

## **Gender Occupational Segregation Today: Essentialism and Nativity at Work**

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### **Abstract:**

We extend research on the relationship between essentialism and gender employment segregation by studying the native-born, the 1.5 and 1<sup>st</sup> generation immigrants separately. The analysis rests on an innovative mapping of the US O\*Net data to a subset of 478 occupational titles in the 2016 Canadian census. We find strong evidence for the existence of gender essentialism, especially feminine essentialism, and for its role in gender segregation. Consideration of gender essentialism would lower the index of dissimilarity for gender segregation by one-third. The DIs and essentialism effects are highest for the Canadian born, lower for the 1.5 generation and lowest for 1<sup>st</sup> generation immigrants. However, when we divide the samples by education, it becomes clear that this general pattern masks divergent effects of gender essentialism on occupational segregation between those with and without Bachelor's degrees, intersecting with immigrant generation status.