Canadian trends in the occupational segregation of immigrants

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Context

- Occupational segregation of immigrants (Cantanzarite 2000; del Rio & Alonso-Villar 2012, 2015; Tesfai 2020; Tesfai & Thomas 2019)
  - Employer discrimination/ preferences
  - Immigrant/ ethnic networks
  - Human capital (foreign credential, language barrier)
- Canada: Declining labour market outcomes of recent immigrants
  - Wages/ earnings (Crossman et al. 2021)
  - Overeducation/ skill mismatch (Hou et al. 2020)

Missing link: Occupational segregation of recent immigrants with different ethnoracial backgrounds in Canada

Research questions

1) What are the overall levels of occupational segregation between recent immigrants and Canadian born? Have they changed over time?

2) Do occupational segregation trends of recent immigrants vary by gender and race?

3) To what extent do their trends reflect their racial and educational compositions?

Methods

- Data
  - 1996, 2006, 2016 Census Masterfiles
- Sample
  - Women and men aged 25-54 in Central Metropolitan Areas
    - Canadian born
    - Recent immigrants (2-10 years in Canada), landed at age 20+
      - by race (South Asian, Chinese, Blacks, Whites only)

Measurement of occupational segregation

- Hybrid occupational classification (146 categories)
  - 3-digit 1991 SOC (137 categories)
  - 4-digit 1991 SOC (9 categories)

- Measure of segregation: Index of Dissimilarity (DI)

- Standardization by racial and educational composition of Canadian born in 1996

Levels of segregation are stable over 20 years. Recent immigrant women have higher indices than their men counterparts.

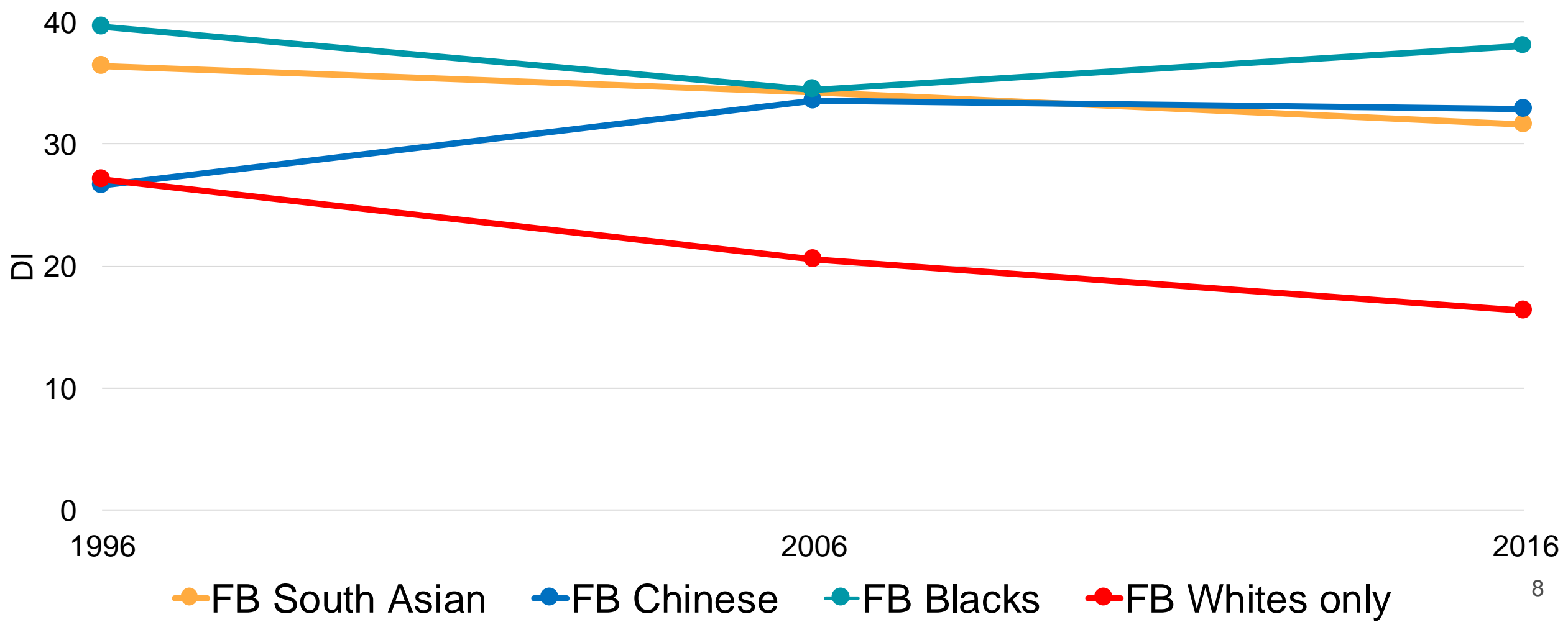Occupational segregation of recent immigrants and CB, by gender

DI

29

26

27

24

23

23

30

20

10

0

1996

2006
Year

2016

● women   ▲ men
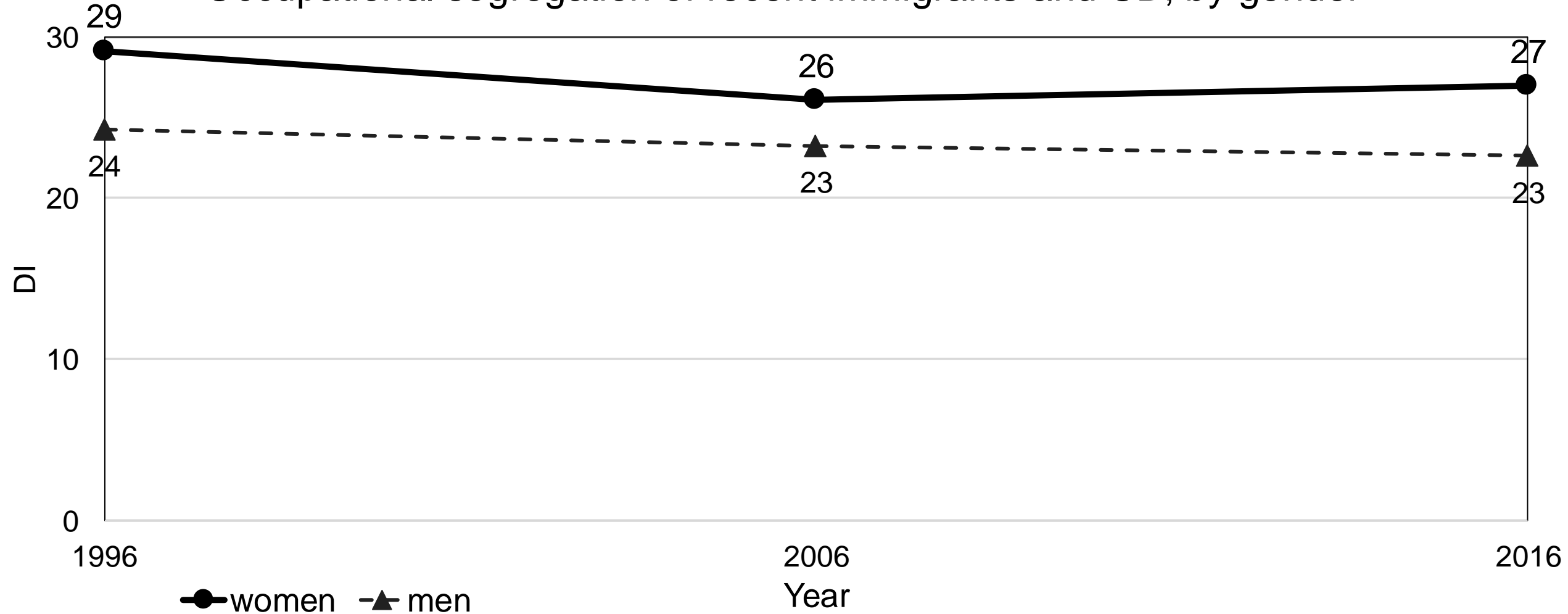
Levels of occupational segregation of visible minority recent immigrant men are consistently higher than that of white counterparts.

Occupational segregation of recent immigrant men from different ethnoracial groups and CB whites only men)
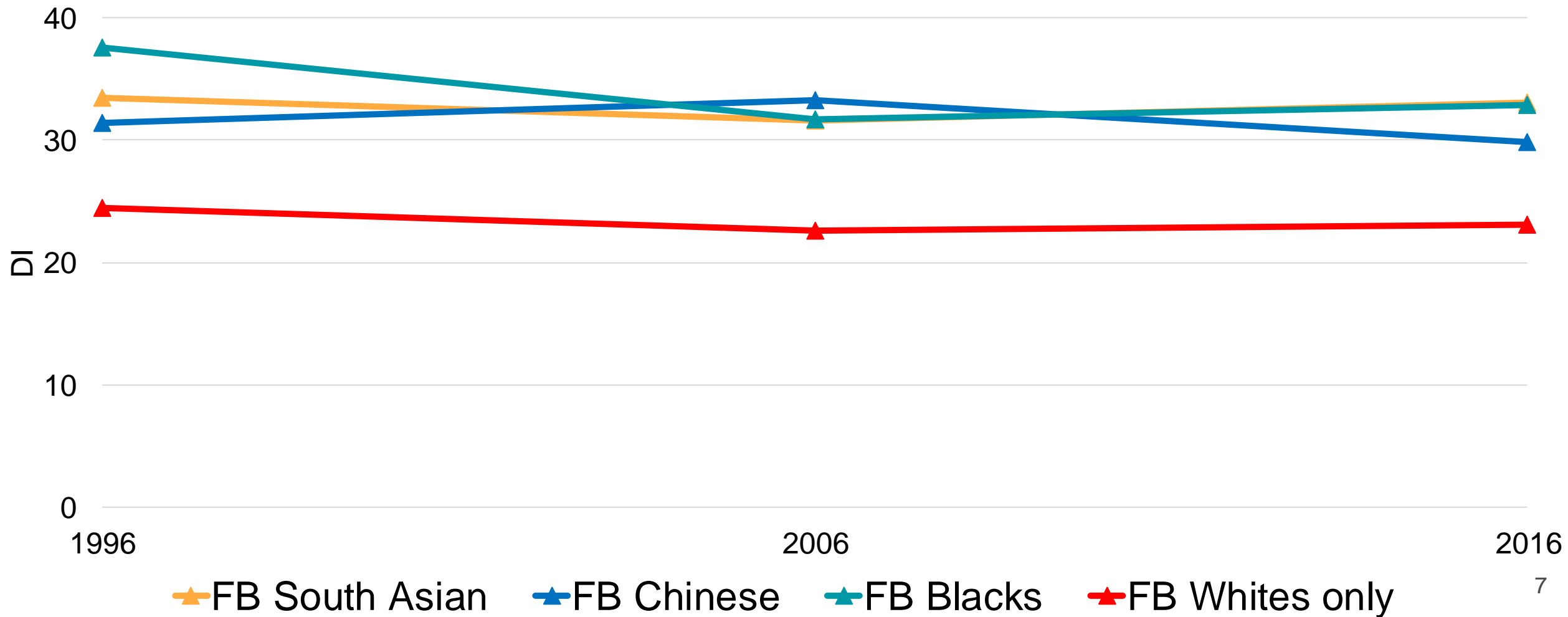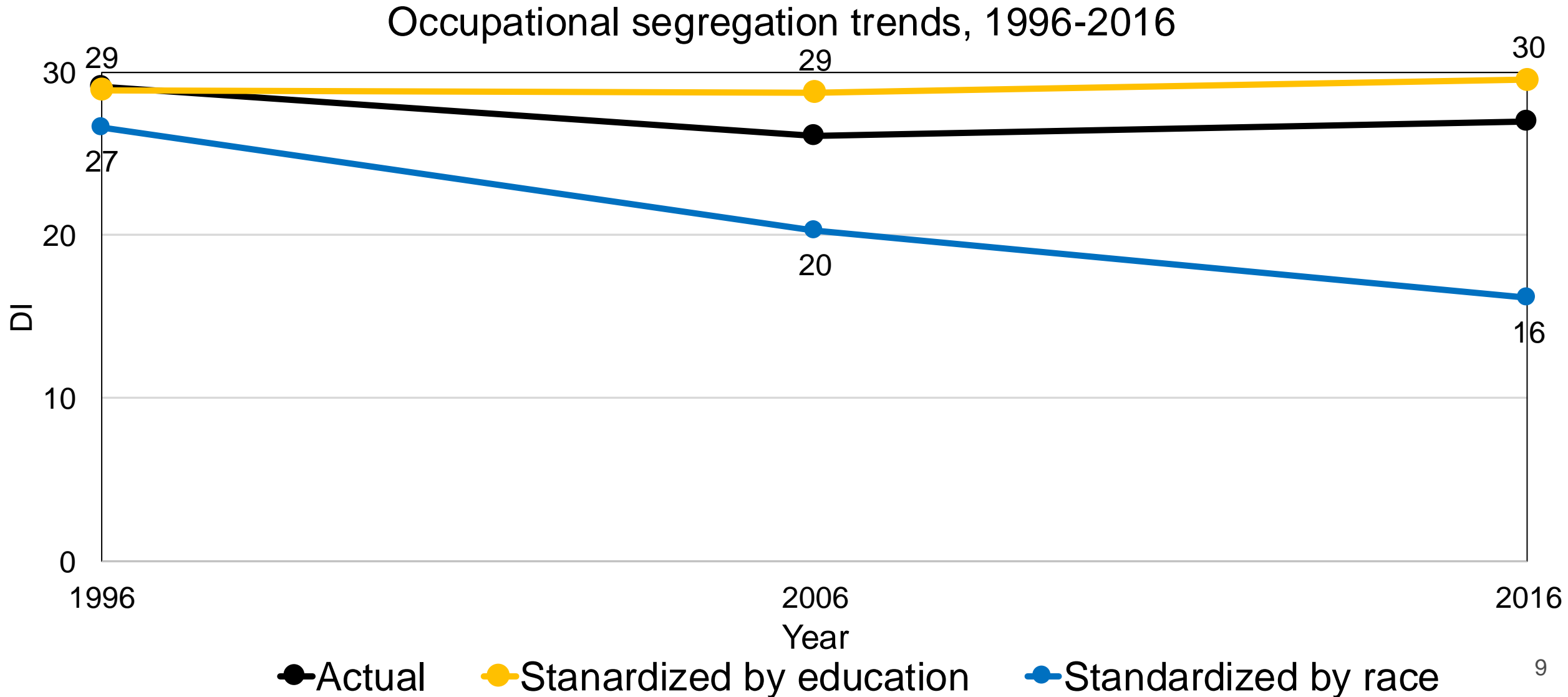
Levels of occupational segregation of visible minority recent immigrant women remain high, widening gaps with white recent immigrant women.

Occupational segregation of recent immigrant women from different ethnoracial groups and CB whites only women)

Occupational segregation of recent immigrant women would be higher/lower if they had the same education/ race compositions as Canadian-born women in 1996.

Occupational segregation trends, 1996-2016

9

Summary

- Occupational segregation of recent immigrants is stable in 1996-2016, keeping at mid-20(%)s.
  - Kept at this level because rising shares of highly educated and visible minority new immigrants offset the changes.
- Gender difference: More pronounced occupational segregation of recent immigrant women, especially visible minority women, than men counterparts.

Where to go from here?

- Implications of changing compositions of recent immigrants
    - Diversification of admission categories
    - Heterogeneity within visible minority group (e.g. origin country)

- Impact of COVID-19 on immigrant occupational segregation trend
    - Increased demand for essential work (e.g. welders, cashiers)
    - Inroad to regulated occupations (e.g. registered nurses, physicians)

Thank you!

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https://occupationalsegregation.artsci.utoronto.ca/

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