

THE UNIVERSITY OF MANITOBA

THE MIGRATION OF NEW IMMIGRANTS  
INTO A SINGLE RESOURCE COMMUNITY IN NORTHERN MANITOBA

by

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## ABSTRACT

The purpose of this thesis is to examine the migration of new immigrants into a single resource community in northern Manitoba. The community selected for this study is Thompson, Manitoba. The specific objectives of this study are: (1) to determine the size of Thompson's existing new immigrant community and to examine their reasons for migrating north; (2) to determine the reactions of the new immigrant community to life in the north; (3) to isolate specific problems which new immigrants are confronted with in a northern single resource community; (4) to determine whether socio-demographic characteristics influence the length of time a new immigrant has resided in a northern community; (5) utilize these findings to determine whether new immigrants are likely to become long term residents in the north.

Data were collected concerning the respondents demographic characteristics, past migration behaviour, reasons for migrating to Thompson, satisfaction with community and employment factors, and finally, future migration intentions. The research propositions and hypotheses were tested through the use of descriptive statistics and the use of inferential tests.

The findings of this study indicate that socio-demographic characteristics do not significantly influence the length of time a new immigrant has resided in a northern community. Of the six socio-demographic variables analyzed, only one--current type of residence, was found to be significantly related to length of residence in Thompson. With respect to the stability of the new immigrant population, the data collected would appear to suggest that new immigrants are likely to become long term residents in the north. Sixty-five percent of the

respondents interviewed had resided within the community for a period of two years or more. Moreover, 78 percent of the sample indicated that they intended to remain within the community for a period of five years or more. Some implications for northern employers, planners and manpower agencies are suggested.

DEDICATION

This Thesis is dedicated to my loving wife without whose help, patience and encouragement this study would not have been completed.

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CHAPTER 1  
INTRODUCTION

1.1 Objectives of The Thesis

The purpose of this thesis is to examine the migration of new immigrants into a single resource community in northern Manitoba. In the context of this study, new immigrants are defined as non-Canadians who have migrated to northern Manitoba within five years of arriving in Canada. Canadian-born migrants, or non-Canadians who have lived in Canada for a period of more than five years do not constitute a part of the new immigrant population.

This study will focus on the new immigrant community of Thompson, Manitoba. Within the established guidelines, there are five objectives:

1. To determine the size of Thompson's existing new immigrant community and to examine their reasons for migrating north.
2. To determine the reactions of the new immigrant community to life in the north.
3. To isolate specific problems which new immigrants are confronted with in a northern single resource community.
4. To determine whether socio-demographic characteristics influence the length of time a new immigrant has resided in a northern community.
5. Utilize these findings to determine whether new immigrants are likely to become long term residents in the north.

## 1.2 Organization of The Thesis

This thesis is organized into five chapters. Chapter One will deal with the background to the study, including the importance of immigration to Canada and the role it has played in the development of the Canadian north. A more detailed examination of the problem to be studied is then presented. The chapter concludes with a brief description of the study area.

Chapter Two consists of a review of related literature. Information pertaining to the general issue of northern population mobility is first presented, followed by a discussion of literature dealing specifically with immigrant migration to northern Canada. The role and place of the study in the literature is then discussed.

Chapter Three deals with the research design. The framework of the study will be explained, followed by a discussion of the methodology used. The nature of the data obtained will then be discussed, including the sources, the identification of the sample and the collection procedures used.

Chapter Four will consist of the analysis of the data. It will begin with a detailed analysis of the new immigrant sample, followed by a number of statistical tests to determine whether socio-demographic characteristics influence the length of time a new immigrant has resided in a northern community. The results of the analysis will be utilized to determine whether new immigrants are likely to become long term residents in the north.

Chapter Five will comprise the summary and conclusions of this thesis. It will examine the results of the study and discuss possible policy implications. Some directions for possible future research will also be suggested.

### 1.3 The Background of The Study

Immigration has historically played a major role in the growth of Canada's population. From the initial discovery and settlement of the country in the early 1700's, Canada has continuously been the destination of large numbers of immigrants. Their impact on the development and identity of the country has unquestionably been great. As John Kralt emphasizes "with the exception of some 300,000 of Canada's Native People, today's entire Canadian population consists of immigrants and their direct descendents".<sup>1</sup>

Because immigration has through the years made such a great contribution to Canada's development and identity, its actual impact on the rate of population growth is often over-estimated. Two sources of population growth exist. The first of these is natural increase, while the second is net immigration. The natural increase of a population may simply be defined as the number of births less deaths. The net immigration of a population, on the other hand, is the number of people from abroad who establish themselves in the country minus those people who leave the country.

Throughout different periods in Canada's history, the relationship between these two growth variables has fluctuated greatly. Data has shown however, that of the two, natural increase has been more significant--there being a substantial number of decades throughout history during which there were more emigrants from Canada than immigrants to it.

While not as significant as its early role in the settlement of the Canadian frontier, immigration has none the less played an important

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1. John Kralt. 1971 Census of Canada, Profile Studies. Vol. V, Part 1 (5.1-9):1.

role in the recent development of the northern frontier. The development of the Canadian north has been a relatively recent phenomenon and due to a number of rather inhospitable factors (notably geographic location, climate and relative isolation), the acquisition of labour to work and reside in the north has been an on-going struggle.

Most mining and lumber companies located in the north experience high rates of labour turnover.<sup>2</sup> These high turnover rates have had serious economic and social consequences at both the company and community level. At the company level, economic consequences have been felt through the loss of employees, the cost incurred through the hiring and training of new workers, as well as the indirect costs due to lost production.

At the community level, a highly transient, unstable population interferes with the formation of long-term social relationships. These relationships are especially important in the smaller, remote communities where urban amenities are scarce or lacking altogether. In addition, the planning for services such as education, housing or commercial enterprises is further hampered when the number and composition of the population base continues to change from month to month.

The magnitude of these problems may be more clearly emphasized when one examines turnover rates for northern settlements. MacMillan (et al., 1974) estimated the average turnover rate for mining companies,

---

2. The turnover rate may be viewed as the process whereby workers leave their job and are replaced by new recruits. It is calculated as a ratio of the changes in the work force in relation to the total work force. It may be defined as either total hirings divided by the size of the work force, total separations divided by the size of the work force or the number of replacements taken as the smallest of hirings or separations divided by the size of the work force (MacMillan et al 1974:6).

frequently the major employer in northern communities, to be about 80 percent. In addition, he estimated the cost of labour turnover to the Canadian mining industry in 1972 to be roughly \$36 million. A report presented by the Mining Association of Canada indicated that total labour shortages and turnover may be costing the mineral industries as much as \$350 million a year. And in Manitoba, a recent survey of turnover rates at the International Nickel Company of Canada (INCO) in Thompson resulted in a figure of 104 percent for the year 1976 (INCO, 1977). Clearly, the problem of labour turnover continues to be one of the major dilemmas facing northern employers.

In an effort to offset high rates of labour turnover, many northern mining and lumber companies turned to the hiring of immigrant labour to help stabilize their highly transient labour force. Immigrants could be viewed as newcomers to the country who would be less likely than their Canadian counterparts to become disenchanted and leave the community if the conditions facing them were not as favourable as they had expected. In addition, it was felt that the high wages offered to do such work, as well as the excellent benefits most companies offered, would be enough of an attraction to offset any negative factors associated with life in the north. In numerous instances, the hiring of immigrant labour did to some degree temporarily offset the problem of labour turnover in some northern communities.

The number of immigrants migrating and settling in the north is not only an indication of their preference for the area, but also a function of the existing immigration policies within the country. Depending on current conditions within Canada and abroad, immigration rates may be high or conversely quite low. The number of immigrants

allowed into the country thus has an indirect affect on the number of immigrants who find their way to the Canadian north.

While there exist numerous profiles concerning what constitutes a less transient worker, most northern employers recognize that these profiles are of little value in recruiting a more stable work force. Previous research has shown that of the characteristics normally used in determining such profiles, i.e. age, marital status, education levels etc., few appear to be valid indicators (Rogge, 1973). However, there is increasing evidence that immigrants have a lower transient tendency than do average Canadian labour and hence tend to remain in the north for greater periods of time. With the proportion of foreign born in Thompson, Manitoba being considerably above that of the national average (Rogge, 1973), and as major employers in the north begin to recognize the greater stability of this new segment of the labour force, an analysis of the size, stability and problems of adaptation of this new component of the northern population is opportune.

Research of this nature is of significant value to northern planning and manpower agencies. As immigrant populations grow in northern communities (approximately 800 of 2,800 Thompson INCO hourly employees sampled up to 1969 were non-Canadian born) it is important that their special needs be recognized and wherever possible, accommodated for in community planning. To date, there is little appreciation of what these special needs are, or of the nature of their problems of adaptation to the north. Moreover, while the Department of Manpower and Immigration is striving to direct immigrants from eastern core areas, they have yet to recognize and exploit the fact that northern communities may be attractive destinations for new immigrants. A study

analyzing immigrant movement and response to the north may therefore have useful policy implications.

#### 1.4 The Study Area

Research for this thesis was undertaken in the northern community of Thompson, Manitoba.

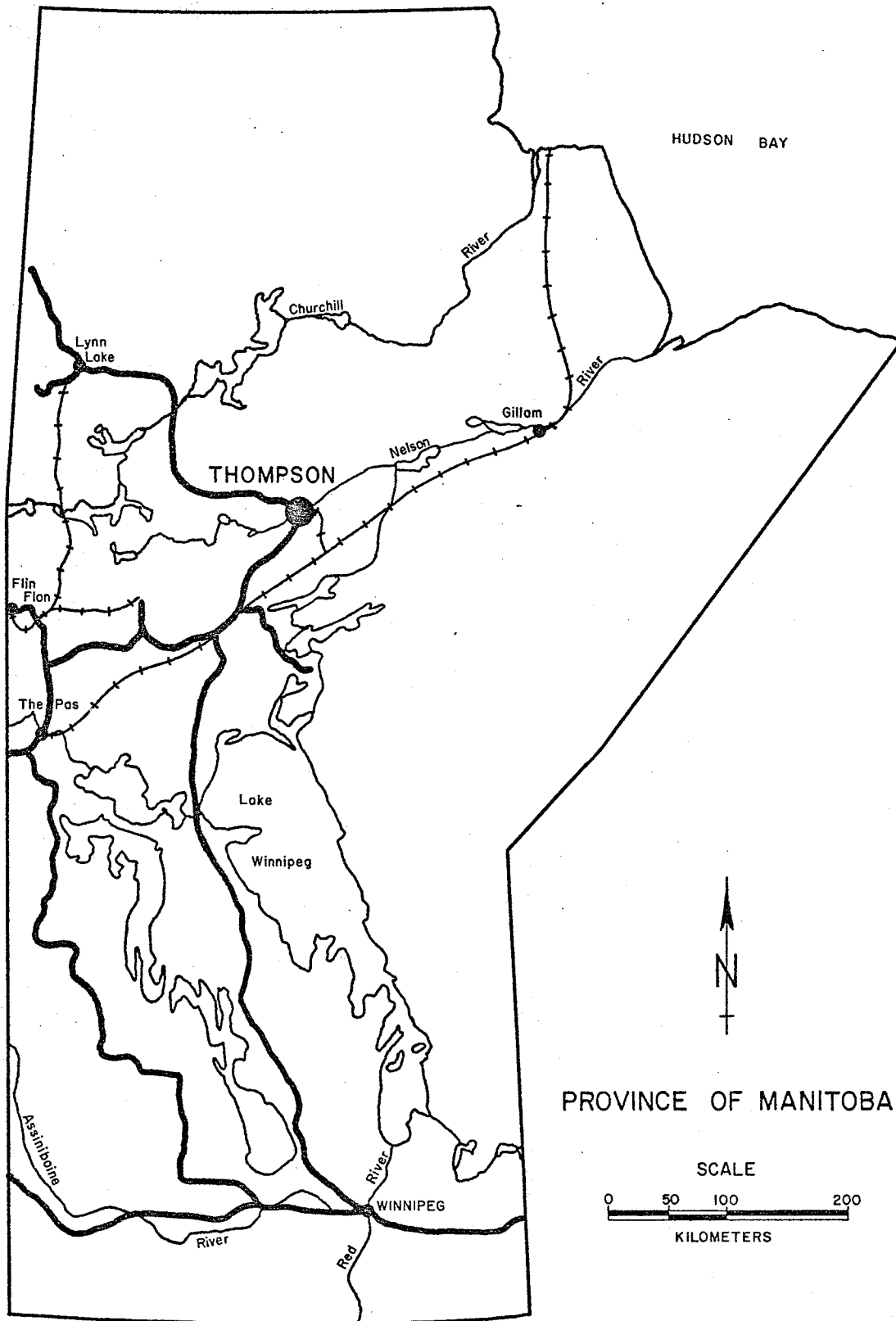
Thompson is the third largest city in Manitoba. It is located near the geographical centre of the province, approximately 400 miles north of Winnipeg (see Figure 1). Initial development of the townsite began in 1957, following the discovery of extensive nickel deposits and the subsequent construction of a large nickel mining complex by the International Nickel Company of Canada Limited (INCO). INCO operations today remain the dominant economic force in the community, employing the majority of Thompson's labour force.

Since its inception, Thompson has emerged as the administrative and regional centre for northern Manitoba. A number of provincial and federal offices are located there, and it serves as the head office for the Norman Regional Development Corporation, an organization promoting the economic development of the north. A wide variety of commercial, medical and social services exist in the community and good access to the rest of the province is provided by a variety of transportation networks, including all-weather paved highways, rail service by the Canadian National Railway, and air transportation by Transair, Calm Air and Lambair. Thompson was incorporated as Manitoba's newest city in July 1970.

No accurate population figure for Thompson is readily available. According to the Manitoba Health Services Commission, Thompson's population in 1976 was 21,966. However, according to the 1976 Census of



FIGURE 1



Canada, Thompson's population was reported as being only 17,291. In light of this information, it must be assumed that an accurate population figure for Thompson lies somewhere between these two values.

In spite of Thompson's rapid growth and relative abundance of community facilities, the problem of labour turnover within the community remains an on-going problem. In 1976, INCO reported a turnover rate of 104 percent. This means that in order to maintain a labour force of 100 individuals for one year, INCO had to hire and train 104 new people. Moreover, while Thompson is the largest and most developed mining community in the province, it has historically experienced turnover rates higher than the other smaller mining communities in northern Manitoba (Rogge, 1973).

Thompson's size and apparent attractiveness to immigrants migrating to northern Manitoba formed the basis of its selection as the site for this study. With high rates of labour turnover continuing to remain a serious problem for most northern employers, an analysis of the size, stability and reactions of the new immigrant community to life in the north may provide valuable information for northern employers and planners alike.

### 1.5 Data and Methodology

Data for this thesis were acquired through a questionnaire survey of new immigrants who had recently migrated to Thompson. Prospective respondents were identified through four sources. These included (1) a survey of INCO's existing personnel files; (2) a review of student class lists from the Thompson Multi-Culture Centre; (3) a survey of major businesses in Thompson; and (4) personnel information received

from the Thompson General Hospital. From a research population of 138 new immigrants who had been in Canada for a period of five years or less, 100 personal interviews were completed during the latter part of June and early July, 1977.

In addition to these primary interviews, secondary interviews were conducted with a number of selected long term residents of the City of Thompson. The purpose of these interviews was to acquire information which first person interviews with new immigrants would not provide. The general mobility trends and problems faced by new immigrants migrating to Thompson, as perceived by those who had been in relatively close contact with them, would thus be provided.

Data for this study were analyzed through the use of descriptive statistics and inferential tests. The contingency coefficient, a non-parametric statistic used for correlating nominally scaled variables, was utilized to determine whether the length of time a new immigrant has resided in a northern community is related to socio-demographic status. Data concerning (a) the length of time the new immigrant has resided in a northern community; (b) his or her satisfactions with life in the north; and (c) his or her plans for remaining in the north were utilized to determine whether new immigrants are likely to become long term residents in the north.

## 1.6 Summary

The purpose of this thesis is to examine the migration of new immigrants into a single resource community in northern Manitoba. To provide a background to the study, the importance of immigration to Canada and its role in the development of the Canadian north is discussed.

The problems and consequences of labour turnover in the north is then outlined, followed by a discussion of the usefulness of the study for manpower and planning agencies. The chapter concludes with a discussion of the study area, the data sources and the methodology employed.

## CHAPTER 2

### REVIEW OF LITERATURE

Not a great deal has been written concerning the issue of northern population mobility. That which deals specifically with immigrant migration to northern Canada is even rarer. This literature review is divided into two sections. The first section will review literature concerned with the issue of northern population mobility. The second section will examine literature related specifically to immigrant migration to northern Canada. The Chapter will conclude with a discussion of the role and place of the study in the literature.

#### 2.1 Northern Population Mobility

The problem of northern population mobility has long been of concern to planners, employers and northern residents alike. Present research into the issue has included the determination of factors which cause population instability within the north as well as information concerning what characteristics may determine a more stable northern worker. Results on both counts have been varied.

##### 2.1.1 Factors Influencing Population Turnover

The problem of what causes population turnover within the Canadian north has been the focus of a variety of studies. Matthiasson (1970) found that among the major factors causing resident dissatisfaction within northern communities were the lack of access to cities in the south, inadequate communication facilities, inadequate medical facilities, and a lack of entertainment and recreational facilities. Among

these four factors, Matthiasson felt that the high ranking of lack of access to cities in the south was deemed to have significant implications. "One of the most obvious ways in which resident satisfaction with the quality of life in resource frontier communities may be maximized is through the provision of regular opportunities to get out. Such provision may alleviate the fairly common feeling of isolation" (Matthiasson, 1970:17).

Riffel (1975) in his study of single enterprise communities found that among the reasons northern settlements experienced high turnover rates were (a) the isolation of the town, (b) an inhospitable climate, (c) inadequate housing, (d) inadequate services and facilities, (e) predominance of single men and the absence of female companionship, (f) inadequate educational and medical services, (g) few opportunities for employment for married women, (h) difficult working conditions and (l) limited opportunities for promotion.

To combat these problems, Riffel maintained that the quality of life in single resource communities must be improved. Quality of life is defined as "the level of well-being of the residents and to the suitability of the town environment created by the development of the natural resource industry for the work force and the other inhabitants of the town (Riffel, 1975:4).

According to Riffel the idea of quality of life consists of three main dimensions. They are the individual, the social and the substantive. The individual or personal dimension refers to the satisfaction of basic needs or wants. It consists of the totality of goods, services and conditions which, individuals determine, constitute the basic nature of life. The second main dimension, the social, refers to

the achievement of community, group or social goals and values. A social goal may be defined as an objective sought through group action. It may differ from the primary goals of most individuals of a group. The third major dimension discussed by Riffel is the substantive dimension--what individual needs and what social goals are deemed desirable by the individual. Riffel divides the components of quality living into two categories--environmental conditions and individual attributes. Among the components included under environmental conditions are housing, townsite (and other aspects of the man-made environment), natural environment, recreation, communications, access and transportation. Components included under individual attributes include income, education, employment, physical and mental well-being, family life, personal safety, political and social participation and community.

Riffel concluded that individual needs and wants delineate the concept of the ideal community. Individuals will search for and move to communities providing the largest amount of quality of life factors. A society with a concept of the ideal community will attempt to create it for its members. Thus, "quality refers to the gap between the ideal and the actual. The lower the gap, the higher the quality, and vice versa" (Riffel, 1973:7).

Lucas (1971) provided further insight into the problems associated with life in Canadian communities of single industry. Defining his work to "communities of single industry with a population of less than 30,000 in which at least 75 percent of the working population serves the single industry and its supporting institutional services" (Lucas, 1971: 17), Lucas presents an in-depth analysis of a variety of characteristics and pressing issues in single enterprise communities. Included in his

analysis are the topics of the construction of the community, the recruitment of citizens, the transition and maturity of the community, occupation, stratification and association within the community, and interpersonal relationships. A discussion of the provision of a variety of services, including recreational, commercial, medical, educational and religious is also provided.

In his conclusions, Lucas found that "persistent patterns emerge in isolated single industry towns of under 30,000 regardless of the type of industry--pulp and paper, mining, railway or manufacturing--and regardless of types of work and skills. The impact of the industries upon the lives of the citizens of the community is extraordinarily great whether it takes an active part in the affairs of the community or withholds its support. The one industry, the single major employer, and the only reason for the town's existence results in the industrial hierarchy forming the major dimensions of the social stratification for the community" (Lucas, 1971:390). Among the intrinsic features patterning relationships common to all single enterprise communities were (a) social observability and control i.e. behaviour is highly observable and therefore restricted, (b) the presence of restricted professional and institutional services, (c) the fact that behaviour within these communities is characterized by primary personal relationships rather than impersonal, secondary relationships which account for a great deal of urban interaction, and finally, (d) the fact that almost all communities experience a type of 'boom' and 'bust' community cycle. Such a cycle is characterized by "phases of hiring and non-hiring, periods when there are many young people in the community and periods when there are few, periods of heavy out-migration, light and heavy years within the school, and so on" (Lucas, 1971:391).



Effects of the physical and social setting of mining communities in northern Canada were documented by Lajzerowicz (et al., 1976). Lajzerowicz (et al.) found that many remote Canadian communities have shown that they are prone to stress, "a symptom of physical and social environments being divergent from psychological needs" (Lajzerowicz et al., 1976:7). Siemens (1973) found that the most frequently referred to symptoms of stress by residents of remote communities were mental health problems (especially depression), alcoholism, extreme loneliness, feelings of insecurity and uncertainty, resulting from a state of "tentativeness" or "transiency", cabin fever, promiscuity and suicide, accident, injury and violence.

Stress symptoms were found to vary between individuals within a given community, depending on factors such as townsite location, socio-economic amenities and each individuals perception of his or her quality of life. "Whatever the degree of stress associated with a given town, many residents have reacted to social and economic conditions by showing various signs of discontentment and ultimately have left the community" (Lajzerowicz et al., 1976:7). Among the quality of life factors Lajzerowicz felt influenced community satisfaction were the working environment, alternative employment opportunities (especially for women), hospital and health care facilities, professional services, educational facilities, housing, recreational facilities, commercial services and communication facilities. In concluding, Lajzerowicz found a strong relationship between quality of life within mining communities and high rates of labour turnover.

These results were also supported by Nickels who found that in terms of quality of life "retention (i.e. length of stay) can be

considered to be both a consequence and an indicator of life satisfaction"(Nickels et al., 1976:140). The satisfaction of males with their job, finances and future outlook, as well as females with their finances was positively correlated with retention.

### 2.1.2 Characteristics of The Northern Resident

A second major focus of research into northern population mobility has included the study of demographic and social characteristics which may determine a more stable northern worker. Jackson and Poushinsky (1971) studied the migration of individuals to four northern Ontario communities, examining the four migration dependent variables of past migration (number of moves per year since age eighteen), alienation, community satisfaction, and prospective migration (chance the respondent thinks there is that he will be in the community in five years). To compare their results to those of a southern population, a number of residents from a southern Ontario community were also interviewed.

In terms of the four dependent variables analyzed, Jackson and Poushinsky found that, on the whole, northern residents are little different from their southern counterparts. The common stereo-type that northern residents are a restless, transient sector of the population was not supported by the data obtained. Rather, it showed that northern and southern Ontario residents are very similar "in terms of alienation, community satisfaction, and many other critical dimensions examined" (Jackson and Poushinsky, 1976:iv). Furthermore, the data collected suggested that there was very little in the way of one "ideology of the north" operative among northern residents. They moved to their community principally because it provided a life they know and understand, it

provided an opportunity to work at a familiar job, and it provided an acceptable standard of living.

In terms of providing a descriptive profile, Jackson and Poushinsky found that the residents of the four communities had a significantly younger population than the province as a whole, were relatively balanced in terms of a male to female distribution, and were comprised of a majority of married people. In addition, the residents of the four communities studies showed a significantly larger ethnic diversity than for the province as a whole, were comprised of a large number of out-of-province residents, and finally, were more often than not likely to have a rural farm background as opposed to an urban background.

MacMillan (et al., 1974) in his analysis of the determinants of labour turnover in Canadian mining communities, found that northern migrants may be divided into two groups: a stable group which includes married couples with children who have lived in the town for some years and who have roots there, and a group of relatively young, single, male workers who have no ties in the community, do not own property and have no desire to do so. This second group, MacMillan points out, are those which exhibit a high rate of turnover. In addition, MacMillan found that those workers who do quit are likely to be male, single, and less than 25 years of age.

Other major findings of the MacMillan study were that turnover rates tend to be lower with an increase in the age of the worker--turnover being more prevalent among young, unmarried employees, turnover rates are higher for male workers than for female workers, and that turnover rates are higher among underground workers than among surface workers. Turnover rates were also found to be lower among unionized

workers than non-unionized workers. In addition, MacMillan found that the following factors did not have any significant effect on the turnover rate: age of mine, isolation, type of mining i.e. metal or non-metal, population of the mining community, mine employment size and the proportion of skilled workers.

Commenting on labour force origin and turnover in northern Manitoba, Rogge (1973) found that some of the common assumptions made about northern populations and their mobility may need to be rethought. Contrary to previous research, Rogge found that the place of origin of the northern migrant does not appear to have much bearing on the success of the migrant in his new environment. Moreover, Rogge found that the proportions of married and single workers leaving the labour force after one or two months were relatively equal. Similar patterns emerged for characteristics such as dependency status, age groupings and education levels. These findings allowed Rogge to conclude that prospective northern residents "do not fall into any easily definable class which can be readily recognized by a given set of demographic parameters" (Rogge, 1973:142).

## 2.2 Immigrant Migration to Northern Canada

Very little has been written with respect to immigrant migration to northern Canada. The trends and problems associated with general immigrant migration and assimilation into Canadian life are documented in a number of studies: Richmond (1967), Hawkins (1972) and Green (1976). However, these studies are very broad and do not examine in any detail the specific role immigration has played with respect to the development of the Canadian North. It has been only recently that this particular segment of the northern population has become of interest.

The presence of immigrant groups in Canada's northern population was documented by Bone (1972) in his analysis of the population of northern Canada. "Within the North, a considerable proportion of the migrant population is foreign born. The two territories (Yukon and Northwest) provide some insight into the importance of non-Canadian born migrants. In 1961, the foreign-born population of the Yukon Territory was 2,714 and for the Northwest Territories, it was 1,963 (Canada Year-book 1966:224). In both cases when native Indians and Eskimos are excluded the percentage of foreign-born in the territories in 1961 was slightly over 20 percent (21.9 percent for the Yukon Territory and 20.1 percent for the Northwest Territories), which is somewhat above the national average of 15.6 percent. The implication of the figures suggests that there may be some truth in the popular notion that white Canadian-born people are more reluctant to live in the North than foreign-born Canadians. Certainly both private and public enterprises have made special efforts to recruit foreigners, claiming that Canadians will not go north" (Bone, 1972:98).

Further evidence of significant immigrant populations in northern Canada is documented by Rogge (1973) in his analysis of labour force origin and turnover in the four northern Manitoba communities of Flin Flon, Snow Lake, Lynn Lake and Thompson. "A substantial segment of the northern labour force is non-Canadian born. With the possible exception of Snow Lake, between 20-25 percent of the sample population was born outside Canada. This constitutes a proportion well above the national average of a little under 15 percent of the total population. Moreover, if the INCO sample can be taken as being representative of the mining labour force, the largest foreign born groups in order of size are

German, British, Yugoslavian, Greek, Hungarian, Portuguese and Italian. In each case, with the notable exception of the British born, the proportion of the foreign born in the sample is very substantially above the national average. Furthermore, since all of these foreign born groups, again with the exception of the British born, are immigrant groups associated primarily with post-war immigration, it would appear that the north has a definite attraction for recent immigrants and especially for those coming from southern and central Europe" (Rogge, 1973:131). These results led Rogge to conclude that the high proportion of immigrants living in mining communities suggests that the opportunities available in the north are particularly attractive to the immigrant, and as such, may cause him to remain until he has established himself both economically and socially.

The question of whether immigration might provide a solution to the problem of turnover in the Canadian mining industry was examined by Poddar (et al., 1976). Poddar found that the mining industry within Canada is no longer as attractive to immigrants as it once was. "Data from the 1971 census and from the Department of Manpower and Immigration indicates that while immigration was once an important source of labour, the industry is no longer attractive to large numbers of immigrants. The proportion of foreign-born in the mining industry, especially in coal and non-metal mining, is below that for industry in general" (Poddar et al., 1976:11). On a provincial basis, the fewest number of foreign-born mine workers are employed in the Atlantic and Quebec regions, while the highest numbers are registered in British Columbia and in the Yukon and Northwest Territories. Overall, the authors concluded that immigration has not been a solution to the high labour turnover experienced within the mining industry.

### 2.3 Summary and Place of The Study in The Literature

Research concerning the issue of northern population mobility has traditionally involved two aspects. These have included the examination of physical and social factors causing population instability and turnover within the north, as well as research into the determination of characteristics which may predict a less transient northern worker.

Previous studies have indicated that both physical and social factors play a major role in determining high turnover rates within northern communities. Among those factors responsible for this occurrence are the isolation of the towns, an inhospitable climate, inadequate housing conditions, inadequate services and facilities, the predominance of single men and absence of women, inadequate educational facilities and inadequate medical facilities. The absence of activities or things to do within the community, particularly with respect to women, often leads to situations of extreme stress. This stress manifests itself in the form of mental health problems, alcoholism, extreme loneliness, feelings of insecurity and uncertainty, promiscuity, and suicide, accident, injury and violence. The perception of each individuals "quality of life" within a particular northern community was found to play a major role in the determining that persons satisfaction with life in the north and how long he intended to remain there.

A second major aspect of research into northern population mobility has involved the determination of characteristics which may predict a less transient northern worker. While no conclusive results have been obtained in this area of investigation, it has been found that a majority of northern residents who remain in the north include young predominantly married couples who more often than not, have come from

a rural background rather than an urban background. In addition, it was found that northern residents have a significantly larger ethnic diversity and are comprised of a large number of out-of-province residents. Those individuals who are least stable and most likely to leave a northern community are male, single, and less than 25 years of age.

Previous studies have also indicated that a significant number of northern residents are non-Canadian born. While information has shown that immigration by itself has not been a solution to the ever persistent problem of labour turnover in the mining industry, the fact that significant numbers of immigrants reside in the north may indicate the attractiveness of this area to this particular component of the labour force. This work will contribute to the field by examining in detail a relatively recent component to the northern population--that of the new immigrant. It will provide valuable information concerning the effects of physical and social factors on immigrant turnover rates, as well as determine whether the length of time a new immigrant has resided in a northern community is related to socio-demographic status. Finally, in addition to providing valuable information about new immigrants living within northern Manitoba, this study will attempt to determine whether new immigrants are indeed likely to become long term residents in the north.



## CHAPTER 3

### THE PROPOSITIONS, HYPOTHESES AND DATA SOURCES

In this Chapter the major propositions and hypotheses of the study are formulated. The techniques used to analyse the hypotheses are then discussed. The Chapter will conclude with a discussion of data sources and the method of data collection.

#### 3.1 The Propositions

The problems associated with high rates of labour turnover in northern communities have been well documented in previous studies (MacMillan et al., 1974, Riffel, 1975, Lucas, 1971, Lajzerowicz et al., 1976). Research into this problem has included the investigation of factors which cause high rates of labour turnover within northern communities as well as research concerning what characteristics if any, may determine a more stable northern worker. While researchers have been somewhat successful in determining the physical and social factors causing labour turnover within northern communities, there have been no conclusive results with respect to the investigation of characteristics which may determine a more stable northern worker.

The question of whether certain demographic or social characteristics influence the length of time a new immigrant will reside in a northern community forms the basis of the first major proposition of this study. Previous work (Jackson and Poushinsky, 1971, MacMillan et al., 1974, Rogge, 1973), has indicated that an individuals' place of origin, his age, marital status, number of dependents, education level etc. may play an important role in determining how long that individual

will reside in the north. Whether or not similar characteristics influence the length of time a new immigrant has resided in a northern community forms the basis of this study's first major proposition:

P1: The length of time a new immigrant has resided in a northern community is related to socio-demographic status.

Six socio-demographic variables have been selected to test the validity of this proposition. The six socio-demographic variables to be tested in this study are:

1. the size of the new immigrants original community,
2. his marital status,
3. his number of dependents,
4. his level of education,
5. his current type of residence,
6. his degree of experienced isolation.

To determine the effect of these socio-demographic variables on the length of time a new immigrant has resided in a northern community, six hypotheses will be presented. The six hypotheses are as follows:

H1: The length of time a new immigrant has resided in a northern community is negatively related to the size of his original community.

Previous studies have suggested that an individuals environment of origin may play a significant role in determining the length of time spent in a northern community. One would thus expect individuals with rural or small town backgrounds to reside in the north for longer periods than those from larger, urban areas. With this in mind, it is hypothesized that new immigrants from communities smaller than, or close to, that of the City of Thompson will reside in the north for greater periods of time than those coming from larger, metropolitan areas.

H2: The length of time a new immigrant has resided in a northern community is related to his marital status.

Previous studies have indicated that an individual's marital status may significantly influence the length of time spent in a northern community. If this is indeed the case, one would expect married new immigrants to reside in the north for greater periods of time than single new immigrants. An examination to see if such a relationship does exist will thus be presented in this study.

H3: The length of time a new immigrant has resided in a northern community is positively related to his number of dependents.

It is felt that the number of dependents a new immigrant has may be important in determining whether or not he will become a long term resident in the north. It is hypothesized that those new immigrants with one or more dependents will reside in the north for greater periods of time than those who have no dependents whatsoever. The presence of a family, and the duties which go along with their support, may hence act as a stabilizing factor.

H4: The length of time a new immigrant has resided in a northern community is negatively related to his level of education.

It is felt that a new immigrant's level of education may significantly influence the length of time spent in a northern community. If this is indeed the case, one would expect a new immigrant with fewer years of education, and hence, less opportunities for employment, to reside in a single resource community such as Thompson for greater periods of time than one who has attained a higher level of education, and hence greater job prospects.

H5: The length of time a new immigrant has resided in a northern community is related to his current type of residence.

It is felt that a new immigrant's current type of residence may be an important factor in determining whether or not he will become a long term resident in the north. If this is the case, one would expect that new immigrants living in homes or living with friends or relatives will reside in the north for greater periods of time than those living in apartments, or in other forms of single dwelling accommodation.

H6: The length of time a new immigrant has resided in a northern community is related to his degree of experienced isolation.

The problems of physical and social isolation have long plagued northern communities. More often than not, these two factors receive a majority of the blame for the high rates of labour turnover experienced in these communities. If this is indeed the case, one would expect that new immigrants who feel isolated living in Thompson will reside in the community for shorter periods of time than those who do not feel isolated whatsoever. Since previous research appears to suggest that immigrants comprise a more stable segment of the northern labour force, one may conclude that the feelings of isolation experienced by new immigrants are not as great as those experienced by Canadians. A hypothesis testing this assumption will thus be presented in this study.

Recent information (Rogge, 1973) has indicated that a substantial portion of northern Manitoba's work force is foreign-born. Rogge concluded that the high number of foreign-born migrants residing in northern mining communities suggests that the opportunities available in the north are particularly attractive to the immigrant. This attractiveness

may result in his remaining in the north for longer periods of time than that of most Canadian labour. Because labour turnover within northern communities continues to remain a major problem, as well as the fact that no in-depth analysis has yet been undertaken with respect to new immigrants in northern communities, the following proposition is formulated to test the validity of the above assumption:

P2: New immigrants are likely to become long term\* residents in the north.

### 3.2 The Methods of Analysis

Data collected to test the propositions of this study will be analyzed through the use of descriptive statistics and the use of inferential tests. In the case of proposition 1, the contingency coefficient, a non-parametric statistic used for correlating nominally scaled variables will be utilized to determine whether any of the socio-demographic variables presented play a significant role in determining how long a new immigrant has resided in a northern community. Each of the six socio-demographic variables will be tested separately to determine if any significant relationships exist.

In the case of proposition 2, data concerning (a) the length of time the new immigrant has lived in a northern community, (b) his or her satisfactions with life in the north, and (c) his or her plans for remaining in the north will be utilized to either support or reject the proposition that new immigrants are likely to become long term residents in the north.

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\*5 years or more.

### 3.3 Data Sources

Data for this study were acquired through a questionnaire survey of new immigrants who had recently migrated to the northern community of Thompson, Manitoba. To obtain the desired data, a relatively extensive questionnaire was prepared. The objectives of this questionnaire were five-fold: (1) to determine the new immigrant's ethnic background and to obtain information concerning his past migration behaviour, (2) to obtain information about the new immigrant's personal background, (3) to determine why the new immigrant had migrated north, (4) to determine the new immigrant's satisfactions or dissatisfactions with life in the north, and (5) to determine the new immigrant's future migration intentions (see Appendix 1).

Thompson's new immigrant community was identified through information drawn from four sources. These included: (1) a survey of INCO's existing personnel files, (2) a review of student class lists from the Thompson Multi-Culture Centre, (3) a survey of major businesses in Thompson, and (4) personnel information received from the Thompson General Hospital. From these four sources, a total of 138 new immigrants were identified. Efforts were made to contact as many of these prospective respondents as was possible throughout the interview period.

In addition to these primary interviews, secondary interviews were conducted with a number of selected, long term residents of the City of Thompson. The purpose of these interviews was to acquire information which first person interviews with recent immigrants would not provide. The general mobility trends and problems faced by new immigrants migrating to Thompson as perceived by those who had been in relatively close contact with them, would thus be provided.

### 3.4 Collection of Data

Because of possible language problems and/or a hesitancy among Thompson's new immigrant community to co-operate, an elaborate interview procedure was organized. The locations of all new immigrants who had been identified were first mapped and then color coded by nationality. This allowed the interviewer to have an exact location of the new immigrant's residence, as well as know the nationality and linguistic background of the respondent. The City of Thompson was geographically divided into five sections (i.e. north, south, east, west and central), facilitating the contact with a majority of new immigrants in one section of town before moving onto another.

An introductory form letter was then drafted and mailed to all prospective respondents (see Appendix 2). Included within the form letter was the researcher's name, a brief explanation of why the study was being undertaken, and a request for the respondent's help in completing a questionnaire. The letter concluded with a statement that the respondent would be contacted within the next couple of days in order to complete a questionnaire. The form letters were not all mailed immediately, but rather only to that section of the community where interviews were to shortly take place. When as many respondents had been interviewed in one section as was possible, form letters were mailed to the next section of the community in which interviews would be conducted.

Once the form letters had been mailed, telephone calls were made to arrange interview times. Because most workers worked a day shift, a majority of the interviews took place in the late afternoon or evening. In order to complete as many interviews per day as was possible, interview periods were divided into half-hour time slots.

Language barriers posed no problems throughout the interview period. The ability of the researcher to converse in both Spanish and Portuguese greatly aided the completion of a substantial number of interviews. In only a few instances was the presence of an interpreter absolutely required. Nonetheless, the limited ability of a majority of the sample to read and converse in fluent English necessitated the presentation of a questionnaire that was not overly extensive nor excessively complex in nature.

Throughout the course of the interview period, the researcher found a majority of the respondents to be extremely receptive and friendly. Interview periods were often extended in order to socialize with the respondents. Any barriers which appeared to exist between some respondent groups and the researcher were quickly dissolved.

Of the 138 new immigrants identified within the community, personal interviews were conducted with 100. Some respondents had moved from the community, while others were on vacation or not home when the researcher phoned or visited. Nevertheless, during the latter part of June and early July 1977, contact was made with 72.46 percent of Thompson's known new immigrant population.

### 3.5 Summary

In accordance with the objectives of this study, the major propositions and hypotheses are presented. The first proposition examines the effect of socio-demographic status on the length of time a new immigrant will reside in a northern community, while the second examines the stability of new immigrant groups within the north. The Chapter concludes with a discussion of data sources and the methods used to obtain the data.



## CHAPTER 4

### THE ANALYSIS

This Chapter consists of the analysis of the data. It is divided into two sections. The first consists of a detailed analysis of Thompson's new immigrant population. Included in this section is an examination of (1) the origins of the new immigrant population; (2) the scale of new immigrant migration to Thompson; (3) the demographic and social make-up of the new immigrant population; (4) the reasons for migrating to Thompson; (5) the reactions of the new immigrant community to life in the north; and finally, (6) a discussion of problems confronting new immigrants living in Thompson.

The second section of this Chapter will consist of the testing of the major propositions of the study. The effect of socio-demographic status on the length of time a new immigrant has resided in a northern community will first be analyzed, followed by an examination of the proposition that new immigrants are likely to become long term residents in the north.

#### 4.1 Thompson's New Immigrant Population

##### 4.1.1 Origins of the New Immigrant Population

A wide variety of new immigrant groups were found to reside in the northern community of Thompson. A survey of INCO's personnel files, class lists from the Thompson Multi-Culture Centre, personnel lists of major businesses in Thompson, as well as information from the Thompson General Hospital, resulted in the cumulation of a research population consisting of 138 individuals.

As outlined in Chapter 1, new immigrants to northern Manitoba are defined as non-Canadians who have migrated to northern Manitoba within five years of arriving in Canada. Individuals who had entered Canada previous to 1972 and who (at that time) lived in Thompson were considered ineligible for the study. A significant number of immigrants living in Thompson had been in Canada for more than five years and consequently, were not included in the research population. A breakdown of the research population by country of origin may be seen in Table 1. New immigrants representing 31 different nations were included in this population. In terms of new immigrant population size, those countries most heavily represented in Thompson included India (37 new immigrants), the United Kingdom (15), the Philippines (14), Portugal (12), the West Indies (11), Chile (10), and Pakistan (4). The remaining new immigrant groups were represented by either 1 or 2 individuals.

From a research population of 138 individuals, 100 interviews were completed. As a result, the sample group for this study represented 72.46 percent of the known new immigrant population in Thompson. A breakdown of country of origin for the new immigrant sample group is also included in Table 1. It is evident that the number of individuals interviewed from each particular new immigrant group closely represents the total numbers in the research population. In a few cases, interviews with a particular new immigrant group were substantially lower than the number shown in the research population. This was explained by the fact that those individuals were not home or had moved without leaving a forwarding address. In other cases, interviews with some new immigrant groups exceeded the number shown in the research population. In such cases, those individuals interviewed had recently arrived in

Table 1

Country of Origin

<u>Country of Origin</u>	<u>Research Population</u>	<u>Sample Size</u>
1. India	37	28
2. United Kingdom	15	14
3. Philippines	14	5
4. Portugal	12	9
5. West Indies	11	6
6. Chile	10	9
7. Pakistan	4	2
8. Yugoslavia	3	5
9. Malaysia	3	1
10. South Africa	1	1
11. Mexico	2	1
12. Sweden	2	0
13. Germany	2	0
14. Brazil	2	5
15. Ugandan Asian	2	4
16. Spain	2	3
17. Korea	2	0
18. Egypt	1	0
19. Kenya	1	0
20. Argentina	1	1
21. Australia	1	0
22. Bulgaria	1	1
23. Austria	1	0
24. Guyana	1	1
25. New Zealand	1	1
26. Ghana	1	1
27. Holland	1	1
28. Angola	1	0
29. China	1	0
30. Russia	1	0
31. Italy	1	1
Total	<u>138</u>	<u>100</u>

Thompson and had not been on any of the previous personnel or membership files.

Table 1 also illustrates the change in source countries for new immigrants migrating to northern Manitoba. Rogge (1973) found that in 1969 the major immigrant groups represented in the INCO labour force consisted of German, British, Yugoslavian, Greek, Hungarian, Portuguese and Italian groups. While European immigrants, particularly those from the United Kingdom, still constitute a major portion of new immigrants living in Thompson, the increasing proportion of Asian, Central American and South American new immigrants is clearly represented. This pattern closely resembles the overall trend in the shift of source countries of new immigrants immigrating to Canada.

#### 4.1.2 Scale of New Immigrant Migration to Thompson

In order to acquire information detailing the scale of new immigrant migration to Thompson, arrangements were made with INCO and other major employers within the City to monitor the hiring of new labour. Incoming immigrants would be identified, and a separate questionnaire prepared for this incoming group would be administered. This procedure was continued throughout the length of the study in Thompson.

While no detailed figures are available with which to make comparisons, information gained from this survey indicated that the scale of new immigrant migration to Thompson had declined substantially. In fact, throughout the nine weeks spent in Thompson gathering information for this study, only three new immigrants falling within the study guidelines were contacted. Whether or not this represented the actual number of new immigrants migrating to Thompson is difficult to ascertain. Nonetheless, it quite clearly illustrates the degree to which new immigrant migration to Thompson had declined.

Discussions with personnel management at INCO, as well as with various long term residents of Thompson, resulted in a number of possible reasons as to why the scale of new immigrant migration to Thompson has declined. Foremost among the reasons given for this decline are changes in the Canadian immigration program. As outlined in Chapter 1, the absolute number of immigrants allowed entrance into the country depends a great deal on economic conditions within Canada. In recent years, a variety of conditions within the country, i.e. inflation, unemployment, etc. have contributed to make the admission of immigrants into Canada a somewhat more difficult task. As a result, the last few years have seen a gradual reduction in the numbers of immigrants admitted into the country.

A second possible reason for the reduced migration of new immigrants to Thompson has been the elimination of overtime work. In the early stages of Thompson's development, an individual could accumulate as much overtime as he wanted. The incentive to work long hours and accumulate substantial amounts of money was clearly a factor in attracting immigrant labour. With the elimination of this work feature, however, it is quite possible that the attractiveness of Thompson has lessened considerably.

A third factor affecting the scale of new immigrant migration to Thompson has been the increasing attractiveness of the City to Canadian labour. In its early stages, Thompson was primarily a mining town with very little in the way of community facilities. However, with the rapid growth and responsible planning of the town, it today offers a wide variety of facilities and services. The apparent attractiveness of Thompson to Canadian labour has thus heightened the competition for available jobs.

Deteriorating economic conditions throughout Canada constitute a fourth factor affecting new immigrant migration to Thompson. While at one time there was no difficulty finding work with INCO or other major employers in Thompson, such was not the case in Thompson at the time this study was undertaken. Employment opportunities still existed with INCO and other principal employers in the City, but at no where near the scale of previous years.

#### 4.1.3 Composition of Thompson's New Immigrant Population

A variety of questions were posed to Thompson's new immigrant population in order to ascertain information regarding their demographic background, past migration patterns, and social status within the community. In all cases, the questionnaire was administered to the head of the household. Some of the major findings from the questionnaire survey are presented below.

##### 4.1.3.1 Demographic Characteristics

An overwhelming majority of the new immigrant sample, 83%, consist of male respondents. This bias is explained by the fact that almost all interviews were carried out with the head of the household. The overall male to female ratio changes however, when marital status is taken into consideration. The fact that 82 percent of the sample population consist of married couples indicates the relative balance between the adult male to female new immigrant population in Thompson.

Figure 2 illustrates the wide range in the age of Thompson's new immigrant population. Clearly, a cross section of all ages exist in the sample. The mean age of the respondent sample was 31.12 years. Figure 3 illustrates the number of dependents supported by the sample

FIGURE 2

AGE OF RESPONDENTS

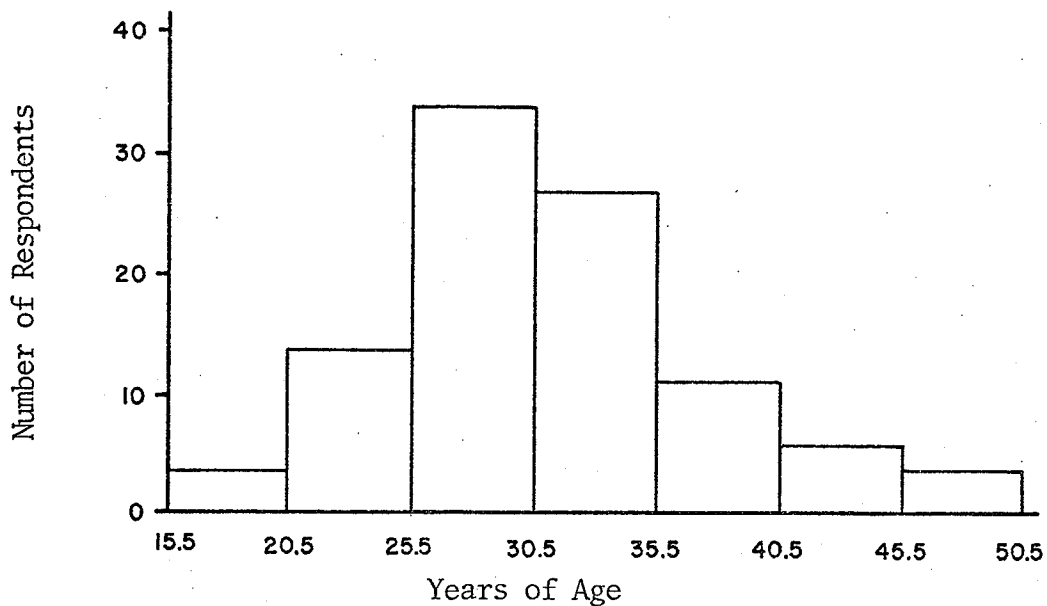


FIGURE 3

NUMBER OF DEPENDENTS



population. By calculating the average number of dependents and multiplying it by the identified research population, a rough estimate of the total number of new immigrants living in Thompson may be calculated. By using this method, the approximate figure of 428 new immigrants is obtained.

#### 4.1.3.2 Past Migration Patterns

Interesting results are obtained when data concerning the past migration of new immigrants to Thompson are tabulated. Initially, it was thought that the majority of new immigrants in Thompson would consist of second, third and fourth step immigrants. The designation of step immigrants refers to the number of jobs or cities in which the immigrant has resided previous to coming to Thompson. Thus, a third step immigrant would be an individual who had worked or lived in two cities before migrating to Thompson. However, when the data are analyzed, it is found that a surprising majority of new immigrants living in Thompson had migrated directly to that city.

Figure 4 illustrates the past migration trends to Thompson's new immigrant population. A clear majority, 70 percent, indicated that they had not lived or worked anywhere else in Canada previous to migrating to Thompson. This indicates the successful role of both the referral system for new employees and the sponsoring in of new immigrants by relatives or dependents already living in Thompson. The INCO Employee Referral Program is a program which awards existing employees cash awards when they refer the names of friends or relatives which they think might be interested in working for INCO. Under this program, when a referred employee works with the company for three months, the referrer receives \$100. When the referred employee completes a



full year of continuous service, the referrer receives an additional \$100. In addition to providing benefits to the employees, this program offers benefits to INCO as well. It provides the company with a continued source of new labour, with little or no advertising necessary on their part.

A second major interest in the study of the new immigrants past migration patterns is to identify where the new immigrant spent most of his time previous to coming to Thompson (Figure 5). As mentioned above, a large percentage, 70 percent, migrated directly to Thompson. Of the thirty percent which did not, 17 percent spent their previous time in Canada in southern Ontario, 6 percent spent their time in the Prairies, 5 percent on the West Coast, and 2 percent in the Maritimes. Surprisingly, no new immigrants reported spending any previous time in the province of Quebec.

A breakdown by length of residence indicates the relative stability of the new immigrant population in Thompson. Sixty-five percent of the respondents have resided within the community for a period of two years or longer. Thirteen percent have remained in the community for 1-2 years, while 21 percent have remained for one year or less. The distribution of the responses is illustrated in Figure 6.

#### 4.1.3.3 Social Status Within the Community

Four principal questions were included in the personal questionnaire to ascertain each respondents social status within the community. The four variables selected for this purpose were (1) the respondents' education level; (2) the respondent's current type of residence; (3) whether or not the respondent owned property; and (4) the occupation of the head of the household.

FIGURE 4  
NUMBER OF JOBS IN CANADA PREVIOUS  
TO COMING TO THOMPSON

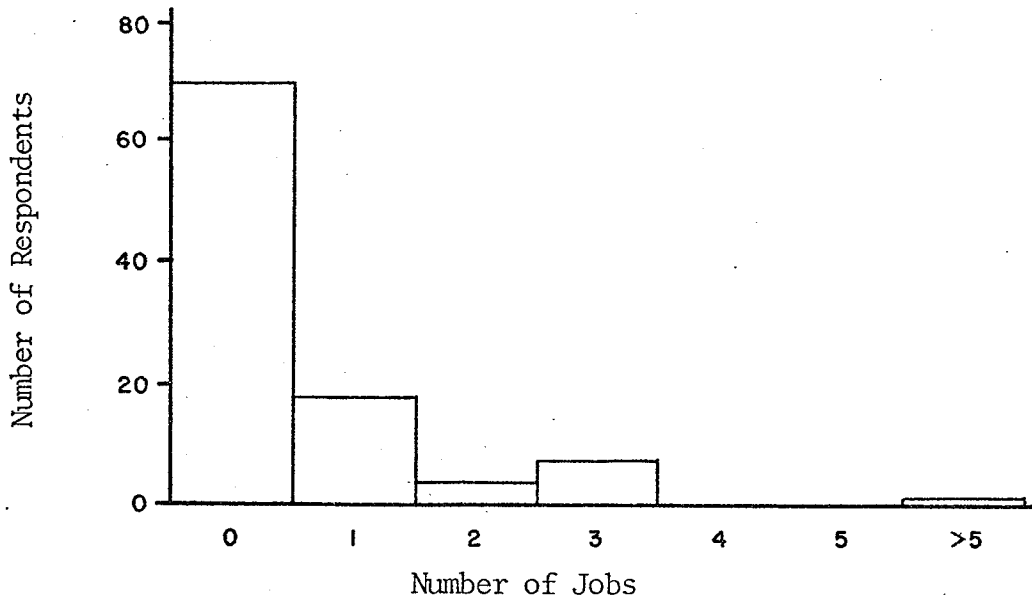
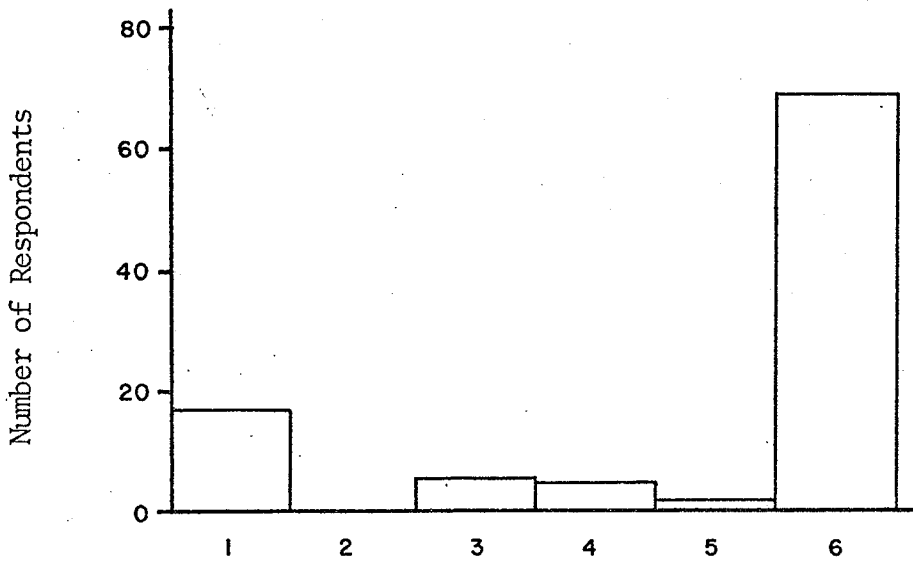
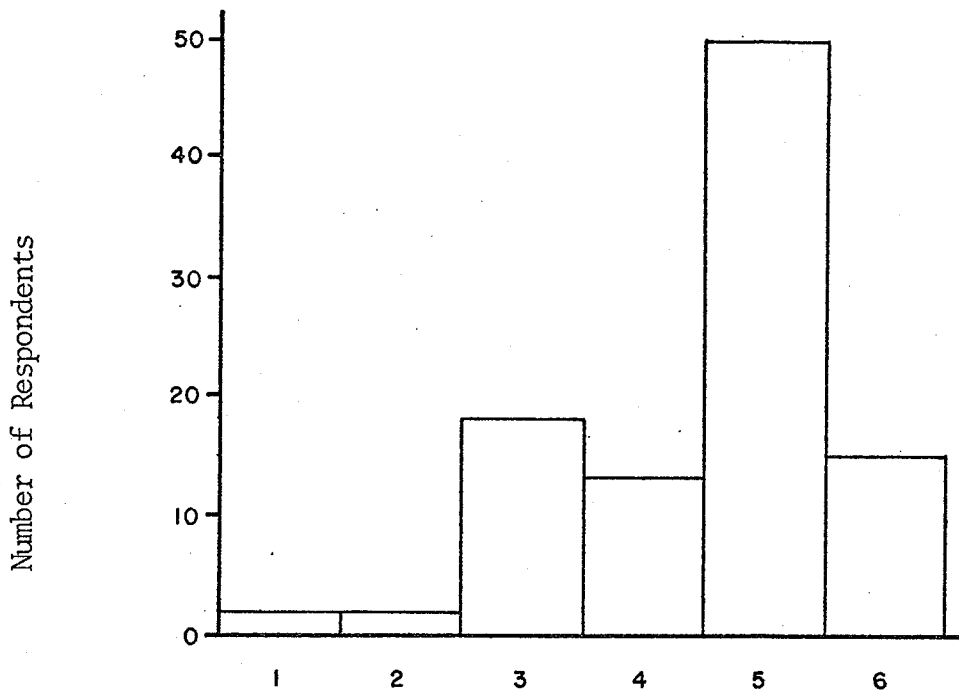


FIGURE 5  
LAST PLACE OF EMPLOYMENT



1. Ontario
2. Quebec
3. Prairie Provinces
4. West Coast
5. Maritimes
6. Outside Canada

FIGURE 6  
LENGTH OF RESIDENCE IN THOMPSON



1. Less than 1 month.
2. 1-3 months
3. 4-12 months
4. 13-24 months
5. 2-4 years
6. 5 years

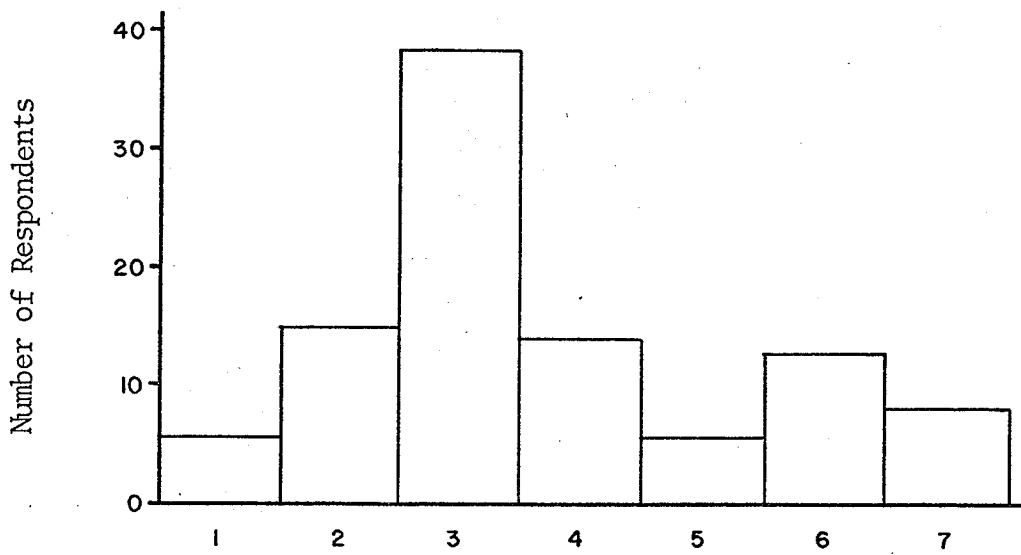


With respect to education levels, it was found that Thompson's new immigrant population had attained a variety of education levels (see Figure 7). Of the seven education categories, ranging from elementary to post graduate, a majority of the sample, 79 percent, had attained at least a high school level. The largest individual education group consisted of those having completed high school. The second largest group consisted of those having completed secondary school, while the third largest group was that completing a trade or technical school. Eight respondents indicated that they had received post graduate degrees.

Type of residence was broken down into six categories (Figure 8). A surprisingly large percentage, 42 percent, indicated that they owned their own homes while 38 percent responded that they rented an apartment. With respect to ownership of property, 43 new immigrants indicated that they owned property in Thompson. Apart from one response this ownership was limited strictly to residential ownership. The fact that almost half the sample owned homes in Thompson indicates quite clearly their intentions to remain in the City for a considerable period of time.

The final category used to ascertain social status within the community was that of the occupation of the head of the household (Figure 9). Of the 100 new immigrants contacted, an overwhelming majority, 86 percent, responded that they were employed by INCO. The remaining 14 percent were employed by local construction companies, The Thompson General Hospital, as well as a variety of retail stores located throughout the City.

FIGURE 7  
LEVEL OF EDUCATION



1. Elementary (1-6)
2. Secondary (7-9)
3. High School (10-12)
4. Technical/Trade School
5. University--No Degree
6. University--One Degree
7. Post-Graduate Degree

FIGURE 8  
CURRENT TYPE OF RESIDENCE

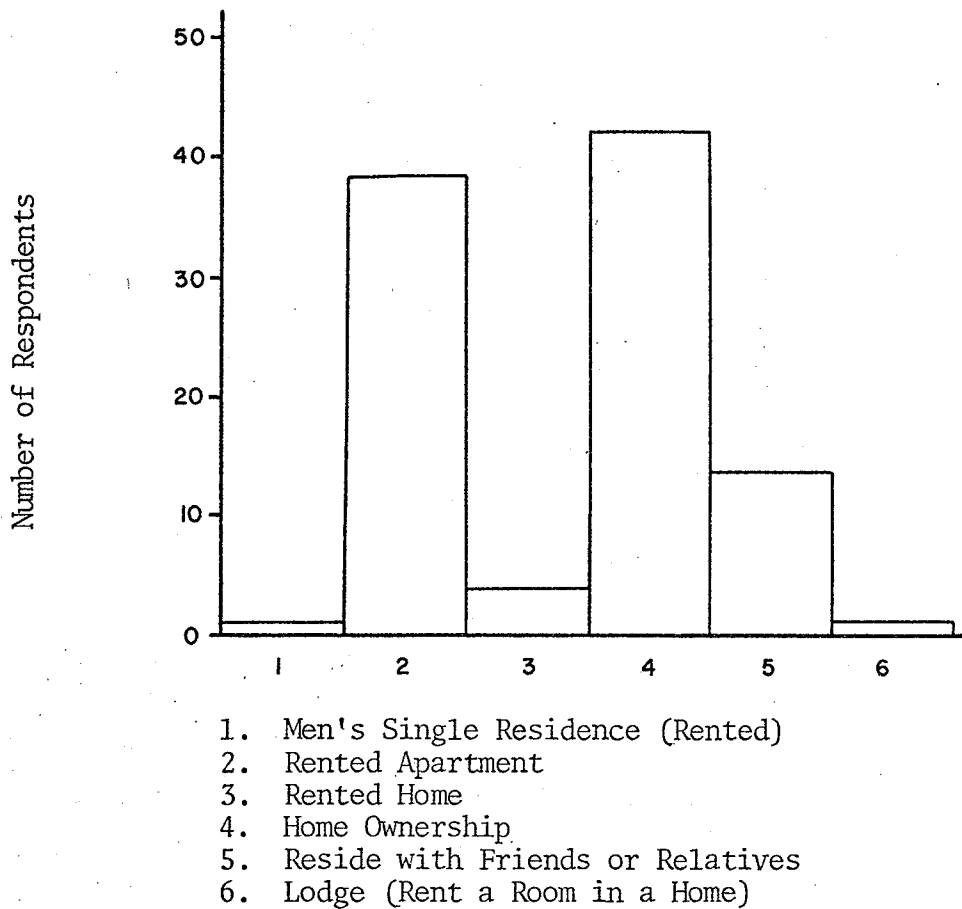


FIGURE 9

PLACE OF EMPLOYMENT OF HEAD

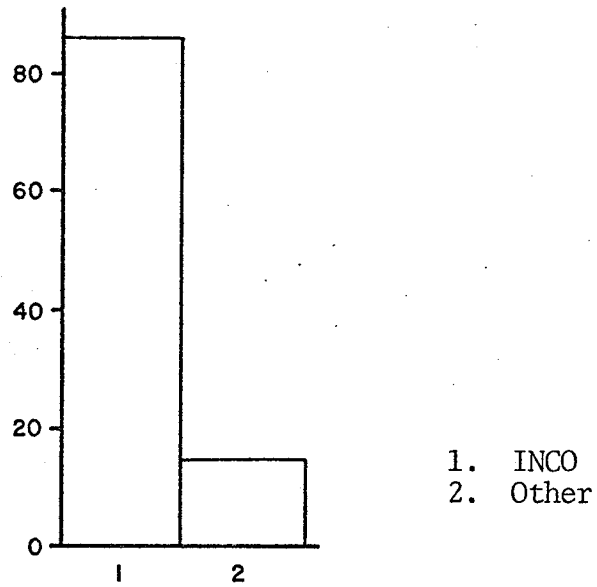
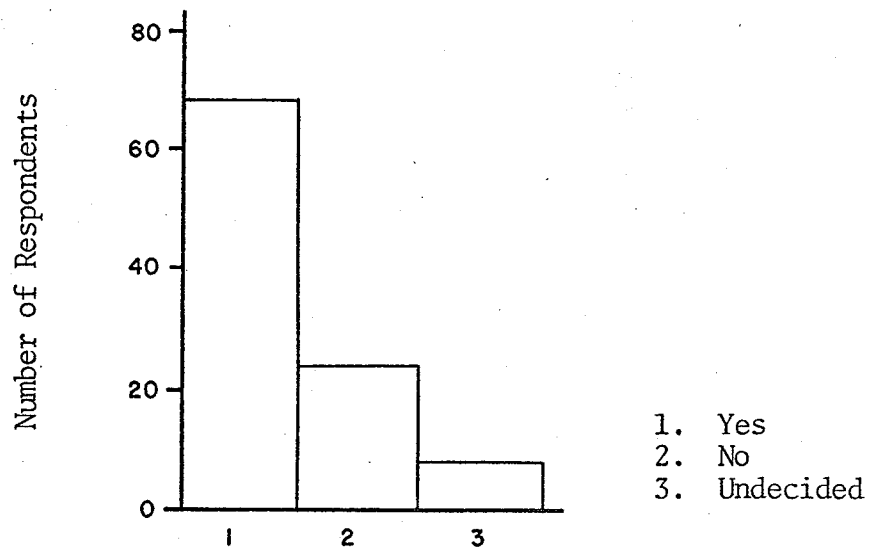


FIGURE 10

INTENTION TO REMAIN IN THOMPSON



#### 4.1.4 Reasons for Migrating to Thompson

Thompson's new immigrant population exhibited a wide variety of reasons for migrating north. Fourteen reasons were included in the questionnaire in order to ascertain why the new immigrant had migrated north (see Appendix 1). Included in the responses were both push and pull factors i.e. factors pushing new immigrants to northern Manitoba or factors attracting new immigrants to northern Manitoba. (NOTE: Some responses in this section could also be generalized to reasons for immigrating to Canada. However, for the purposes of this study, those responses given will be viewed as the underlying reason for migrating to Thompson.) Respondents were asked to indicate one or more reasons why they had migrated north. If none of the reasons provided were applicable the respondent was asked to indicate their reasons for migrating north. From this, a total of 146 responses were offered by the new immigrant population.

Table 2 provides a breakdown of the reasons given by the new immigrant population for migrating to Thompson. From the 146 responses, nine major reasons for migrating to northern Manitoba emerged. They were, in order of rank, (1) relatives wrote and told of the job opportunities; (2) good offer of a job; (3) unable to obtain work elsewhere; (4) because of higher pay; (5) the political situation in their home country; (6) friends wrote and told of the job opportunities; (7) relatives wrote and told of the attractiveness of Thompson; (8) wanted to work in the north; and (9) friends wrote and told of the attractiveness of Thompson. Of the nine major reasons given for migrating to Thompson, it is quite evident that pull factors, or factors attracting individuals to Thompson, have played a major role in attracting new immigrants to the north. Of the 146 responses provided, 107 or 73.3



Table 2

Reasons for Migrating to Thompson

	<u>No.</u>	<u>%</u>
1. Relatives wrote and told of job opportunities.	31	21.2
2. Good offer of a job.	29	19.8
3. Unable to obtain work elsewhere.	18	12.3
4. Because of higher pay.	11	7.5
5. Political situation in home country.	8	5.5
6. Friends wrote and told of job opportunities.	7	4.8
7. Relatives wrote and told of the attractiveness of Thompson.	7	4.8
8. Wanted to work in the north.	5	3.4
9. Friends wrote and told of the attractiveness of Thompson.	4	2.7
10. Migrated to Thompson to join spouse.	3	2.0
11. Wanted experience/qualification.	2	1.4
12. Poor living conditions in home country.	2	1.4
13. Other (inconsequential).	19	13.0

percent consist of pull related factors. Moreover, of these 107 pull factors, 49 or 45.8 percent were related directly to the presence of either friends or relatives already living within the community. The importance of this component, as well as the general attractiveness of the job and the City have thus played a major role in influencing the migration of new immigrants to the north.

#### 4.1.5 Reactions to Life in the North

Reactions of the new immigrant community to life in the north were established by including in the questionnaire a section regarding satisfactions and dissatisfactions with a variety of factors in the community of Thompson. Respondents were asked to indicate their feelings concerning 13 separate factors within the community. Nine of the factors were community related while four were employment related. These factors were selected as those most frequently used in evaluating resident satisfaction within northern settlements. The nine community factors included housing, recreation, cost of living, climate, communication and transportation facilities, medical facilities, shopping and service facilities, religious facilities and cultural facilities. The four employment factors consisted of income levels, opportunity for advancement, working conditions and company benefits. Respondents were asked to express their satisfactions on a seven point rating scale placed beside each factor. The scale ranged from (1) extremely dissatisfied at one end to (7) extremely satisfied at the other. Language difficulties between some new immigrant groups and the concern that the question might be misunderstood precluded the use of a more complex method of eliciting new immigrant reactions to life in the north.

A breakdown of new immigrant satisfactions with community and employment factors is presented in Table 3. The mean scores represent the degree to which the respondents are satisfied with the community and employment factors. The standard deviation represents the degree to which the respondents are in agreement.

The results of this analysis indicate that, on the whole, new immigrants are relatively satisfied with existing conditions in Thompson. Of the thirteen factors they were asked to rate, it was found that Thompson's new immigrant population are relatively satisfied or expressed neutral feelings with all but three of the factors presented on the questionnaire. The three factors with which slight dissatisfactions were expressed included (1) the cost of living, (2) the climate, and (3) cultural facilities. The greatest satisfactions expressed by the new immigrant population were found under the factors of company benefits and medical facilities. Neutral feelings were expressed with respect to recreation facilities, communication and transportation facilities and opportunity for advancement.

Apart from the factor of opportunity for advancement, it is quite evident that the new immigrant community in Thompson is relatively satisfied with the existing employment situation. As mentioned previously, a large majority of the sample, 86 percent, responded that they were employed by INCO. Most were satisfied with their income levels, as well as with the working conditions they found. Almost all were satisfied with the company benefits provided by INCO.

The relative satisfaction expressed by Thompson's new immigrant community is further emphasized with an examination of the future migration intentions of the new immigrant population (Figure 10). Sixty-eight percent of the sample responded that they planned to remain

Table 3

New Immigrant Satisfaction with Community  
And Employment Factors in the City of Thompson

<u>Community Factors</u>	<u>x</u>	<u>s</u>
1. Housing	4.680	1.197
2. Recreation facilities	4.210	1.274
3. Cost of living	3.660	1.224
4. Climate	3.660	1.545
5. Communication and transportation facilities	4.010	1.534
6. Medical facilities	4.940	1.254
7. Shopping and service facilities	4.620	1,309
8. Religious facilities	4.640	1.106
9. Cultural facilities	3.790	1.320
 <u>Employment Factors</u>		
1. Income levels	4.590	1.074
2. Opportunity for advancement	4.080	1.228
3. Working conditions	4.620	1.135
4. Company benefits	5.190	1.125

in Thompson indefinitely. Twenty-four percent indicated that they planned to leave while nine percent were undecided. Of the 24 respondents who stated that they were planning to leave Thompson, 10 indicated that they would leave within five years. Together with the 68 percent planning to stay indefinitely, 78 percent of Thompson's new immigrant population stated that they planned to remain in Thompson for a period of five years or more. This is especially significant when one considers that in northern communities, five years is considered a long term residence.

#### 4.1.6 Problems Confronting New Immigrants Living in Thompson

New immigrants to Thompson do not differ from other migrants in that they are faced with the same general problems of adjustment of life in the north. These problems have been outlined in a number of previous studies, and include such problems as geographical isolation, extreme climatic conditions and the presence of inadequate community services. In addition to the general problems which face all northern residents, new immigrants to the north are confronted with an entirely different set of problems unique to their own particular situation. These separate problems include problems of language, the difficulty of adapting to a new culture, difficulties in adapting to new types of work, and the undesirable presence of discrimination. These problems, with respect to Thompson's new immigrant population, are outlined below.

##### 4.1.6.1 Language

A significantly large proportion of Thompson's new immigrant population come from countries in which English is not readily spoken.

This group includes new immigrants from parts of India, Portugal, Chile, Yugoslavia, Mexico, Brazil, Spain, Italy and Bulgaria. Some language difficulties were encountered by new immigrants from these countries, particularly those from Portugal, Chile, Yugoslavia, Brazil and Spain. Overall however, most new immigrants were able to comprehend and speak enough English to make themselves understood. Those who were experiencing language difficulties were able to overcome their problems by enrolling in English classes offered at the Thompson Multi-Culture Centre.

#### 4.1.6.2 Adapting to a New Culture

While most new immigrants reported experiencing little or no difficulty in adapting to Canadian lifestyles, a number of respondents did encounter some difficulties. Among those respondents who indicated experiencing some difficulties were new immigrants from India and Pakistan, and more often than not those who did not have any friends or relatives already living in Thompson. Difficulties in adapting to Canadian society also appeared to be more of a problem for housewives than for the male head of the household. This may be explained by the fact that the housewife does not have the same opportunity to get out of the home as does the employed husband, and hence, tends to become more socially and culturally isolated. Apart from a few instances, however, most new immigrants to Thompson appeared to have little difficulty in adapting to Canadian society and lifestyles.

#### 4.1.6.3 New Types of Work

Difficulties in adapting to new types of work, particularly for those employed by INCO, was a third major problem confronting new immigrants living in Thompson. This problem was minimized somewhat by the

placement of a majority of the new immigrant population in areas of the INCO operation where previous immigrants had been employed. This placement resulted in a large number of respondents being employed in either the smelter, mill or refinery. An additional benefit of this placement was that groups of new immigrants, often from the same country or able to speak the same language, would be placed on the same shift. This made the job easier not only for the new immigrant, but for the foreman or shift boss as well.

#### 4.1.6.4 Ethnic Discrimination

While problems of this nature have occurred in larger centres in southern Canada, responses from Thompson's new immigrant population appear to indicate that very little or no discrimination occurs in Thompson. Seventy percent of the sample responded that they had experienced no discrimination. Sixteen percent responded that they had experienced low discrimination, while 9 percent responded that they had experienced moderate discrimination. Five percent of the sample responded that they had experienced high discrimination. Overall, it would appear that the problem of discrimination, while it does exist to some extent, is not one of major concern to the majority of Thompson's new immigrant community.

#### 4.2 Tests of the Propositions

This section of the chapter will deal with the testing of the major propositions of the study. The effect of socio-demographic status on the length of time a new immigrant has resided in a northern community will first be analyzed, followed by an examination of the proposition that new immigrants are likely to become long term residents in the north.

#### 4.2.1 The Effect of Socio-Demographic Status on Length of Residence in the North

Six socio-demographic variables were selected to determine the effect of socio-demographic status on the length of time a new immigrant has resided in a northern community. The six socio-demographic variables selected for this test were:

1. the size of the new immigrants original community,
2. his marital status,
3. his number of dependents,
4. his level of education,
5. his current type of residence,
6. his degree of experienced isolation.

To determine whether any of the above socio-demographic variables influence the length of time a new immigrant has resided in a northern community, six hypotheses were formulated. These hypotheses were tested by calculating the respective contingency co-efficients between the six independent socio-demographic variables listed above and the dependent variable of length of residence in Thompson. The contingency co-efficient is a non-parametric statistic frequently used for correlating nominally scaled variables.<sup>3</sup> It informs the researcher whether two variables are independent of one another. In the case of the following tests, the contingency co-efficient will be utilized to determine whether any of the above socio-demographic variables are correlated with the length of time a new immigrant has resided in a northern community. (NOTE: In order to meet the requirements of the Chi-Square/

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3. Maurice Yeates. "An Introduction to Quantative Analysis in Human Geography", p. 185.



Contingency Co-efficient test, the original categories for all variables were aggregated. A full breakdown of the data within the original categories may be found in Appendix 3). The six hypotheses and the results of their tests are presented below.

#### 4.2.1.1 Hypothesis 1: Size of Original Community

The length of time a new immigrant has resided in a northern community is negatively related to the size of his original community.

Results of this analysis indicate that no significant relationship exists between the size of the new immigrants original community and the length of time spent in Thompson (see Table 4). Initially, it had been hypothesized that new immigrants coming from communities smaller than or close to that of the City of Thompson would reside in the north for greater periods of time than those new immigrants coming from larger metropolitan areas. However, this relationship was not supported by the data obtained. Similar breakdowns between the smallest community category (0-50,000) and the largest ( $> 250,000$ ) were noted in all three length of residence categories. As a result, on the basis of the results obtained in this test, it may be concluded that there is no negative relationship between the size of the new immigrants original community and the length of time spent in Thompson.

Table 4

Length of Residence in Thompson  
By Size of Original Community

Size of Original Community	Length of Residence in Thompson			Total
	0-2 yrs.	2-4 yrs.	5 yrs.	
0-50,000	12	23	7	42
%	28.6%	54.8%	16.7%	
50,000-250,000	9	7	3	19
%	47.4%	36.8%	15.8%	
> 250,000	14	20	5	39
%	35.9%	51.3%	12.8%	
Total	35	50	5	100

C (Contingency Co-efficient) = 0.15327

S (Level of Significance) = 0.6616

4.2.1.2 Hypothesis 2: Marital Status

The length of time a new immigrant has resided in a northern community is related to his marital status.

Somewhat surprisingly, no significant relationship was detected between marital status and length of time spent in Thompson (see Table 5). Initially, it had been hypothesized that new immigrants who were married would reside in a northern community for a greater period of time than those who were not. However, this hypothesis was not supported by the data obtained. Both married and single respondents reported spending similar lengths of time in the community. Thus, while marital status may influence the length of time some residents remain in a northern community, it does not appear to have any significant effect with respect to Thompson's new immigrant population.

Table 5

Length of Residence in Thompson  
by Marital Status

Marital Status	Length of Residence in Thompson			Total
	0-2 yrs.	2-4 yrs.	5 yrs.	
Single	9	7	2	18
%	50.0%	38.9%	11.1%	
Married	26	43	13	82
%	31.7%	52.4%	15.9%	
Total	35	50	15	100

C = 0.14588

S = 0.3371

4.2.1.3 Hypothesis 3: Number of Dependents

The length of time a new immigrant has resided in a northern community is positively related to his number of dependents.

No significant relationship was found to exist between number of dependents and the length of time spent in Thompson. (see Table 6). Initially, it had been hypothesized that new immigrants with one or more dependents would reside in a northern community for greater periods of time than those who had no dependents whatsoever. However, this was not substantiated by the data obtained. These results would appear to indicate that the decision of the new immigrant to reside in a northern settlement is one which is not influenced by the necessity of supporting a wife or family. On the basis of the results obtained in this test, then, it may be concluded that there is no positive relationship between number of dependents and the length of time spent in a northern community.

Table 6

Length of Residence in Thompson  
By Number of Dependents

No. of Dependents	Length of Residence in Thompson			
	0-2 yrs.	2-4 yrs.	5 yrs.	Total
0	8	7	1	16
%	50.0%	43.8%	6.3%	
1	10	9	2	21
%	47.6%	42.9%	9.5%	
2 or more	17	34	12	63
%	27.0%	54.0%	19.0%	
Total	35	50	15	100

C = 0.22034

S = 0.2308

4.2.1.4 Hypothesis 4: Level of Education

The length of time a new immigrant has resided in a northern community is negatively related to his level of education.

Once again, no significant relationship was detected between level of education and the length of time a new immigrant has resided in a northern community (see Table 7). It was hypothesized that new immigrants with fewer years of education and hence, more limited opportunities for employment, would reside in a northern single resource community for longer periods of time than one who has attained a higher level of education, and hence greater job opportunities. This negative relationship was not supported by the data obtained. While a wide variety of education groups were represented in the respondent sample, no major differences between education categories were detected when analyzing their effect on how long a new immigrant has resided in a northern community. On the basis of these results,

it may be concluded that education level does not influence the length of time a new immigrant has resided in a northern community.

Table 7

Length of Residence in Thompson  
By Level of Education

Education Level	Length of Residence in Thompson			
	0-2 yrs.	2-4 yrs.	5 yrs.	Total
Elementary/Secondary	10	9	2	21
%	47.6%	42.9%	9.5%	
High School/Technical or Trade School	17	26	9	52
%	32.7%	50.0%	17.3%	
University	8	15	4	27
%	29.6%	55.6%	14.8%	
Total	35	50	15	100

C = 0.14812

S = 0.6912

4.2.1.5 Hypothesis 5: Current Type of Residence

The length of time a new immigrant has resided in a northern community is related to his current type of residence.

A significant relationship was found to exist between current type of residence and the length of time a new immigrant has resided in a northern community (see Table 8). A contingency co-efficient of .425 was calculated, significant at the .01 level. These results indicate that a majority of new immigrants who have resided in Thompson for a period of 2 years or more are those new immigrants who own their own homes. While this information may be viewed in two ways, i.e. the longer the new immigrant remains in a northern community, the more likely he is to purchase a home, it nonetheless exemplifies the

satisfactions and stability of the new immigrant population within Thompson. The fact that an individual has bought a home would seem to indicate that he intends to reside within the community for some time to come.

Table 8

Length of Residence in Thompson  
By Current Type of Residence

Current Type of Residence	Length of Residence in Thompson			Total
	0-2 yrs.	2-4 yrs.	5 yrs.	
Rented Premises	19	20	4	43
%	44.2%	46.5%	9.3%	
Live with Friends/ Relatives	11	3	1	15
%	73.3%	20.0%	6.7%	
Owned Home	5	27	10	42
%	11.9%	64.3%	23.8%	
Total	35	50	15	100

C = 0.42506

S = 0.0002

4.2.1.6 Hypothesis 6: Degree of Experienced Isolation

The length of time a new immigrant has resided in a northern community is related to his degree of experienced isolation.

Somewhat surprisingly, no significant relationship was detected between degree of experienced isolation and the length of time a new immigrant has resided in a northern community (see Table 9). Initially, it had been hypothesized that new immigrants who felt isolated living in Thompson would reside in the community for shorter periods of time than those who experienced little or no isolation whatsoever. However, this hypothesis was not substantiated by the data obtained. A majority

of those new immigrants who responded to always feeling isolated living in Thompson had remained in the community for a period of 2-4 years. Similarly, a majority of those respondents attesting to never feeling isolated had remained in Thompson for a period of 2-4 years as well. Clearly, the length of time a new immigrant has resided in a northern community may not be attributed exclusively to the degree of isolation experienced by the new immigrant.

With respect to those new immigrants who have resided in Thompson for a period of 5 years, a significantly larger portion consisted of those who did not feel isolated living in Thompson. As a result, while no significant relationship was detected between degree of experienced isolation and the length of time a new immigrant has resided in the north, an analysis of the tabular data would nonetheless appear to indicate that some relationship may exist.

Table 9

Length of Residence in Thompson  
By Degree of Experienced Isolation

Degree of Experienced Isolation	Length of Residence in Thompson			
	0-2 yrs.	2-4 yrs.	5 yrs.	Total
Seasonal/Undecided	3	14	6	23
%	13.0%	60.9%	26.1%	
Always	9	13	1	23
%	39.1%	56.5%	4.3%	
Never	23	23	8	54
%	42.6%	42.6%	14.8%	
Total	35	50	15	100

C = 0.28920

S = 0.0580

#### 4.3 Stability of the New Immigrant Population

P2: New immigrants are likely to become long term residents in the north.

The results of this analysis would appear to support the proposition that new immigrants are likely to become long term residents in the north. Of the 100 new immigrants interviewed, 65 percent have resided within the community for a period of two years or longer. Thirteen percent have remained within the community for 1-2 years, while 21 percent have remained for 1 year or less.

From the standpoint of immigrant satisfactions with life in the north, it was found that on the whole, new immigrants are relatively satisfied with existing conditions in Thompson. Of the thirteen community and employment factors rated on the questionnaire, slight dissatisfactions were expressed with only three. The three factors with which slight dissatisfactions were expressed included (1) the cost of living; (2) the climate; and (3) cultural facilities. Those factors with which the greatest satisfactions were expressed included company benefits and medical facilities.

The relative stability of the new immigrant population within Thompson is further emphasized with an examination of future migration intentions. Sixty-eight percent of the new immigrant sample responded that they planned to remain in Thompson indefinitely. Twenty-four percent indicated that they planned to leave, while nine percent responded as being undecided. Of the 24 respondents who intended to leave, 10 indicated that they would leave within 5 years. Thus, with the 68 percent who plan to remain indefinitely, 78 percent of Thompson's new immigrant community intends to remain within the community for a period of five years or more.



These results would thus seem to support the proposition that new immigrants are likely to become long term residents in the north. The fact that 65 percent of the sample had already lived in Thompson for a period of two years or more, as well as the fact that 78 percent of the sample indicated that they planned to remain in the community for a period of five years or more would strongly suggest that the new immigrant population within Thompson is satisfied where they are.

## CHAPTER 5

### SUMMARY AND CONCLUSIONS

This thesis has examined the migration of new immigrants to the northern single resource community of Thompson, Manitoba. The specific objectives of this research were: (1) to determine the size of Thompson's existing new immigrant community and to examine their reasons for migrating north; (2) to determine the reactions of the new immigrant community to life in the north; (3) to isolate specific problems which new immigrants are confronted with in a northern single resource community; (4) to determine whether socio-demographic characteristics influence the length of time a new immigrant will reside in a northern community; and (5) utilize these findings to determine whether new immigrants are likely to become long term residents in the north.

#### 5.1 The Findings

A wide variety of new immigrant groups were found to reside in Thompson. From a research population of 138 individuals, new immigrants representing 31 different countries were identified. From this number, personal interviews were conducted with 100. The sample group for this study thus represented 72.5 percent of the known new immigrant population in Thompson.

A rough estimate of the total new immigrant population in Thompson was also obtained. By calculating the average number of dependents per respondent and multiplying this figure by the identified research population, the approximately total of 428 new immigrants was reached.

Results from the analysis of past migration behaviour indicated that a large majority of Thompson's new immigrant community had migrated directly to that city. Of the 100 respondents interviewed, 70 percent indicated that they had migrated directly to Thompson from their home countries. The small percentage of second, third, or fourth step immigrants thus indicates that a majority of the new immigrant sample had knowledge of Thompson prior to immigrating to Canada.

A major objective of this thesis was to determine why the new immigrant had migrated north. To acquire this information, respondents were asked to give one or more reasons concerning why they had migrated to Thompson. Both push and pull factors were included in the question. Of the 146 responses offered by the new immigrant sample, 73 percent consisted of pull factors. This figure thus emphasizes that a majority of the new immigrant sample migrated to Thompson because they were attracted to that community.

Results from this study also indicate that a majority of the new immigrant population are relatively satisfied with life in the north. Of the thirteen community and employment factors respondents were asked to rank, slight dissatisfactions were expressed with only three. These included (1) cost of living; (2) the climate; and (3) cultural facilities. Four major problems confronting new immigrants living in Thompson were also identified in this study. These included problems of language, difficulties in adjusting to a new culture and lifestyle, difficulties in adapting to new types of work and problems of discrimination. For the most part, however, these problems did not detract from the immigrant populations' satisfaction with life in Thompson.

## 5.2 The Research Propositions

Results from the testing of relationships between the length of time a new immigrant has resided in a northern community and socio-demographic variables do not generally support the research proposition that the length of time a new immigrant has resided in a northern community is related to socio-demographic status. Of the six socio-demographic variables analyzed, only one--current type of residence--was found to be significantly related to length of residence in Thompson. In the case of this variable, a strong positive relationship was disclosed, indicating that a majority of new immigrants who have resided in Thompson for a period of two years or more own their own homes. This result may reflect the greater degree of stability and higher levels of satisfaction experienced by new immigrants living in Thompson.

Evidence of a negative relationship was also disclosed between degree of experienced isolation and length of residence in Thompson. While not statistically significant, a tabular breakdown of the data would nevertheless appear to indicate that a moderate negative relationship between these two variables may exist.

With respect to the stability of the new immigrant population, results from the analysis would appear to support the proposition that new immigrants are likely to become long term residents in the north. Of the 100 new immigrants interviewed, 65 percent indicated that they had resided within the community for a period of two years or longer. With respect to future migration intentions, 68 percent of the new immigrant sample responded that they planned to remain in Thompson indefinitely. Twenty-four percent indicated that they planned

to leave, while nine percent responded that they were undecided. Of the 24 respondents who intended to leave, 10 indicated that they would leave within 5 years. Thus, with the 68 percent who plan to remain indefinitely, 78 percent of Thompson's new immigrant community intend to remain within the community for a period of five years or more. Considering the high rates of labour turnover experienced by most northern resource communities, these results would thus appear to indicate that new immigrants do indeed represent a highly stable component of the northern labour force.

### 5.3 Implications and Conclusions

The major finding of this study is that new immigrants are likely to become long term residents in the north. As such, this conclusion has broad implications for northern employers, planners and manpower agencies alike. With respect to northern employers, the relative stability of the new immigrant population should be of particular interest. The problems of labour turnover have long plagued a majority of companies located in northern communities. Economic costs to the companies are frequently felt through the loss of employees, the cost incurred through the hiring and training of new workers, as well as the indirect costs due to lost production. The relative stability and satisfaction of Thompson's new immigrant community with life in the north would seem to indicate that these problems could be minimized somewhat through a concerted recruitment program aimed primarily at attracting new immigrant labour to northern communities.

While new immigrants do not constitute a sizeable portion of Thompson's total population, they nonetheless constitute a very

stable portion. Because of their contributions to the community, it is important that their needs be recognized and wherever possible accommodated for in community planning. Programs aimed at facilitating their adjustment into Canadian culture and adapting to a new lifestyle should thus be implemented. Currently, the only community facility undertaking this sort of program is the Thompson Multi-Culture Centre. Efforts should be made to expand this facility, as well as encourage the active participation in certain events by non-immigrant members of the community.

A third implication of this study is that manpower agencies should be made more aware of new immigrant satisfactions concerning life in northern communities. While the Department of Manpower and Immigration is attempting to divert new immigrants away from major metropolitan areas in the east, it would appear that they have yet to recognize the fact that certain northern communities are indeed attractive destinations for a large majority of new immigrants. In light of recent refugee influxes into this country, programs exploiting this fact should thus be implemented by these agencies.

This study has focused on one particular segment of the northern population--that of the new immigrant. Results from this analysis have indicated that most new immigrants are satisfied with existing community and employment factors in the north and that a majority intend to remain within their community for a period of five years or more. This fact is especially significant when one considers that in the study of northern population mobility, 5 years represents a long term residence in a northern community.

Useful information regarding the effect of socio-demographic characteristics on length of residence in the north was also obtained

in this study. Clearly, demographic factors alone appear to have no significant effect on length of residence in the north. Social factors, on the other hand, appear to have some major influence. This information should add considerably to that literature already dealing with the investigation of characteristics which may determine a more stable northern worker.

While a number of broad implications may be inferred from this study, the results of this analysis should nonetheless be treated with some caution. While it may be true that most new immigrants are relatively satisfied and have a high probability of becoming long term residents in Thompson, it is uncertain as to whether these findings may be generalized to other settlements in the north. The lack of specific information pertaining to new immigrant groups migrating to northern communities would thus suggest that further research into this area be undertaken. Through a greater understanding of the mobility and reactions of new immigrant groups to life in the north, further insight into the problems and possible solutions to high turnover in northern communities may be acquired. Finally, it is hoped that by examining the mobility and satisfactions of new immigrant groups in northern Manitoba, this study has contributed to the further study of northern population mobility, and pointed to some areas of potentially meaningful investigation.

APPENDIX 1

The Questionnaire



THE UNIVERSITY OF MANITOBA  
DEPARTMENT OF GEOGRAPHY  
WINNIPEG, MANITOBA

The following questionnaire is being presented by Ron Lapp, a geography student at the University of Manitoba. The information collected from this questionnaire will be used to examine immigrant migration to northern communities. Your co-operation in answering this questionnaire will be greatly appreciated. Thank you.

NAME: \_\_\_\_\_  
ADDRESS: \_\_\_\_\_  
PHONE NO.: \_\_\_\_\_

Please circle or write the answer which is most appropriate in your case. If your answers or reasons are not present in the responses, please write them in.

(1) (a) Where are you from? (Country of Origin)

- |             |                                 |
|-------------|---------------------------------|
| 1. Britain  | 7. Philippines                  |
| 2. Chile    | 8. Portugal                     |
| 3. Greece   | 9. Spain                        |
| 4. Italy    | 10. Ugandan Asian               |
| 5. India    | 11. West Indies                 |
| 6. Pakistan | 12. Other, please specify _____ |

(b) What size of community did you come from?

- |                           |                               |
|---------------------------|-------------------------------|
| 1. 0 - 2,000 people       | 4. 50,000 - 250,000 people    |
| 2. 2,000 - 12,000 people  | 5. 250,000 - 1 million people |
| 3. 12,000 - 50,000 people | 6. 1 million or more          |

(2) How long have you been in Canada?

- |                      |                 |
|----------------------|-----------------|
| 1. less than 1 month | 4. 13-24 months |
| 2. 1-3 months        | 5. 2-4 years    |
| 3. 4-12 months       | 6. 5 years      |

(3) (a) How many jobs have you had in Canada previous to coming to Thompson?

- |      |                |
|------|----------------|
| 1. 0 | 5. 4           |
| 2. 1 | 6. 5           |
| 3. 2 | 7. more than 5 |
| 4. 3 |                |

(b) What part of Canada did you spend most of your time prior to coming to Thompson?

1. Southern Ontario
2. Southern Quebec
3. Western Provinces (Manitoba, Saskatchewan, Alberta)
4. West Coast (British Columbia)
5. Other, please specify \_\_\_\_\_

(4) How old are you? \_\_\_\_\_

(5) Are you married or single? \_\_\_\_\_

(6) How many dependents do you have (i.e. wife and children)?

- |      |                |
|------|----------------|
| 1. 0 | 5. 4           |
| 2. 1 | 6. 5           |
| 3. 2 | 7. more than 5 |
| 4. 3 |                |

(7) (a) If you have a family, are they with you now?

1. yes
2. no

(b) If no, where are they?

1. back in your home country, planning to come later.
2. back in your home country, not planning to come later.
3. in another Canadian city, planning to come later.
4. in another Canadian city, not planning to come later.

(8) What is the highest level of schooling or education you have attained?

- |                              |                                     |
|------------------------------|-------------------------------------|
| 1. elementary                | 5. university--no degree            |
| 2. secondary                 | 6. university--1st degree           |
| 3. high school               | 7. university--post-graduate degree |
| 4. technical or trade school |                                     |

(9) What year was your education completed?

- |              |                  |
|--------------|------------------|
| 1. 1975-1977 | 4. 1960-1964     |
| 2. 1970-1974 | 5. prior to 1960 |
| 3. 1965-1969 |                  |

(10) Why did you come to Thompson? (Circle any of the following. You may choose one or more.)

1. unable to obtain work elsewhere.
2. wanted to work in the north.
3. because of higher pay.
4. good offer of a job.
5. wanted to get experience/qualification.
6. poor living conditions where you came from.
7. political situation in your home country.
8. racial problems where you came from.
9. friends wrote you and told you of the job opportunities.
10. friends wrote you and told you of the attractiveness of Thompson.
11. relatives wrote you and told you of the job opportunities.
12. relatives wrote you and told you of the attractiveness of Thompson.
13. no friends/relatives elsewhere.
14. other, please specify \_\_\_\_\_

(11) How long have you lived in Thompson?

- |                      |                 |
|----------------------|-----------------|
| 1. less than 1 month | 4. 13-24 months |
| 2. 1-3 months        | 5. 2-4 years    |
| 3. 4-12 months       | 6. 5 years      |

(12) What is your current place of residence?

1. men's single residence
2. rent an apartment
3. rent a home
4. own a home
5. live with friends or relatives
6. lodge (rent a room in a house)

(13) (a) Do you feel isolated living in Thompson?

- |                   |                                  |
|-------------------|----------------------------------|
| 1. only in winter | 4. never                         |
| 2. only in summer | 5. haven't been here long enough |
| 3. always         | 6. undecided                     |

(b) If this factor of such a concern that it would influence whether or not you would stay in Thompson?

---

---

(14) (a) What proportion of your time do you spend with your same nationality group living in Thompson?

- |        |                      |
|--------|----------------------|
| 1. 25% | 3. 70%               |
| 2. 50% | 4. 100%              |
|        | 5. none of your time |

(b) Where does this association (interaction) take place? (i.e. clubs, homes, shopping, etc.)

---

---

(15) (a) What proportion of your time do you spend with other non-immigrant nationality groups (i.e. Canadians) living in Thompson?

- |        |                      |
|--------|----------------------|
| 1. 25% | 3. 75%               |
| 2. 50% | 4. 100%              |
|        | 5. none of your time |

(b) Where does this association take place?

---

---

(16) Do you feel you are being discriminated against in any way?

- |             |         |
|-------------|---------|
| 1. high     | 3. low  |
| 2. moderate | 4. none |

(17) (a) Do you own any property in Thompson?

- |        |       |
|--------|-------|
| 1. yes | 2. no |
|--------|-------|

(b) If yes, what type? \_\_\_\_\_

(18) How long have you lived in your present accommodation?

- |                      |                 |
|----------------------|-----------------|
| 1. less than 1 month | 4. 13-24 months |
| 2. 1-3 months        | 5. 2-4 years    |
| 3. 4-12 months       | 6. 5 years      |

(19) How often have you moved since coming to Thompson?

- |            |            |
|------------|------------|
| 1. once    | 5. 5 times |
| 2. twice   | 6. 6 times |
| 3. 3 times | 7. 7 times |
| 4. 4 times | 8. 8 times |

(20) I would now like to ask you a few questions regarding your satisfactions and dissatisfactions with various factors in the City of Thompson. Please mark them down on the following 7 point scale in this manner:

\_\_\_\_\_

1	2	3	4	5	6	7
---	---	---	---	---	---	---

- where: 1 = extremely dissatisfied  
2 = very dissatisfied  
3 = dissatisfied  
4 = no feeling  
5 = satisfied  
6 = very satisfied  
7 = extremely satisfied



(23) If you answered yes to question 21, give three or more reasons why you want to stay in Thompson.

1. like the town.
2. like the area.
3. like the job.
4. like the money.
5. have no friends/relatives elsewhere.
6. have many friends/relatives here.
7. like the lifestyle of the town.
8. own a house or property here.
9. other, please specify \_\_\_\_\_  
\_\_\_\_\_

(24) If you answered no to question 21, give three or more reasons why you do not intend to remain in Thompson.

1. don't like the town.
2. don't like the area.
3. poor facilities in town.
4. poor housing or accommodation.
5. cost of living is too high.
6. have saved enough money.
7. have no friends/relatives here.
8. climate is too extreme.
9. don't like the lifestyle of the town.
10. want to get further education.
11. other, please specify \_\_\_\_\_  
\_\_\_\_\_

(25) If you plan to leave, what size of community do you intend to go to?

- |                           |                               |
|---------------------------|-------------------------------|
| 1. 0 - 2,000 people       | 4. 50,000 - 250,000 people    |
| 2. 2,000 - 12,000 people  | 5. 250,000 - 1 million people |
| 3. 12,000 - 50,000 people | 6. 1 million or more people   |

(26) (a) Do you work for INCO?

1. yes
2. no

(b) If no, who do you work for? \_\_\_\_\_

(27) What do you miss most about living Thompson? \_\_\_\_\_

\_\_\_\_\_



APPENDIX 2

The Introductory Form Letter

59 Elizabeth Drive  
Thompson, Manitoba

Phone No. 778-6001

Dear Mr. and Mrs.

Hello. My name is Ron Lapp and I am a Geography student at the University of Manitoba. I am in Thompson to gather research data for my Masters Thesis which is titled "The Migration of New Immigrants into a Single Resource Community in Northern Manitoba". I am examining immigrants who have come to Canada within the last five years, and have found their way to Thompson within these five years.

I have prepared a short questionnaire which I would like you to answer, and it deals specifically with why you came to Thompson, what your satisfactions and dissatisfactions with the City of Thompson are, and what your plans for remaining here are.

Your co-operation in answering this questionnaire would be immensely appreciated. I will be by within the next couple of days, and would hope that you will take the brief amount of time to fill out this questionnaire. Thank you very much.

Yours truly,

Ron Lapp

APPENDIX 3

Tabular Data Illustrating Relationships  
Between Length of Residence  
In Thompson and Socio-Demographic Status

Table 3.1

Length of Residence in Thompson  
By Size of Original Community

Size of Original Community	Length of Residence in Thompson						Total
	<1 month	1-3 months	4-12 months	13-24 months	2-4 years	5 years	
0-2,000	0	1	0	2	3	1	7
%	0.0	14.3	0.0	28.6	42.9	14.3	
2,000-12,000	0	0	0	3	7	1	11
%	0.0	0.0	0.0	27.3	63.6	9.1	
12,000-50,000	0	0	3	3	13	5	24
%	0.0	0.0	12.5	12.5	54.2	20.8	
50,000-250,000	0	0	8	1	7	3	19
%	0.0	0.0	42.1	5.3	36.8	15.8	
250,000-1 million	2	0	3	0	8	1	14
%	14.3	0.0	21.4	0.0	57.1	7.1	
1 million or more	0	1	4	4	12	4	25
%	0.0	4.0	16.0	16.0	48.0	16.0	
Total	2	2	18	13	50	15	100

Table 3.2

Length of Residence in Thompson  
By Marital Status

Marital Status	Length of Residence in Thompson						Total
	<1 month	1-3 months	4-12 months	13-24 months	2-4 years	5 years	
Single	1	1	4	3	7	2	18
%	5.6	5.6	22.2	16.7	38.9	11.1	
Married	1	1	14	10	43	13	82
%	1.2	1.2	17.1	12.2	52.4	15.9	
Total	2	2	18	13	50	15	100

Table 3.3

Length of Residence in Thompson  
By Number of Dependents

No. of Dependents	Length of Residence in Thompson						Total
	<1 month	1-3 months	4-12 months	13-24 months	2-4 years	5 years	
0	0	1	4	3	7	1	15
%	0.0	6.3	25.0	18.8	43.8	6.3	
1	1	0	6	3	9	2	21
%	4.8	0.0	28.6	14.3	42.9	9.5	
2	0	1	4	4	8	4	21
%	0.0	4.8	19.0	19.0	38.1	19.0	
3	0	0	3	3	16	6	28
%	0.0	0.0	10.7	10.7	57.1	21.4	
4	1	0	1	0	7	1	10
%	10.0	0.0	10.0	0.0	70.0	10.0	
5	0	0	0	0	2	0	2
%	0.0	0.0	0.0	0.0	100.0	0.0	
≥ 5	0	0	0	0	1	1	2
%	0.0	0.0	0.0	0.0	50.0	50.0	
Total	2	2	18	13	50	15	100

Table 3.4

Length of Residence in Thompson  
By Level of Education

Education Level	Length of Residence in Thompson						Total
	<u>&lt;1 month</u>	<u>1-3 months</u>	<u>4-12 months</u>	<u>13-24 months</u>	<u>2-4 years</u>	<u>5 years</u>	
Elementary %	0 0.0	0 0.0	0 0.0	0 0.0	4 66.7	2 33.3	6
Secondary %	1 6.7	1 6.7	5 33.3	3 20.3	5 33.3	0 0.0	15
High School %	0 0.0	1 2.6	6 15.8	6 15.8	18 47.4	7 18.4	38
Technical or Trade School %	1 7.1	0 0.0	2 14.3	1 7.1	8 57.1	2 14.3	14
University-- no degree %	0 0.0	0 0.0	1 16.7	1 16.7	2 33.3	2 33.3	6
University-- 1 degree %	0 0.0	0 0.0	3 23.1	1 7.7	8 61.5	1 7.7	13
University-- post graduate %	0 0.0	0 0.0	1 12.5	1 12.5	5 62.5	1 12.5	8
Total	2	2	18	13	50	15	100

Table 3.5

Length of Residence in Thompson  
By Current Type of Residence

Current Type of Residence	Length of Residence in Thompson						Total
	<1 month	1-3 months	4-12 months	13-24 months	2-4 years	5 years	
Men's single residence	0	1	0	0	0	0	1
%	0.0	100.0	0.0	0.0	0.0	0.0	
Rented Apartment	0	0	12	5	17	4	38
%	0.0	0.0	31.6	13.2	44.7	10.5	
Rented Home	0	0	0	1	3	0	4
%	0.0	0.0	0.0	25.0	75.0	0.0	
Owned Home	0	0	2	3	27	10	42
%	0.0	0.0	4.8	7.1	64.3	23.8	
Live with Friends/Relatives	2	1	4	3	3	1	14
%	14.3	7.1	28.6	21.4	21.4	7.1	
Lodge	0	0	0	1	0	0	1
%	0.0	0.0	0.0	100.0	0.0	0.0	
Total	2	2	18	13	50	15	100



Table 3.6

Length of Residence in Thompson  
By Degree of Experienced Isolation

Degree of Experienced Isolation	Length of Residence in Thompson						Total
	<1 month	1-3 months	4-12 months	13-24 months	2-4 years	5 years	
only in winter	0	0	0	0	11	5	15
%	0.0	0.0	0.0	0.0	68.8	31.3	
only in summer	0	0	0	0	0	1	1
%	0.0	0.0	0.0	0.0	0.0	100.0	
always	0	0	6	3	13	1	23
%	0.0	0.0	26.1	13.0	56.5	4.3	
never	1	2	11	9	23	8	54
%	1.9	3.7	20.4	16.7	42.6	14.8	
not here long enough	1	0	0	0	0	0	1
%	100.0	0.0	0.0	0.0	0.0	0.0	
undecided	0	0	1	1	3	0	5
%	0.0	0.0	20.0	20.0	60.0	0.0	
Total	2	2	18	13	50	15	100

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