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Introductory note

CRDCN invites researchers publishing academic articles or producing policy reports that use microdata available through CRDCN to provide one-page snapshots that can be used to communicate their work to a wide audience.

Each CRDCN Research-Policy Snapshot Digest, produced twice per year, assembles the individual snapshots prepared in the previous six months, inviting authors to include up to one page of supplementary material to accompany their snapshot.

Remarque préliminaire

Le RCCDR invite les chercheurs qui publient des articles universitaires ou produisent des rapports sur les politiques publiques en se servant des microdonnées disponibles par l'intermédiaire du RCCDR à en fournir des synthèses d'une page qui pourront être utilisées pour faire connaître leurs travaux à un large public.

Chaque d'instantanés recherches-politiques du RCCDR, produit deux fois par an, compile les instantanés préparés au cours des six mois précédents en invitant leurs auteurs à ajouter jusqu'à une page de documentation supplémentaire pour les accompagner.

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Not all pathways lead to success: How temporary permit type shapes immigrant earnings in Canada

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Datasets used

Longitudinal Immigration
Database (IMDB)

Policy areas this research can inform

Immigration and
ethnocultural diversity
Labour

Context

This study challenges the assumption that all two-step immigration pathways lead to better labour market integration by showing that outcomes vary significantly by temporary permit type. Using Statistics Canada's Longitudinal Immigration Database (IMDB), it compares earnings trajectories of four International Mobility Program subgroups with one-step immigrants. Post-graduate work permit holders and intra-company transferees earn more initially, while working holidaymakers earn less and spouses' outcomes vary by gender. The findings fill a key gap by highlighting permit-specific disparities and can inform government decisions on temporary program design, selection criteria, and forecasts of immigrant economic integration.

Key finding

Immigrants' long-term labour market outcomes in Canada differ markedly by their initial temporary permit type, underscoring the need for government policy to account for these distinctions when designing equitable pathways to permanent residence and supports for newcomers.

Policy implications

The research highlights the need for immigration policies that account for the significant variation in labour market outcomes based on initial temporary permit type. Policymakers should reconsider using broad permit categories in program design and evaluation, as these obscure disparities in earnings and integration outcomes. Tailored supports such as job matching services, mentorship, and credential recognition should be prioritized for groups with lower initial earnings. More granular tracking of permit pathways can improve forecasting and ensure that immigration programs better align with labour market integration goals.

Read the full article here

Banerjee, R., & Lam, L. (2024). Paths to permanence: permit categories and earnings trajectories of workers in Canada's International Mobility Program. *Canadian Public Policy*, 50(S1), 143-160. <https://doi.org/10.3138/cpp.2023-062>

Citation

Banerjee, R., & Lam, L. (2026). Not all pathways lead to success: How temporary permit type shapes immigrant earnings in Canada. *Canadian Research Data Centre Network Research-Policy Snapshot Digest*, 5(1), 1. <https://hdl.handle.net/11375/32709>

Does employee's diversity help innovation?: Evidence from Canadian firms

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Datasets used

Workplace and
Employee Survey

Policy areas this research can inform

Immigration and
ethnocultural diversity

Labour

Business performance
and ownership

Immigration and
ethnocultural diversity

Population and
demography

Science and technology

Context

This study examines how ethnic diversity among employees influences innovation within firms. Drawing on organizational behavior theories, it highlights how diversity can both enrich idea generation and create behavioral challenges. Using Canadian Workplace and Employee Survey (WES) data and a mixed logit model, the study finds robust evidence that ethnic diversity positively impacts both product and process innovation, even after addressing endogeneity. Importantly, diverse employees are most effective in firms with strong organizational capital and training programs. Manufacturing, transportation, and selected service sectors benefit the most, underscoring diversity's role as a driver of knowledge creation and competitive advantage.

Key finding

This study finds robust evidence that ethnic diversity positively impacts both product and process innovation, even after addressing endogeneity.

Policy implications

Ethnic diversity enhances product and process innovations by enriching firms' knowledge bases with varied cultural perspectives and technical skills. Policies should encourage inclusive hiring practices and pro-diversity initiatives to strengthen innovation capacity. To maximize benefits, governments can support organizational capital development, employee training programs, ICT adoption, and access to international markets. Complementary measures — such as promoting gender diversity and higher education — further amplify innovation outcomes. By fostering workplace diversity and aligning it with strong organizational structures, Canada can boost sustainable practices, productivity, and competitiveness across industries, ensuring long-term growth in both domestic and global markets.

Read the full article here

Entezarkheir, M., & Moshiri, S. (2025). Does employee's diversity help innovation?: Evidence from Canadian firms. *Industry and Innovation*, 1–18.

<https://doi.org/10.1080/13662716.2025.2546123>

Citation

Entezarkheir, M., & Moshiri, S. (2026). Does employee's diversity help innovation?: Evidence from Canadian firms. *Canadian Research Data Centre Network Research-Policy Snapshot Digest*, 5(1), 2. <https://hdl.handle.net/11375/32710>

Innovation effects of information and communication technologies: Evidence from Canadian firms

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Datasets used

Workplace and
Employee Survey

Policy areas this research can inform

Digital economy and
society

Science and technology

Context

This paper offers empirical evidence that Information and Communication Technologies (ICT) significantly boost both product and process innovation across Canadian industries. Using longitudinal data from the Canadian Workplace and Employee Survey (1999–2005), the study finds a positive, significant link between ICT adoption (measured by computer usage) and four types of innovation: new products, improved products, new processes, and improved processes. From a policy standpoint, the findings highlight the value of supporting ICT adoption to drive innovation and productivity. Two mechanisms are identified: (1) direct investment effects via reduced ICT costs, and (2) indirect spillover effects through organizational and knowledge transformation.

Key finding

This paper provides robust empirical evidence that Information and Communication Technologies (ICT) significantly promote both product and process innovations across Canadian industries.

Policy implications

The paper advocates for policies that promote ICT investment across firms of all sizes, especially smaller firms that gain substantially from process innovation. It emphasizes the need for training and upskilling programs, given human capital's complementary role in ICT-driven innovation. Supporting organizational changes — such as decentralization, job rotation, and flexible work — further amplifies ICT's impact. Enhancing ICT infrastructure and accessibility is key to generating broader spillover effects, particularly in digitally lagging sectors. Importantly, the paper urges public investment in ICT infrastructure and digital literacy to foster private innovation and deliver social benefits, a priority underscored by ICT's role during the COVID-19 pandemic.

Read the full article here

Entezarkheir, M., & Moshiri, S. (2025). Innovation effects of information and communication technologies: Evidence from Canadian firms. *International Journal of Innovation and Technology Management*, 22(02), 2550010.

<https://doi.org/10.1142/S0219877025500105>

Citation

Entezarkheir, M., & Moshiri, S. (2026). Innovation effects of information and communication technologies: Evidence from Canadian firms. *Canadian Research Data Centre Network Research-Policy Snapshot Digest*, 5(1), 3.

<https://hdl.handle.net/11375/32711>

The paradox of prosperity: Why higher earnings can reduce growth aspirations

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Datasets used

Survey on Financing and Growth of Small and Medium Enterprises

General Index of Financial Information (GIFI)

Policy areas this research can inform

Business performance and ownership

Income, pensions, spending and wealth

Context

This study fills a key gap by showing that entrepreneurial growth intentions are not static, but rather shaped by prior success and recent constraints, challenging the assumption that higher income always signals future expansion. Using survey data from Canadian small firms, this study finds that financial and human resource barriers spur growth ambitions, while regulatory and competitive pressures dampen them. This dynamic perspective advances understanding of how past performance and contextual obstacles interact, offering insights for policymakers and lenders to better forecast growth potential and tailor support strategies beyond simple financial indicators.

Key finding

Higher entrepreneurial income tends to reduce growth intentions among established firms, while recent experiences with human resource and financial barriers increase growth ambitions, and competition or regulatory barriers dampen them - highlighting how past performance and constraints dynamically shape entrepreneurial growth expectations.

Policy implications

Policymakers should recognize the role of dynamic aspirations. Aspirations are socially referenced and role modeling may be an effective way of stimulating renewed ambition. Moreover, policies are likely to focus on firms facing resource constraints, as these businesses often exhibit stronger growth ambitions. Targeted support — such as easing HR and financial barriers — could unlock expansion potential, while reducing regulatory burdens may prevent discouragement. This nuanced approach can improve the effectiveness of growth-oriented programs and forecasting models by considering dynamic interactions between past performance and present obstacles, rather than relying solely on financial indicators.

Read the full article here

Freel, M., Rostamkalaei, A., & Tran, H. (2024). Growing gains and growing pains: Examining the growth intentions of established entrepreneurs. *Strategic Entrepreneurship Journal*, 19(2), 313–342. <https://doi.org/10.1002/sej.1526>

Citation

Freel, M. (2026). The paradox of prosperity: Why higher earnings can reduce growth aspirations. *Canadian Research Data Centre Network Research-Policy Snapshot Digest*, 5(1), 4. <https://hdl.handle.net/11375/32712>

Precarious employment is linked to workplace injuries in Ontario, Canada

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Datasets used

Labour Force Survey
Workplace Safety and
Insurance Board
Compensation Claims

Policy areas this research can inform

Health
Labour
Society and community

Context

Precarious employment, referring to work that is unstable and insecure, has important implications for workplace health and safety. Workers in precarious employment often face overlapping risks, including inadequate training, high job turnover, fear of reprisal for reporting unsafe conditions, and gaps in regulatory protections. Economic insecurity may also require them to work longer hours, take on multiple jobs, or accept dangerous work. For all these reasons, precarious employment is hypothesized to increase the likelihood of experiencing an injury on the job. This study tested that hypothesis by examining the association between precarious employment and workplace injuries in Ontario, Canada.

Key finding

Precariously employed workers were two to three times more likely to experience an injury on the job relative to those in more stable and secure employment.

Policy implications

Precarious employment appears to be an 'upstream' occupational hazard, contributing to an increased risk of injury among workers in Ontario. Efforts to improve the stability and security of employment may help to reduce the rate at which workplace injuries occur, in addition to lowering related costs for workers, employers, and government. Policy interventions could include legislative reforms that strengthen minimum employment standards, such as stronger job protections, stricter scheduling rules, and higher minimum wages. Employers can also play a role by adopting workplace practices that enhance working conditions and address the health and safety concerns of precariously employed workers.

Read the full article here

Shahidi, F. V., Liao, Q., Landsman, V., Mustard, C., Robson, L. S., Biswas, A., & Smith, P. M. (2024). Is precarious employment an occupational hazard? Evidence from Ontario, Canada. *Occupational and Environmental Medicine*, 81(8), 381–387. <https://doi.org/10.1136/oemed-2024-109535>

Citation

Shahidi, F. V., & Larney, A. (2026). Precarious employment is linked to workplace injuries in Ontario, Canada. *Canadian Research Data Centre Network Research-Policy Snapshot Digest*, 5(1), 5. <https://hdl.handle.net/11375/32713>



There are jobs where **precarious conditions** are more common.

Examples of precarious conditions:



low wages



temporary employment



involuntary part-time work



irregular hours



Workers in these jobs have **3x the risk of work injury or illness.**



And during the pandemic, these workers had **5x the risk of work-related COVID-19.**

To learn more about this Institute for Work & Health study, visit: bit.ly/precarious-jobs-injury-risks



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Citation

Shahidi, F. V., & Larney, A. (2026). Precarious employment is linked to workplace injuries in Ontario, Canada. *Canadian Research Data Centre Network Research-Policy Snapshot Digest*, 5(1), 5. <https://hdl.handle.net/11375/32713>

