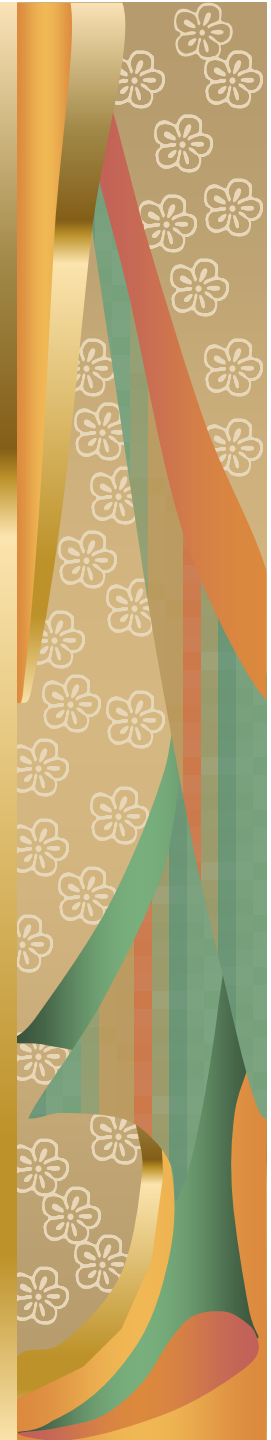


The Influence of Occupational Structure on the Labour Market Experiences of Immigrant Women: Canada & US Compared

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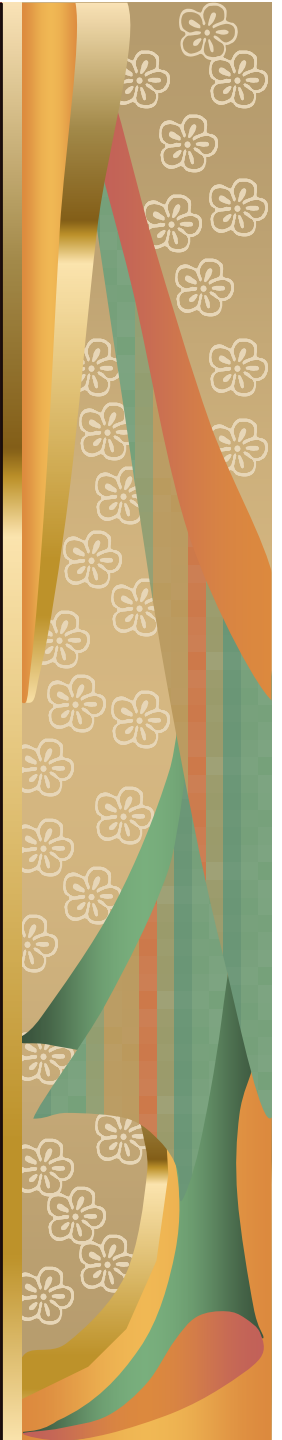


*Women and Migration: 11th International Metropolis Workshop
02 October 2006*



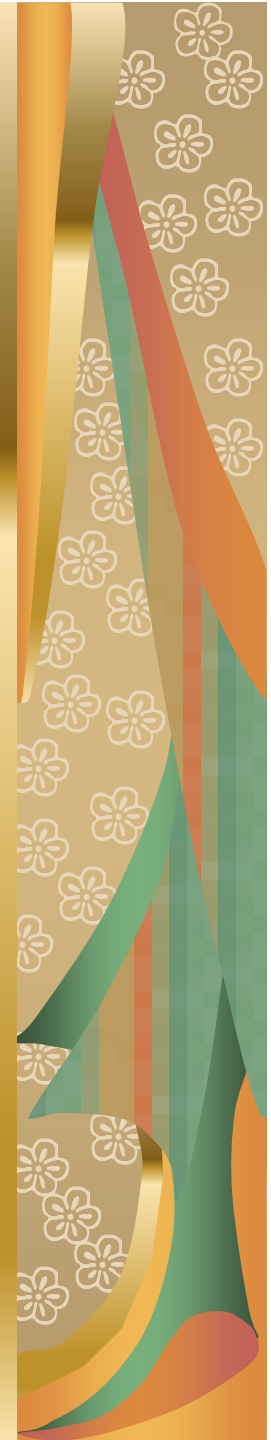
Research Question

How do gender and visible minority status influence the occupational structure and earnings outcomes of immigrant women in the US and Canada?



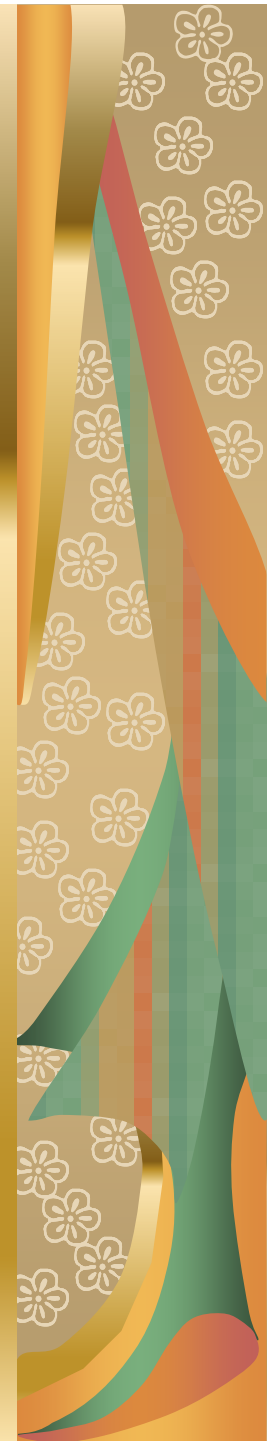
Gaps in the Literature

- Lack of women-centred research and economic models designed to measure income of immigrant women (Grant 1999, Pendakur 2000, Gold 2003)
- Lack of comparative research on immigration (Reitz 1998, Antecol et al. 2002)
- Occupation-specific influences are not well understood
- Assumption that immigrant women in Canada have fewer economic barriers than women in the US



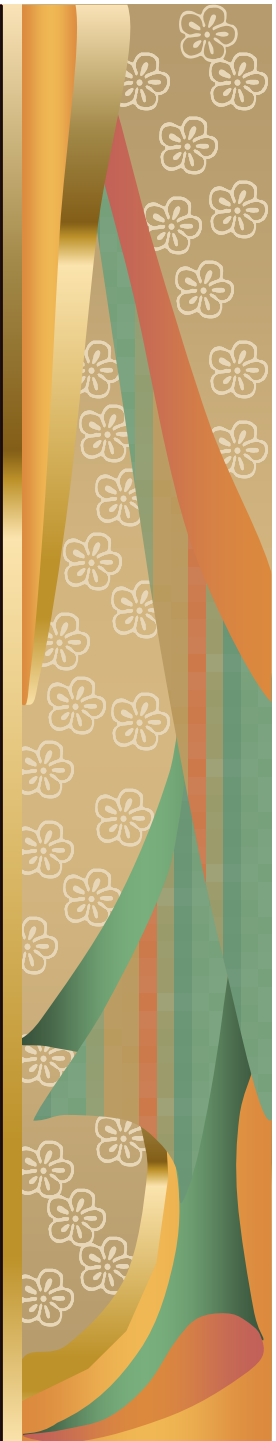
Occupation by Immigrant Status and Country, 2000/01

	Canada		United States	
	<u>Immigrant</u>	<u>Can-born</u>	<u>Immigrant</u>	<u>US-born</u>
Senior/middle management	21.6%	78.4%	8.8%	91.2%
Business professional	24.4%	75.6%	8.5%	91.5%
Financial	18.0%	82.0%	10.2%	89.8%
Clerical	20.2%	79.8%	7.6%	92.4%
Natural Science	31.3%	68.7%	19.4%	80.6%
Health Professional	19.3%	80.7%	11.9%	88.1%
Technical health assistant	21.3%	78.7%	12.1%	87.9%
Social science/government	18.9%	81.1%	7.3%	92.7%
Teaching	16.0%	84.0%	6.9%	93.1%
Art, culture, recreation, sport	21.6%	78.4%	10.9%	89.1%
Wholesale, Real estate	21.8%	78.2%	10.4%	89.6%
Retail sales	20.7%	79.3%	14.5%	85.5%
Food service	19.4%	80.6%	14.1%	85.9%
Protective services	12.3%	87.7%	14.5%	85.5%
Child care	24.6%	75.4%	15.3%	84.7%
Travel	26.3%	73.7%	12.6%	87.4%
Trades, transport, construction	22.9%	77.1%	12.4%	87.6%
Primary occupations	15.5%	84.5%	33.4%	66.6%
Machine operators	44.9%	55.1%	22.7%	77.3%
Manufacturing	41.3%	58.7%	19.2%	80.8%
Total	22.2%	77.8%	11.4%	88.6%



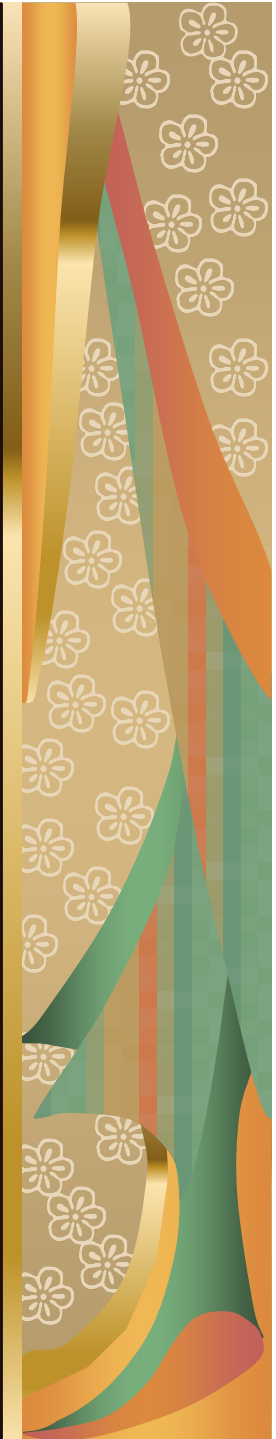
Differences in Wage for Native-born vs. Immigrant Women

	<u>Canada</u>	<u>United States</u>
Senior/middle management	\$3,789	\$232
Business professional	\$3,693	(\$1,115)
Financial	(\$114)	(\$2,142)
Clerical	\$1,080	(\$1,014)
Natural Science	\$1,885	(\$1,921)
Health Professional	\$861	(\$9,271)
Technical health assistant	\$800	(\$515)
Social science/government	\$1,823	(\$79)
Teaching	\$3,969	\$2,676
Art, culture, recreation, sport	\$2,120	(\$2,283)
Wholesale, Real estate	\$8,032	\$2,970
Trades, transport, construction	\$68	\$3,288



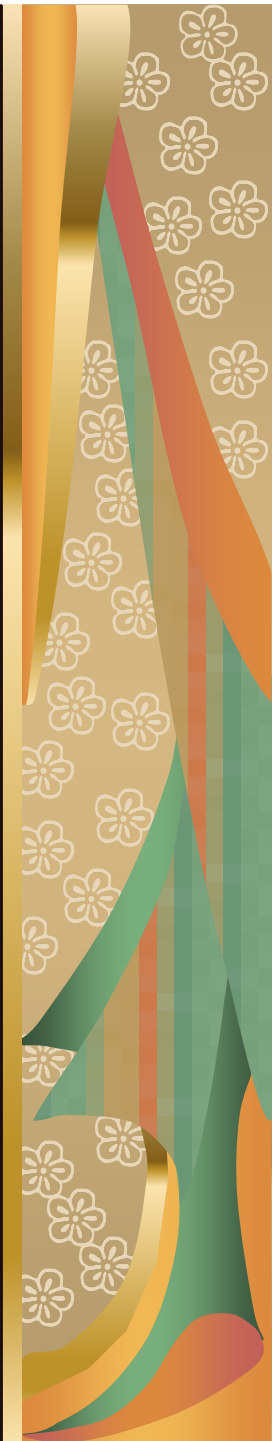
OLS Regression (Wages) Teaching Professions

	Canada		United States	
	<u>Immigrant</u>	<u>Cnd-born</u>	<u>Immigrant</u>	<u>US-born</u>
<u>Ascribed Characteristics</u>				
Age	636.52**	553.45**	-41.11**	-57.37**
Presence of children	1232.49	2122.60**	n/a	n/a
Marital status	-1961.66	-60.68	-459.47	-122.22
Visible minority status*	95.83	568.6	-523.77	1433.66*
<u>Attained Characteristics</u>				
Language	n/a	n/a	625.61	n/a
Education	2377.37**	2939.35**	2238.09**	3365.46**
Hours worked per week	579.09**	467.11**	600.98**	576.40**
Class of worker	25596.23**	23324.08**	5350.13	8139.43**
Constant	-75908.75	-75194.85	-35941.51	-54988.21
Adjusted R ²	0.369	0.296	0.327	0.397
Mean wages	\$33,761	\$37,730	\$25,752	\$28,428
N	1689	8870	2799	3873



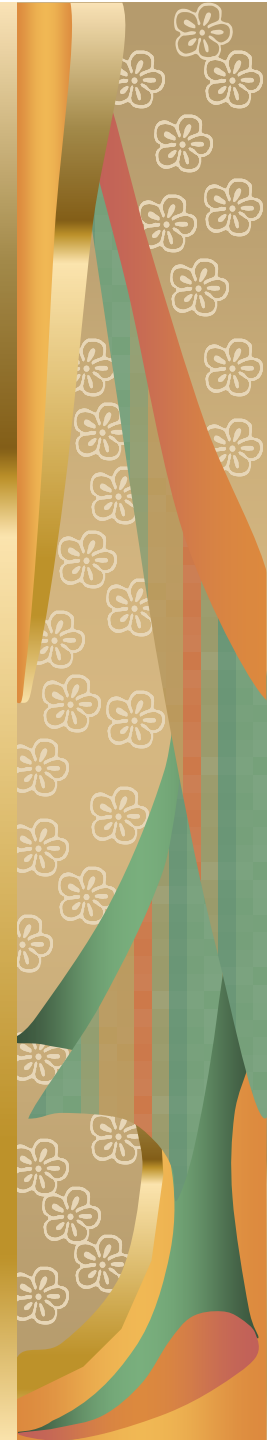
Differences in Returns to Education by Immigrant Status

	<u>Canada</u>	<u>United States</u>
Senior/middle management	-\$1,623	-\$584
Business professional	-\$701	-\$583
Financial	-\$847	-\$702
Clerical	-\$397	-\$134
Natural Science	-\$694	-\$1,502
Health Professional	-\$496	-\$233
Technical health assistant	-\$1,507	-\$763
Social science/government	-\$798	\$412
Teaching	-\$562	-\$1,127
Art, culture, recreation, sport	-\$1,089	-\$439
Wholesale, Real estate	-\$2,803	-\$881
Trades, transport, construction	-\$921	-\$316



Influences of Human Capital

- All human capital variables had a positive influence on wages
 - As education and hours worked per week increase, so does income
- But returns on education are consistently lower for immigrant women, particularly those in Canada (management, health tech, wholesale/real estate)
- For US immigrant women, the largest educational differentials are in the natural sciences and teaching professions



Influences of Visible Minority

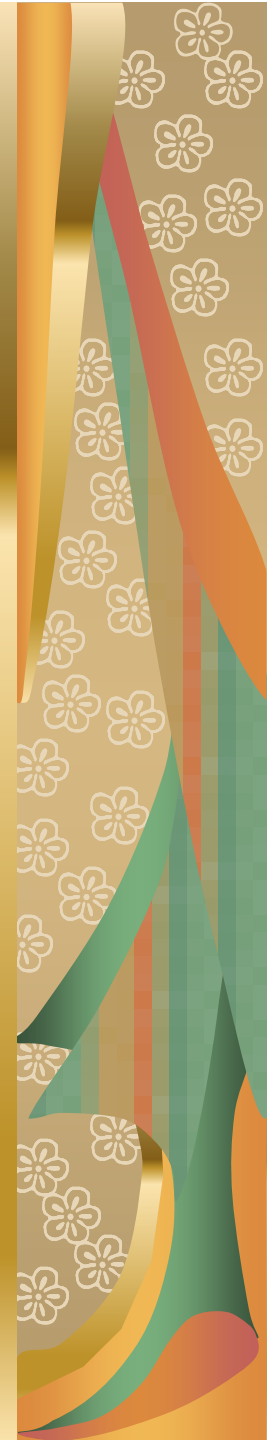
■ Influence of VM is mixed and does not have a statistically significant influence on wage when occupation is controlled

■ Business: Immigrant US -\$2192

■ Finance: Immigrant US -\$1430

■ Natural science: US-born -\$4175

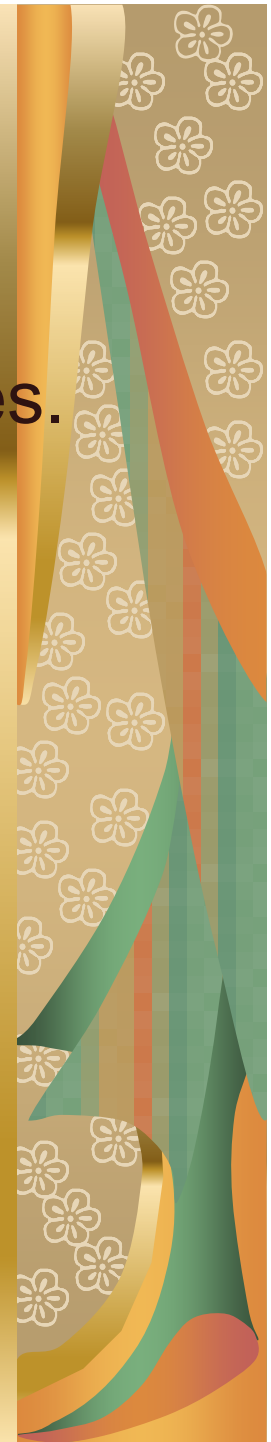
■ Wholesale/real estate: US-born -\$3350



Influences of Visible Minority (cont)

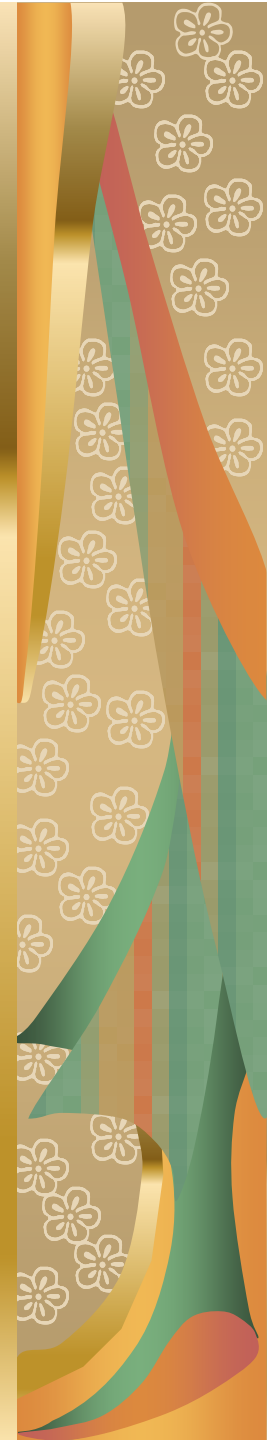
But there are unexpected results for both countries.

- Business: Immigrant
CND: +\$1300
- Health: Immigrant US:
+\$6240
- Natural Science:
Immigrant US +\$2265
- Natural Science:
Immigrant CND:
+\$1155
- Social Science: all
CND:+460
- Teaching US-born:
+\$1433
- Art US-born: +\$5832
- Trades US-born:
+\$1644
- Trades Immigrant
CND: +\$816



Influences of Language

- Does not influence wages of all occupations, but when it does, the magnitude is extreme:
- For US Immigrant women:
 - Health professionals: +\$14,000
 - Social Science: +\$21,000
 - Trades: +\$6,300
 - Clerical: +\$6,161









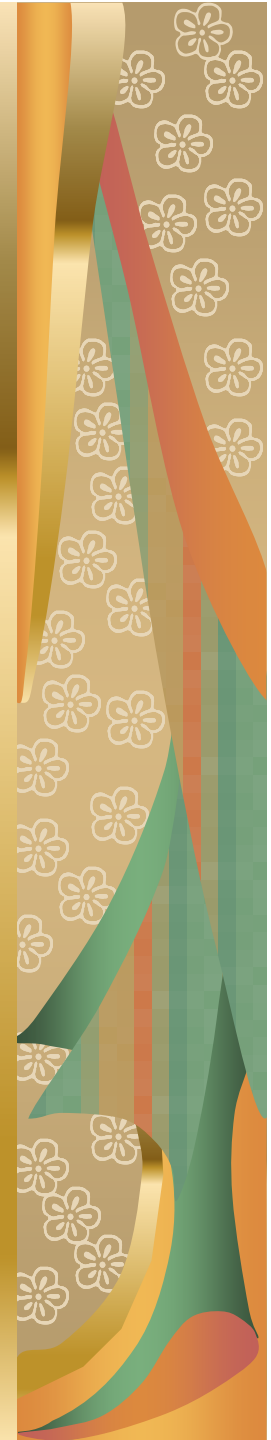
Influence of Children

Positive:

-  +\$1,820 CND Health
-  +\$1,000 CND Natural sciences
-  +\$1000 US immigrant Natural Sciences
-  +\$2,100 CND Teaching

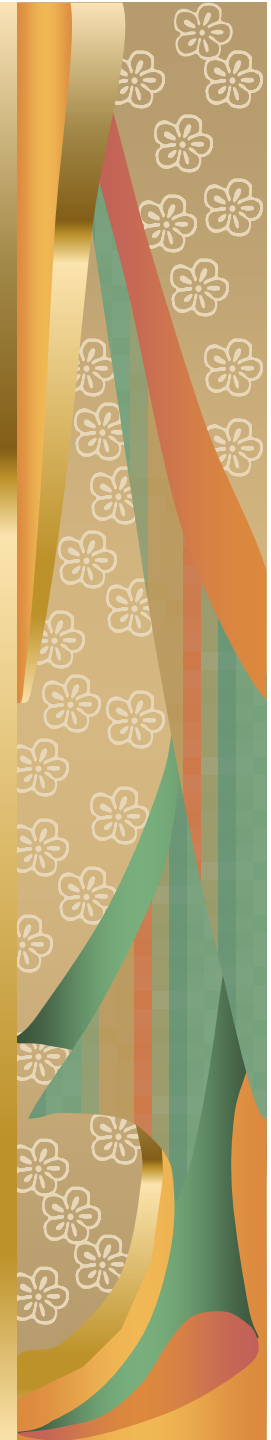
Negative:

-  -\$1,720 immigrant CND Management
-  -\$1,700 immigrant CND Business
-  -\$1,000 US-born Social Sciences
-  Negative for all US women in teaching
-  -\$3,800 immigrant CND Wholesale
-  Negative for all women in trades, regardless of country



Policy Implications

- Programs and policies for women which do not take into account occupational variations, intersections of diversity and social and family contexts are not likely to succeed
- The American economy is more likely to reward/recognize educational credentials of migrant women, a right that all women should have, and a serious consequence for the Canadian economy.
- It has been estimated that over 70% of recent economic growth in Canada are directly tied to migrant labour (Statistics Canada, 2005; Chrétien, 2003)



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