



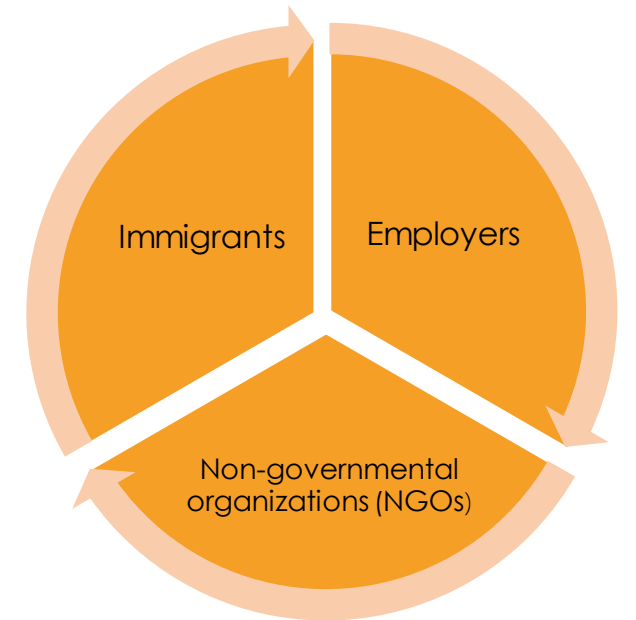
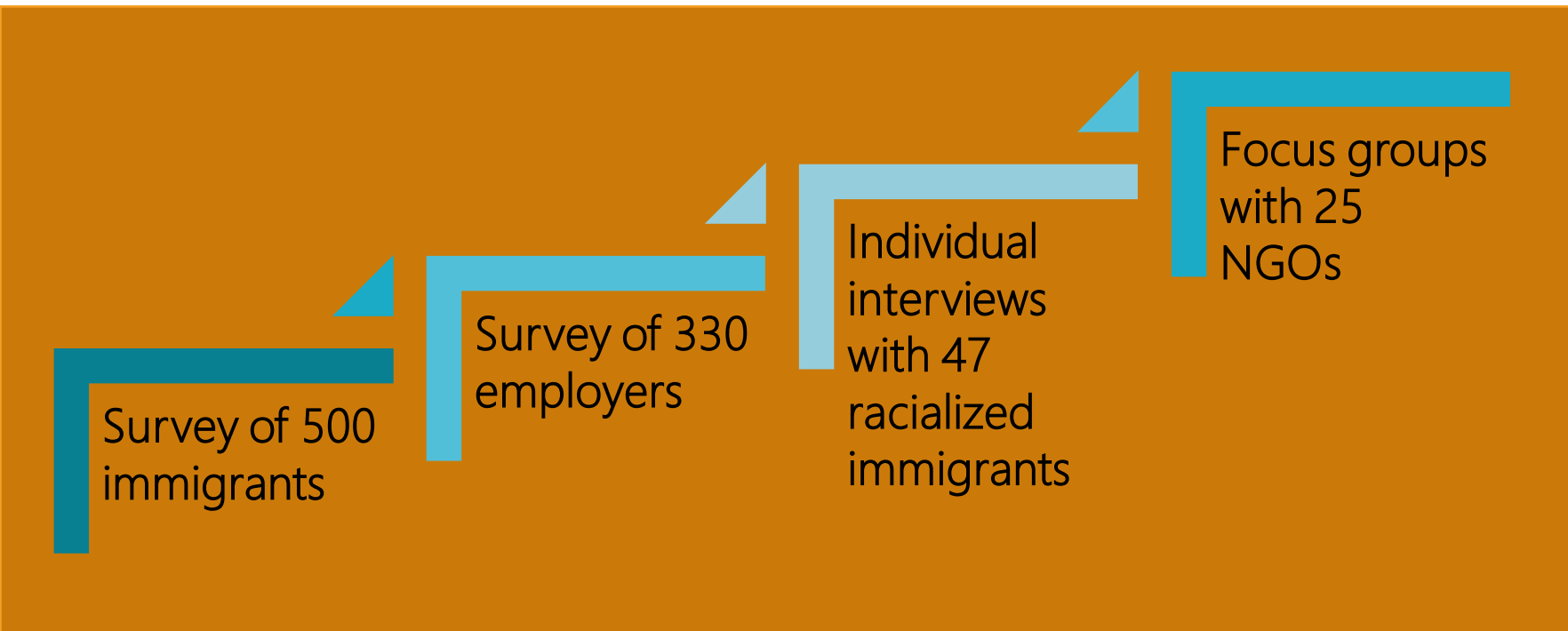
Pathways to Prosperity 2023 National Conference

Socio-professional integration of immigrants in Quebec

Vanessa Gauthier, Université de Montréal

Research project

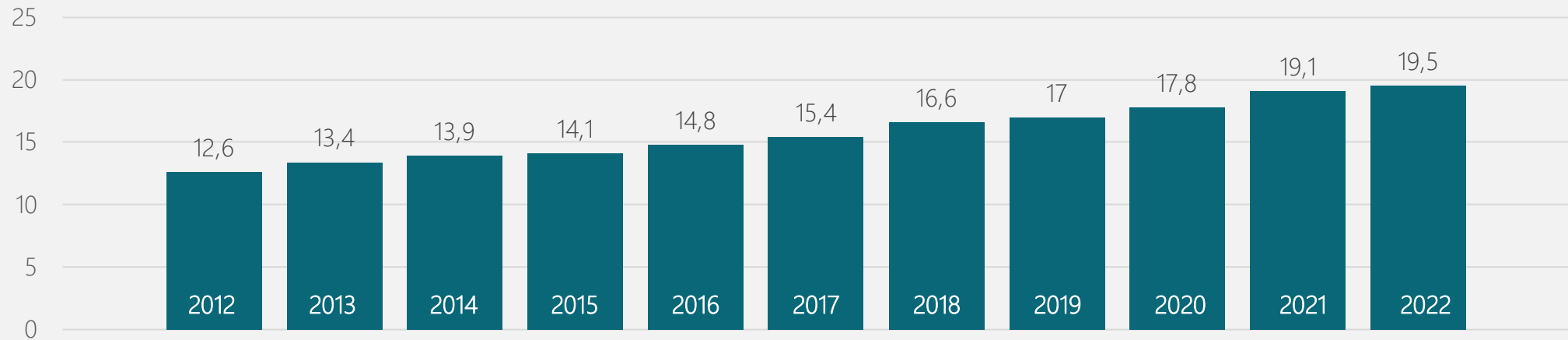
Assessment of socio-professional integration dynamics based on interactions between individuals, employers and NGOs (2020-2023)



Gauthier, V., Saba, T. and Chicha, M-T. (2023). *Immigration, intégration, diversité et équité : évaluation des dynamiques d'intégration socioprofessionnelle et d'adaptation aux milieux de travail à partir des interactions entre individus, employeurs, organismes de réglementation et politiques du marché du travail*, Rapport de recherche, Direction du développement de la reconnaissance des compétences, Ministère de l'Immigration, de la Francisation et de l'Intégration, Gouvernement du Québec.

Immigrants and the Quebec labour market

Share of immigrants in total employment, 2012 to 2022 (%)



Source: Statistics Canada, Labour Force Survey (2022)

IMMIGRANTS WORKING IN QUEBEC

859 500

Nearly 1 in 5 people employed in 2022 were immigrants

HIGHER EMPLOYMENT RATE

65.9%

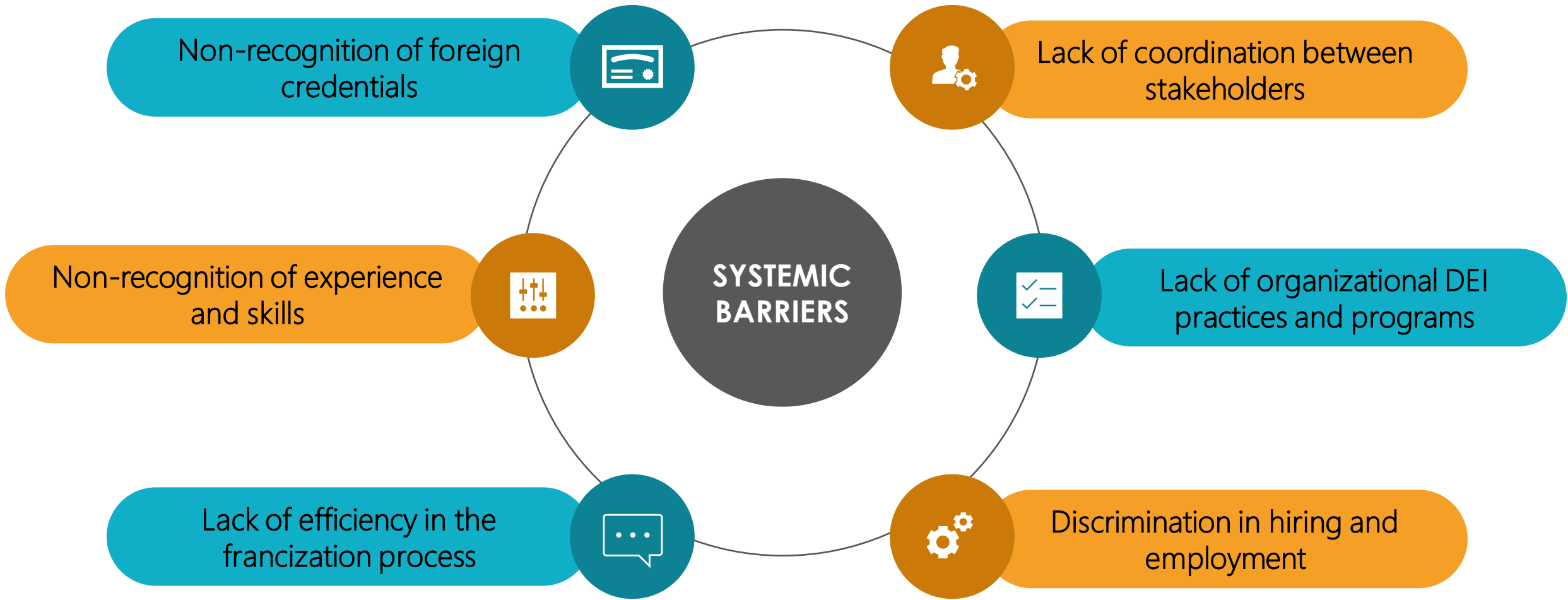
vs native-born Quebecers (60.5%).
Because of a higher employment rate among immigrants aged 55+

HIGHER UNEMPLOYMENT RATE

5.8%

vs non-immigrants (3.8%)

Socio-professional integration barriers



Impacts on immigrants

De-skilling

De-skilling occurs when a worker occupies a job that does not correspond to his or her level of skill, education or training.

This phenomenon, which disproportionately affects immigrants, can be observed at every stage of our research.

54.8% of all immigrants surveyed feel they should have a higher position at work given their skill level

Intersectionality's impact on immigrant women

Racialized immigrant women mentioned how the intersection of their ethnicity and gender led to instances of cross-discrimination, which further limited their opportunities for professional success.

Women are more likely to sacrifice their career, and take survival job, so their spouse can achieve their own career.

Reducing barriers

Immigrants

- Facilitate access to services for new immigrants
- Adapt francization programs
- Develop pre-departure information programs

Employers

- Support the development of DEI programs
- Develop capacities in assessing skills acquired abroad
- Facilitate partnerships with NGOs

NGOs

- Facilitate coordination and cross-functionality
- Adapt programs to allow greater flexibility in the use of allocated funding



Thank you