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RACIAL DISCRIMINATION IN CANADA

ASIAN MINORITIES

Kananur V. Chandra, Ph.D.

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Table 2

Sources of Disappointment with Life in Canada

Reasons	Total No. :	East Indians	Pakistanis Bangladeshis
		130 %	50 %
Color and racial prejudice in general		43	45
Unfriendliness towards foreigners		24	20
Employment difficulties through prejudice or discrimination		35	25
Employment difficulties in general		14	9
Housing difficulties through prejudice or discrimination		12	10
Housing difficulties in general		12	6
Climate/food		2	1
General problems of adjustment		5	9
Social life disappointing		15	5
Religious difficulties (fanaticism of Canadians about their religion)		6	3

Note: Percentages add to more than 100 because some respondents mentioned more than one item.

assigned under the heading of 'color and racial prejudice' include references to 'the unfair treatment,' 'inequality in general,' and 'the way colored people can have only what white people don't want.' Unfriendliness of Canadians to foreigners came third (24 per cent) linked in many cases with prejudice or discrimination.

Many colored immigrants interviewed mentioned problems in getting jobs they are qualified for; a large majority of answers indicated that prejudice and discrimination due to race or color was the factor which prevented them from getting these jobs. They complain that they have to settle for those jobs, if they get any, which no white person wants or is available to take at that particular time. Those with higher occupational levels before coming to Canada were most concerned about preserving their own life style. Many times the immigrants did not spell out the source of difficulties to an interviewer who was also a colored person because they felt that the interviewer had certainly faced the same difficulties.

Table 3
Reasons for Belief in Color Discrimination

Reasons	East Indians %	Pakistanis Bangladeshis %
Discrimination in employment including recruitment, exploitation	69	20
Discrimination in housing	30	6
Discrimination in shops and public places	9	7
General hostility of host community:		
Prejudice, abuse, discrimination	39	41
General atmosphere in country unsympathetic to colored people	31	27
Aware of color prejudice and discrimination through mass media	9	7
Discrimination by officials (police, courts, public officials, etc.)	3	2
Discrimination in hotels, insurance, bank loans	8	3
Others: religious difficulties	6	3
Don't know	7	3

Note: Percentages add to more than 100 because some respondents mentioned more than one item.

itself in discrimination against them in everyday affairs, particularly in looking for employment or doing their work. Many of them agree that there are laws written into the books against racial or color discrimination but they do not deter the whites from discriminating against the colored population. According to the Canadian Bill of Rights, all the people are granted equal rights irrespective of color, creed, race or religion but in reality color discrimination does exist. Many of them felt that Canadians are hypocritical and dishonest in telling the world that racial discrimination exists in the United States but not on Canadian soil. They felt that open segregation is more honest than the hypocrisy they alleged to be inherent in claiming to be a just, free society while practicing an informal and subtle color discrimination. This practice denied the colored immigrants equality of justice, education, jobs and a share in being a Canadian.

demonstrate the ways people actually cope up with discrimination and hostility. The following table would give the information.

Table 4
Changes in Ease of Life in Canada

Opinions	East Indians	Pakistanis Bangladeshis
	%	%
Life easier	7	6
No change	16	1
Life more difficult	54	12
Uncertain	<u>3</u>	<u>1</u>
Total: 100 per cent	80	20

Only small number of people felt that life has become easier whereas a significant number of the colored people felt that life has become harder. These responses help us to assess the immigrants' evaluation of the direction of any change in their position and also show that time alone would not solve all the problems of the colored people.

The explanations given by the people who say that life has become easier are more important to study. These people who felt that life has improved could be divided into two groups. The first group did not give the reasons for improvement in their lives whereas the second group gives explanations for improvement; for instance, 'I earn more money and I work less,' 'now I have many friends from my own country.'

Wherever a reason is given for an improvement, the reason is the growth of their numbers which protects them from discrimination by associating with their own groups. Many of the colored immigrants look for jobs where they know other colored people work; they avoid situations in which they might confront discrimination. People who did not experience discrimination personally but were aware of it made such statements as:

b. He was told there was no vacancy immediately available but was advised to fill out an application form or was told there were no vacancies for non-Canadians.

c. He was told there was no vacancy.

Table 13 shows the number of occasions on which each of the two types of testers experienced each of these three responses.

Table 13
Experiences in Employment Tests

Response	White Canadian	East Indian, Pakis- tani or Bangladeshi
	Number of occasions each response experienced	
A. Offered a job or told to apply for a vacancy	13	2
B. Told 'No vacancy at present' but advised to fill out an application form or Told 'No vacancy for non-Canadians'	5	6
C. Told 'No Vacancy'	6	16

Only in two out of twenty-four firms tested was the colored immigrant tester told that a vacancy existed and was offered a job. The white Canadian tester received thirteen offers. On six occasions the colored immigrant was told that there was no vacancy immediately available but was advised to fill out an application form or he was told that there were no vacancies for non-Canadians. This latter incident occurred only five times for the Canadian tester. On six occasions there was no vacancy for anyone. Thus the incidence of discrimination on the part of these firms was as follows:

Number of cases where no job was available for anyone	6
Number of cases where employment was possible	18
Discrimination against the white Canadian tester	1
Discrimination against the colored tester	9

Please note that the firms tested included some that were interviewed in the survey of potential discriminators: employers who both employed some colored immigrants and stated categorically that they did not discriminate. Yet in the field

tests East Indian, Pakistani or Bangladeshi applicants suffered discrimination from these same employers. The conclusion that emerges from the tests is that just because a firm employs colored people in some capacity does not mean that it does not discriminate against colored people for certain types of jobs or at certain points in time. It also proves that either superior administrative officials in these firms were unaware of practices adopted by individuals at varying levels of authority in their organizations or that they were misleading the interviewers.

Number of occasions job offered:

White Canadian	13
Colored Immigrant	2

A small number of colored immigrants felt that they have not been discriminated against because they had qualities which made them superior to their countrymen. These immigrants felt that being discriminated against is held to be a sign of low status or inferiority and that an admission to having suffered discrimination involves a loss of self-esteem or a loss of face. This feeling was expressed in the reports of interviewers who conducted the survey.

The findings of the field tests along with the claimants' evidence show that a significant majority of the claims of discrimination were justified. Other findings point to the conclusion that the proportion of immigrants who claimed personal experience of discrimination understate the extent of the problem, for three reasons:

1. Lack of Knowledge:

Unless the refusal of work is accompanied by a direct statement of discrimination, the colored immigrant does not know that he is being discriminated against. In the field tests where the testers applied for jobs, the colored testers did not know that they had been discriminated against until each tester's independent findings were subsequently analyzed. This demonstrates that it is difficult for an immigrant to know that he is being discriminated against when he is applying for a position.

2. Avoidance of Discrimination and Lack of Exposure to the Open Job Market:

A small number of colored immigrants had come to Canada with pre-arranged jobs. Therefore, they had never been in a position where they could have been discriminated against. Those people who were not aware of discrimination even through the experience of others,

APPENDIX

Classification of Immigrants' Occupation

	%
Unskilled Manual	0.0
Skilled Manual	11.0
Non-manual	53.0
Unemployed/retired/at school	15.0
Work at school/college/university	<u>21.0</u>
	100.0

Head of Household

Man	96%
Woman	<u>4%</u>
	100%

Marital Status of Immigrants

Married (includes separated)	66.0%
Not married (includes single, widowed, divorced)	33.0
No answer	<u>1.0</u>
	100.0%

Proficiency in Spoken English

Fluent speaking and understanding	66.0%
Fairly good speaking, very good understanding	29.0
Fairly good speaking and understanding	4.0
Understands simple questions, speaks a few sentences	<u>1.0</u>
	100.0%

Educational Qualifications of the Immigrants

Secondary School	7.0%
Teacher's College	2.0
University	80.0
Technical College	<u>11.0</u>
	100.0%

Age Group of the Immigrants

16-24 years	6.0%
25-34	50.0
35-44	40.0
45-54	3.0
55-64	1.0
65 and over	<u>0.0</u>
	100.0%

Length of time in Canada and Claims of Personal Discrimination

6 months or less	9%
7-12 months	12
Over 1 year--up to 3 years	19
Over 3 years	<u>7</u>
	47%

Note: Totals do not add up to 100 per cent because only personal experience of discrimination is added.