



Western

Centre for Research on
Migration and Ethnic Relations

Colloquium Series

Winter 2025

“Gender occupational segregation today: Essentialism and migrant generational status at work”

Dr. Lisa Kaida

Gender essentialism is one of the main explanations to the persistently high level of gender occupational segregation. However, its limited quantitative assessments only analyze women and men overall and do not consider two major sociodemographic changes in the workforce – educational polarization and the growing immigrant population. This talk examines the relationships between gender essentialism and gender occupational segregation by education and generational status, with a specific focus on highly-educated immigrant women and men in Canada. Our analysis of the 2016 Canadian census data, cross-walked with US O*Net occupational data, suggests the relationship between gender essentialism and occupational segregation among highly-educated first generation immigrants follow the patterns of women and men workers without university degrees. This is partly explained by highly-educated first generation women’s barriers to entry to female-dominated professions like school teachers and registered nurses.



Lisa Kaida is Associate Professor of Sociology at McMaster University. She currently serves as the President of the Canadian Population Society (CPS) and a co-chair of the Canadian Sociological Association (CSA) Sociology of Migration (SOM) Research Cluster. Her research interests include social and economic integration of immigrants and refugees and gender, race, and migration-based occupational and workplace segregation. Her recent articles (co-authored with Monica Boyd, Feng Hou, Paul Pritchard, Howard Ramos, Diana Singh, Max Stick, Rochelle Wijesingha, etc.) have appeared in International Migration, Journal of International Migration and Integration, Canadian Review of Sociology, and The Canadian Geographer.

**Thursday, February 6, 2025,
4:00 pm,
Social Science Centre, Room 5220.
All Welcome!**