



Employment Inequalities and Immigration Status

Influences of Race,
Language Proficiency,
Gender, and Education
Level



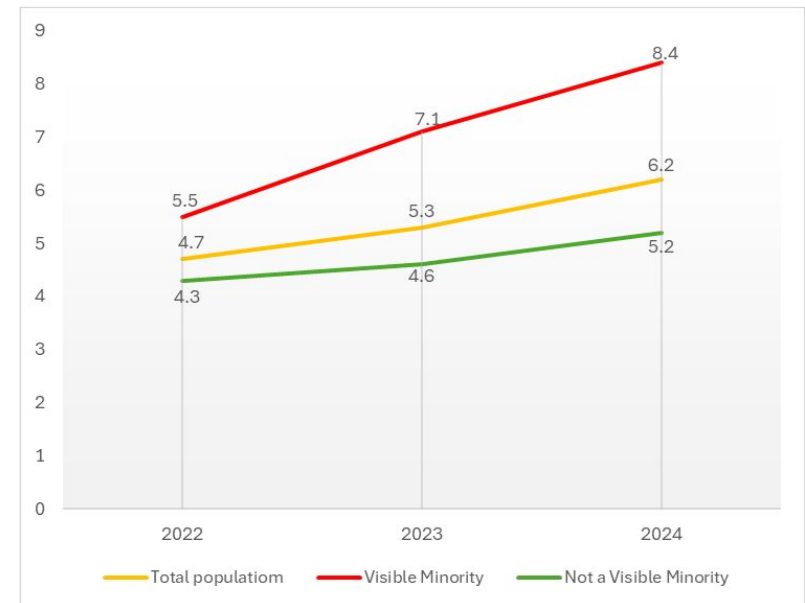
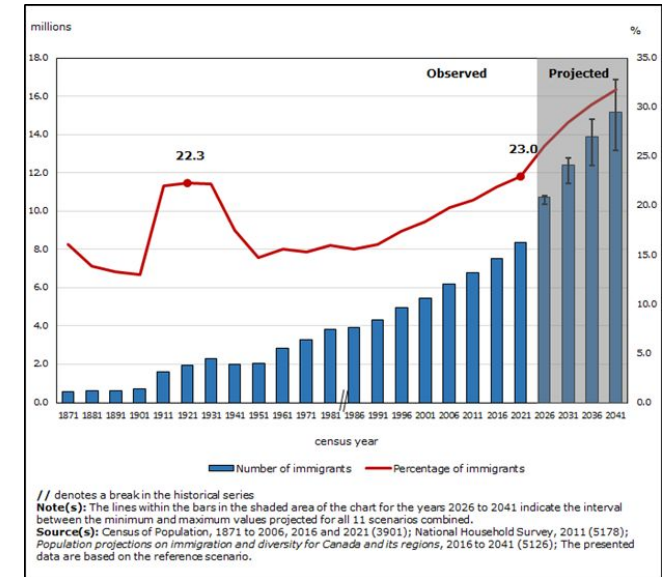
CONSORTIUM ON
ANALYTICS FOR DATA-DRIVEN
DECISION-MAKING

Mahjoubé AmaniChakani, Nkasiobi
Nwobi, Maya Krishnan, Ogochukwu
Onyeso

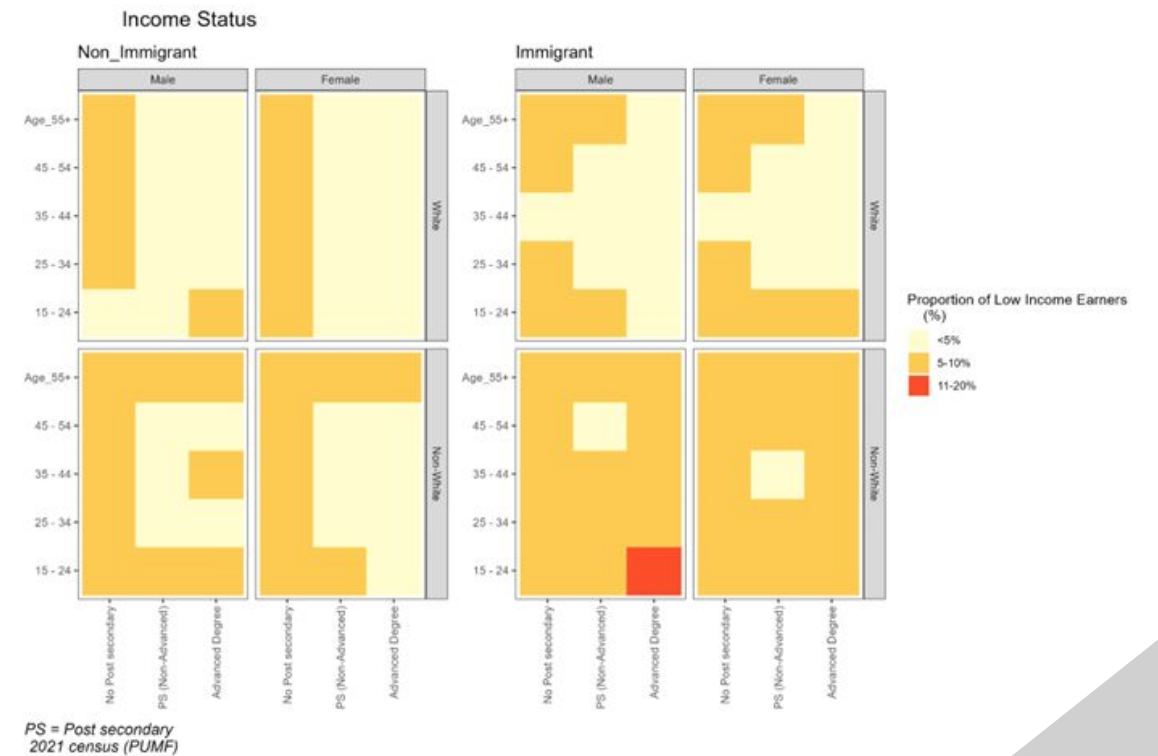
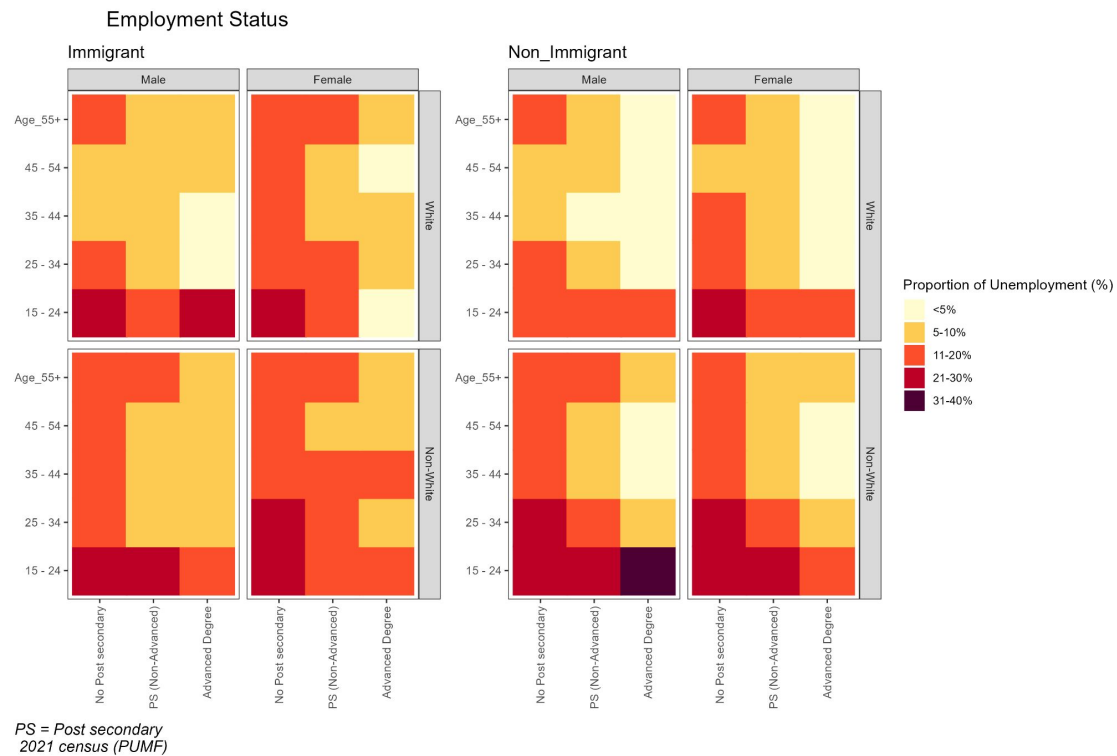
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IDEA GROUP 3

Project overview

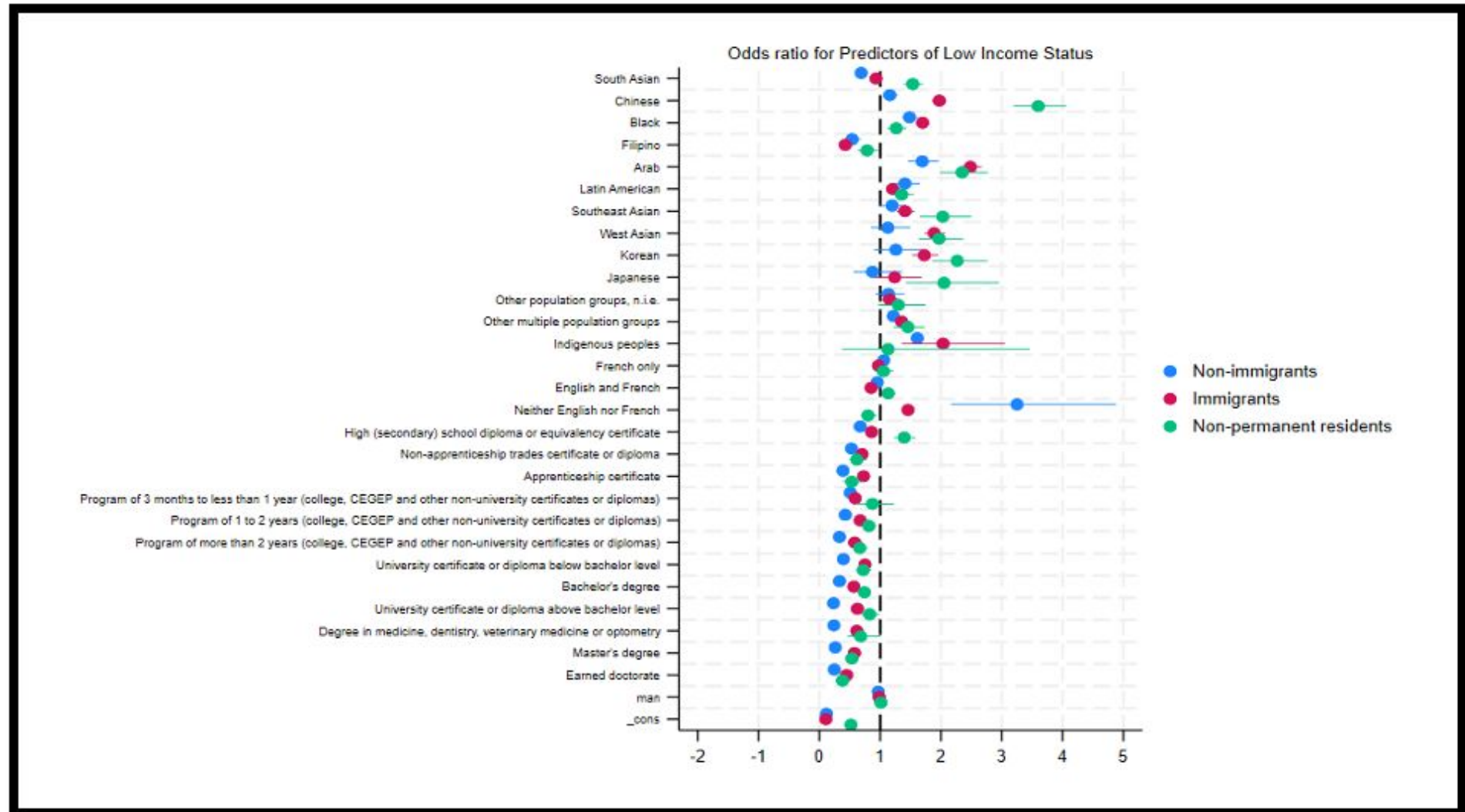
- Background: Canadian immigrants admitted as skilled workers.
- Problem: Despite Canada's commitment to diversity and employment equity, employment inequity and financial insecurity persist.
- Research question: How does immigration status contribute to employment inequality in Canada, and how do race, language proficiency, gender, and education level shape this relationship?
- Data: 2021 Canadian Census Public Use Microdata (PUMF)
- Analysis:
 - Heat maps
 - Logistics regression



Results and discussion



Results and discussion



Summary

- Employment alone does not capture economic insecurity- racialized immigrant workers experience low income, precarious work conditions, and wage gaps.
- Non-immigrant racialized groups face substantially higher odds of lower incomes compared to non-visible minorities
- Persistent race-influenced economic inequality even for the Canadian-born.
- Racial penalties are higher for immigrants (double disadvantage as both immigrants and racialized).
- Black immigrants are particularly at high risk.
- For non-PR, results are more varied, but South Asian and Black individuals face higher odds of low income.

Thanks for your
attention



Recommendations!