University of Utah, United States*

Contact Information

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Human Resources and
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 Développement social Canada



Statistics
 Canada Statistique
 Canada



Citizenship and
 Immigration Canada Citoyenneté et
 Immigration Canada



Health
 Canada Santé
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Indian and Northern
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and

“Population Change and Lifecourse” Strategic Knowledge Cluster
 Canadian Labour Market and Skills Research Network