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# Gender, skilled migration and labour markets

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# Flash in the pan?

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## **Indra Nooyi**

- Born in Chennai, India
- Educated in India
- Masters in Yale
- Now head of Pepsico, US

# Education – gender divide dominates

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- Over half of tertiary educated are women
- High number of women in humanities, education, health and increasing numbers in science
- Proportion in computing is dropping almost everywhere. Higher numbers of women in post-socialist countries, China and India
- Proportion of women in health and education is increasing more rapidly than among men.

# Gendered labour markets – US and Canada

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## Female dominated

- Secretaries
- Childcare workers
- Teaching assistants
- Nursing assistants
- Receptionists

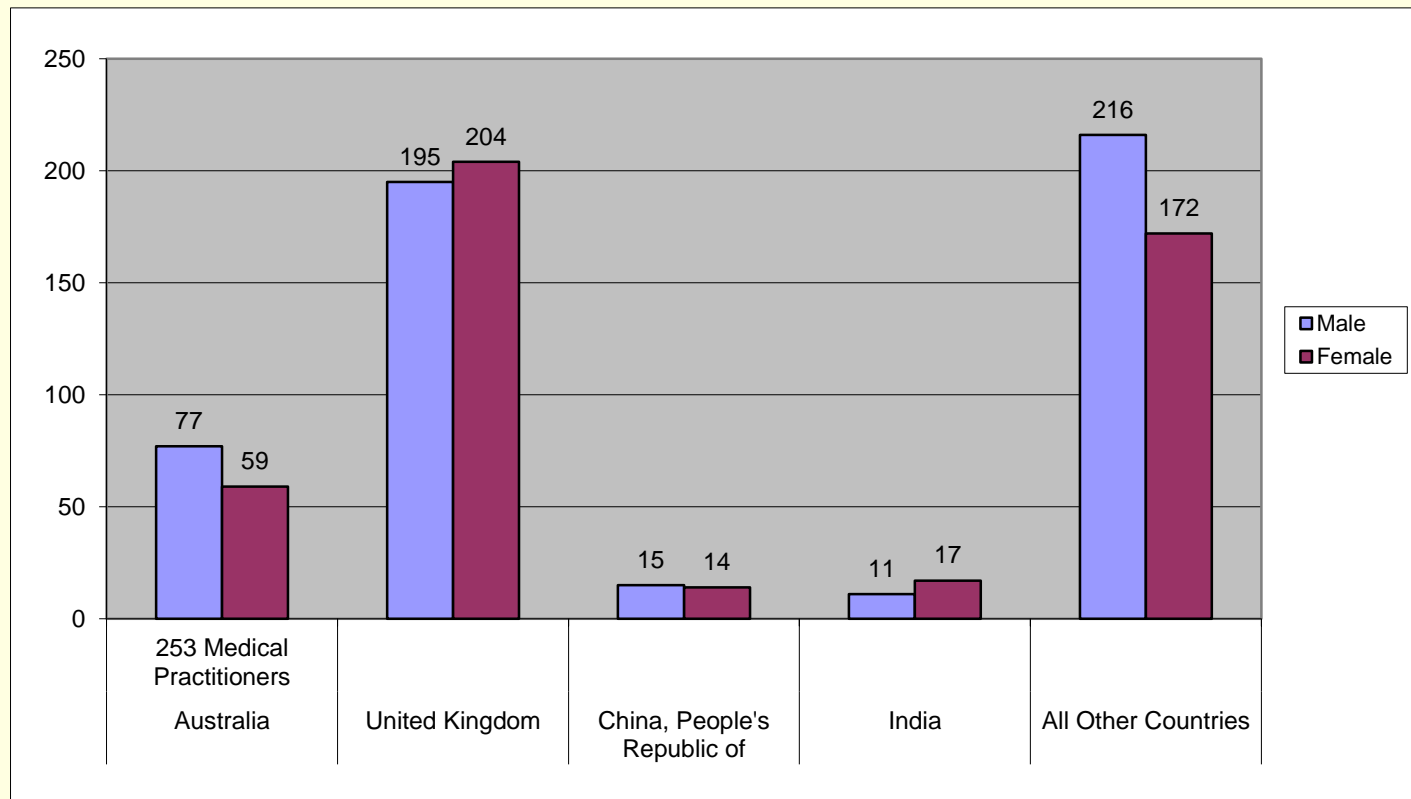
(over 92% are women)

## Male dominated

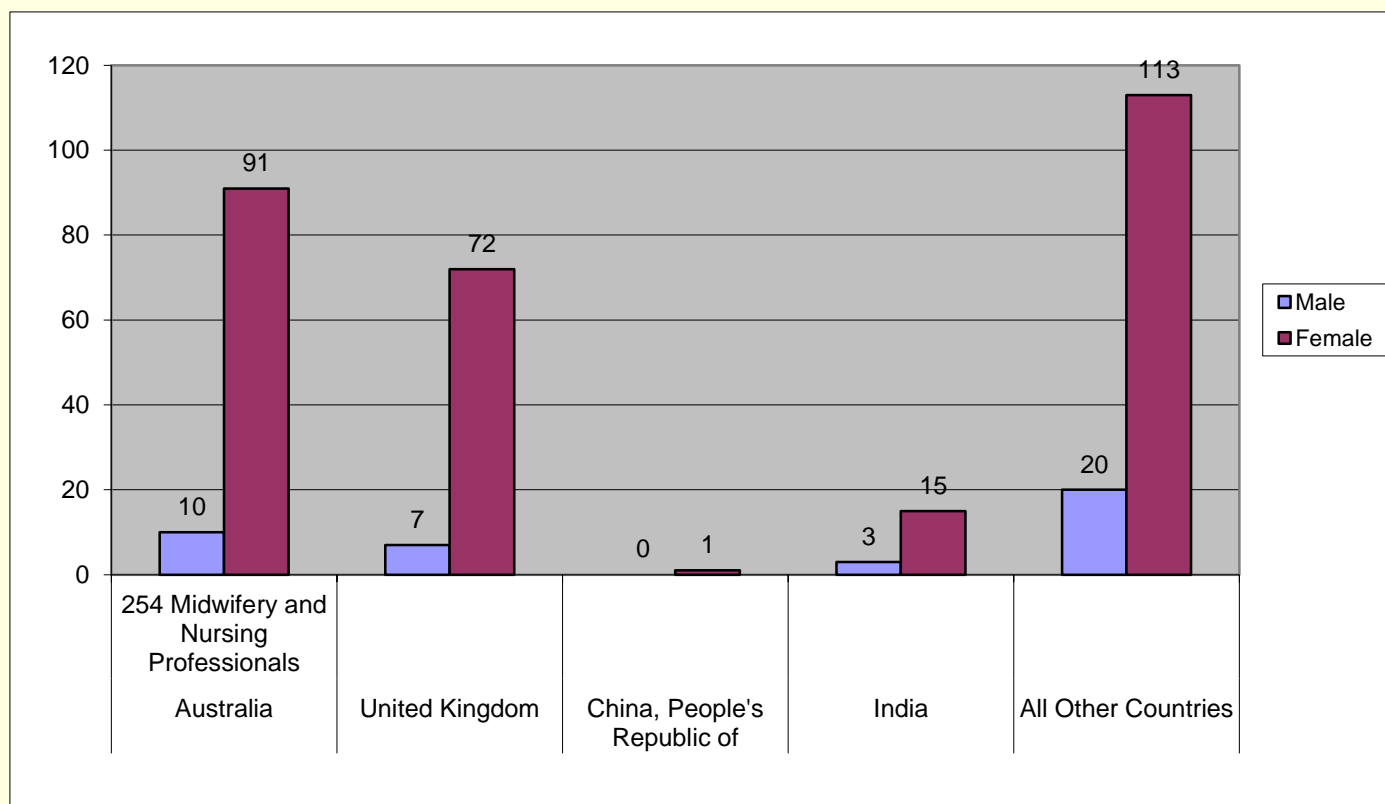
- Bricklayers
- Heavy-duty mechanics
- Electricians

(less than 2% are women)

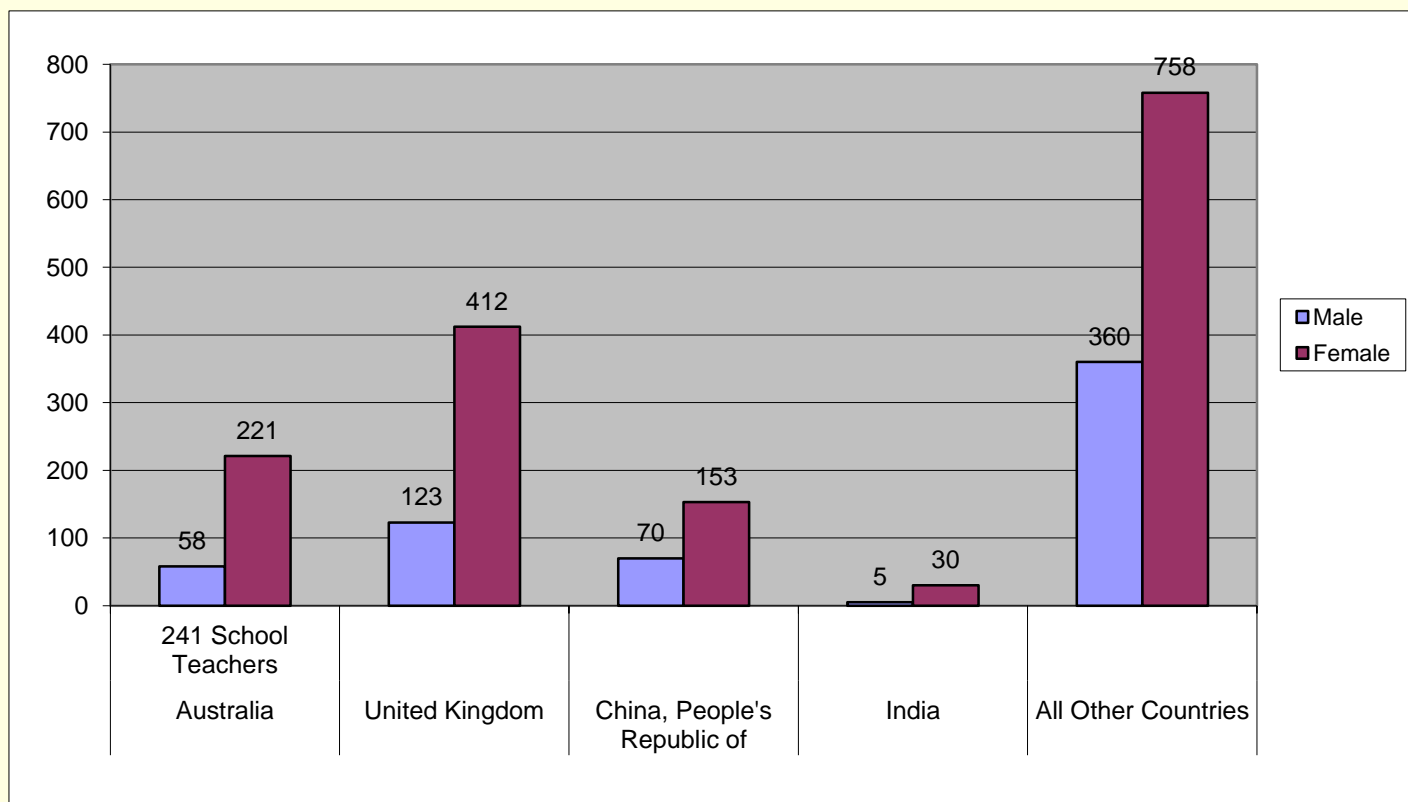
# Permanent and long term arrivals New Zealand – **medical practitioners** by country of origin, 2013



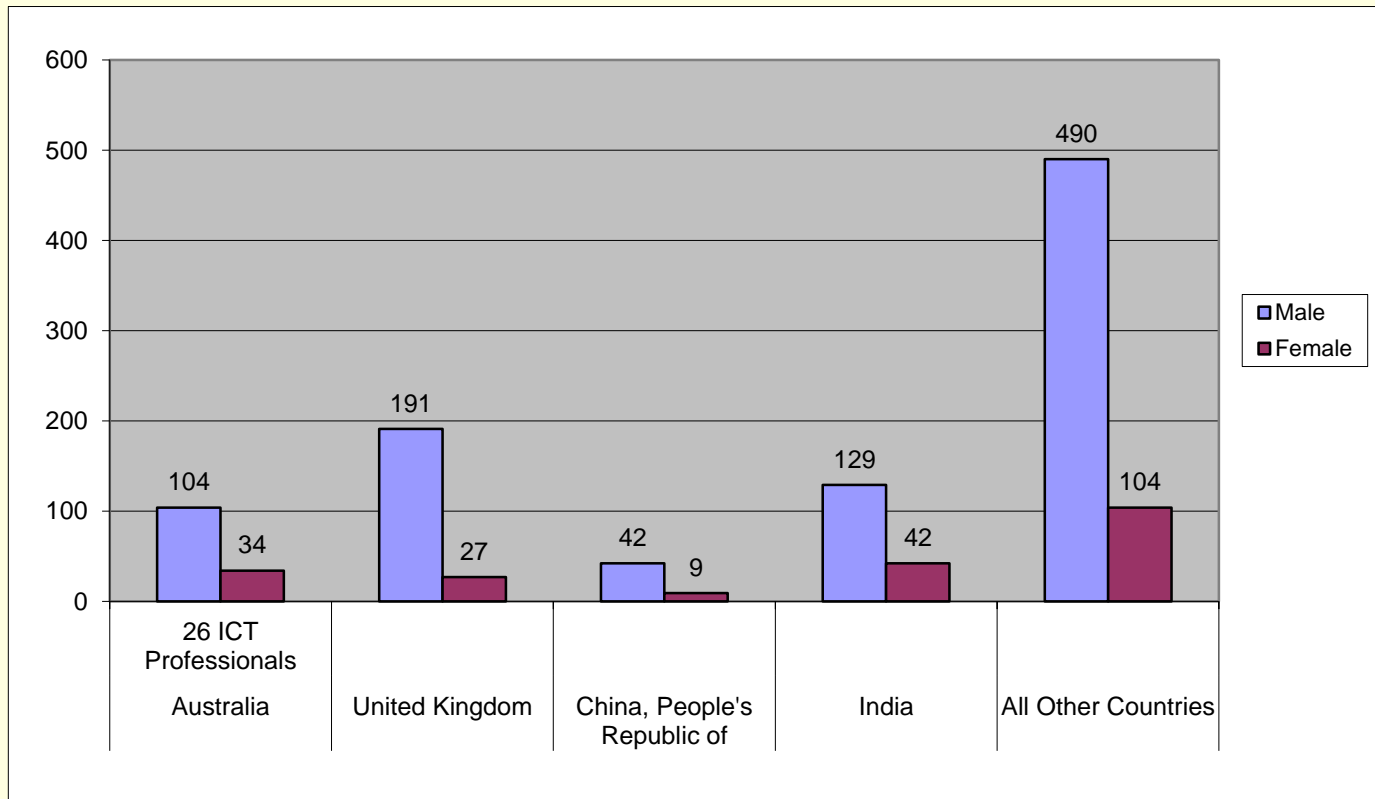
# Permanent and long term arrivals, New Zealand – **midwifery and nursing** by country of origin, 2013



# Permanent and long term arrivals - New Zealand – **school teachers** by country of origin, 2013

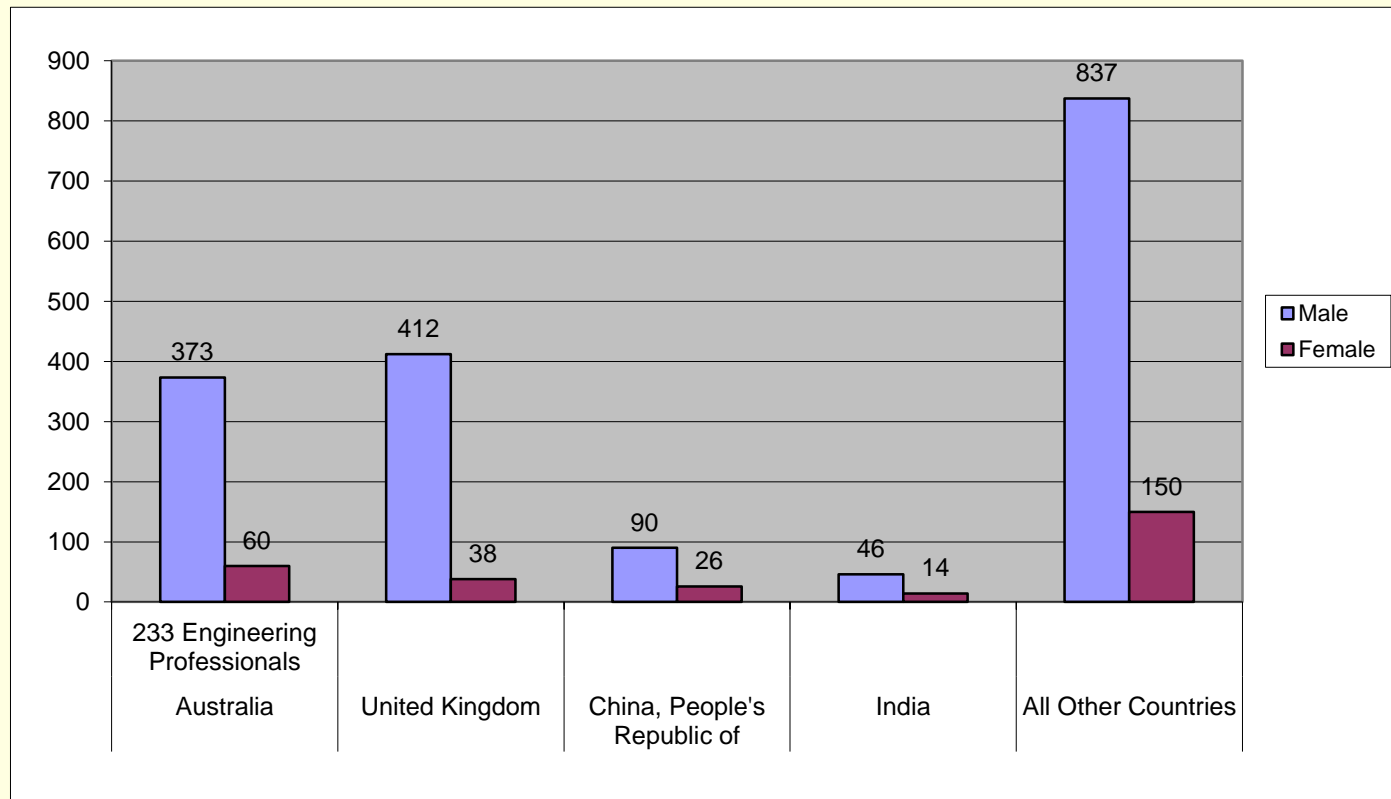


# Permanent and long-term arrivals, New Zealand – ICT professionals by country of origin, 2013

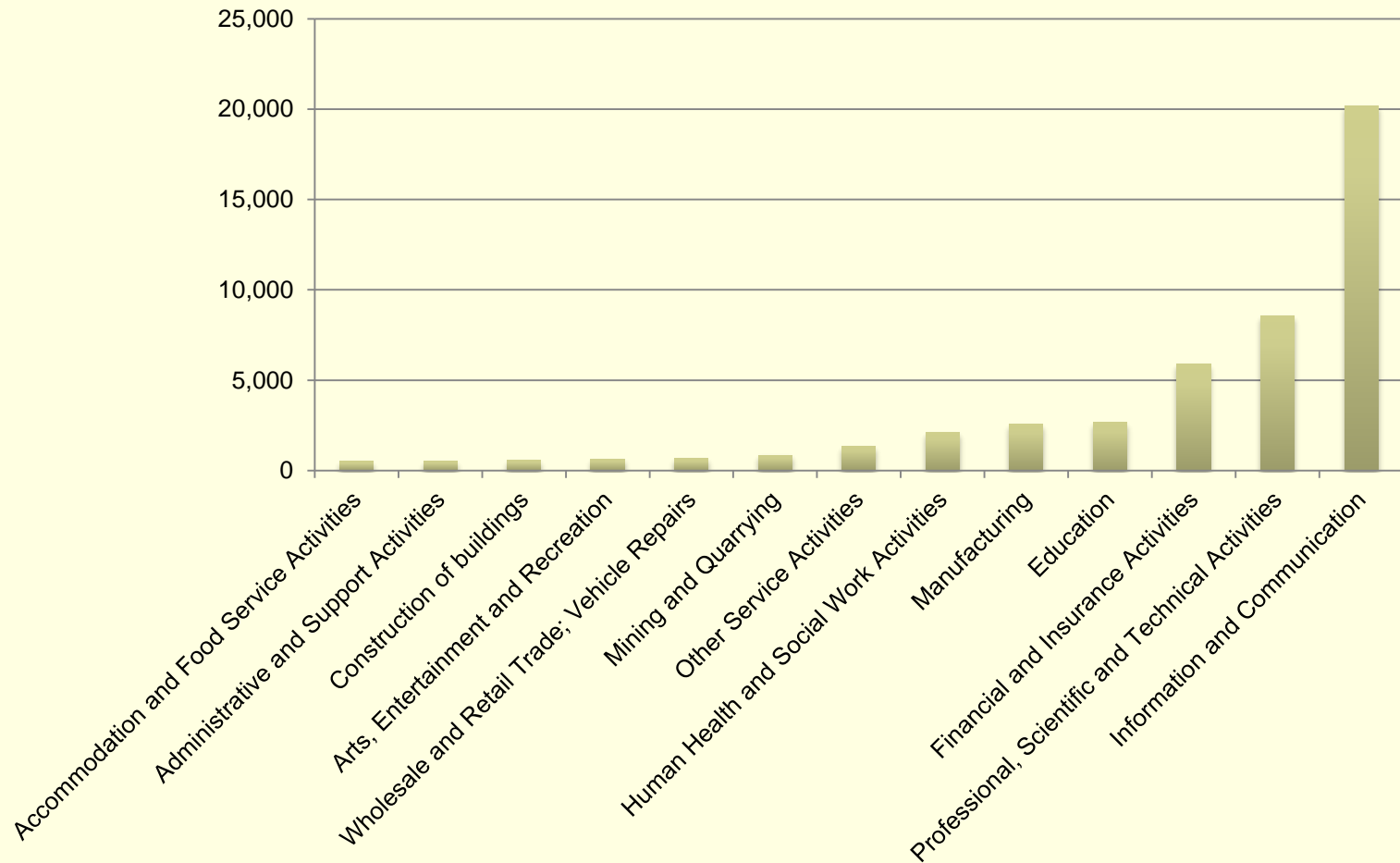




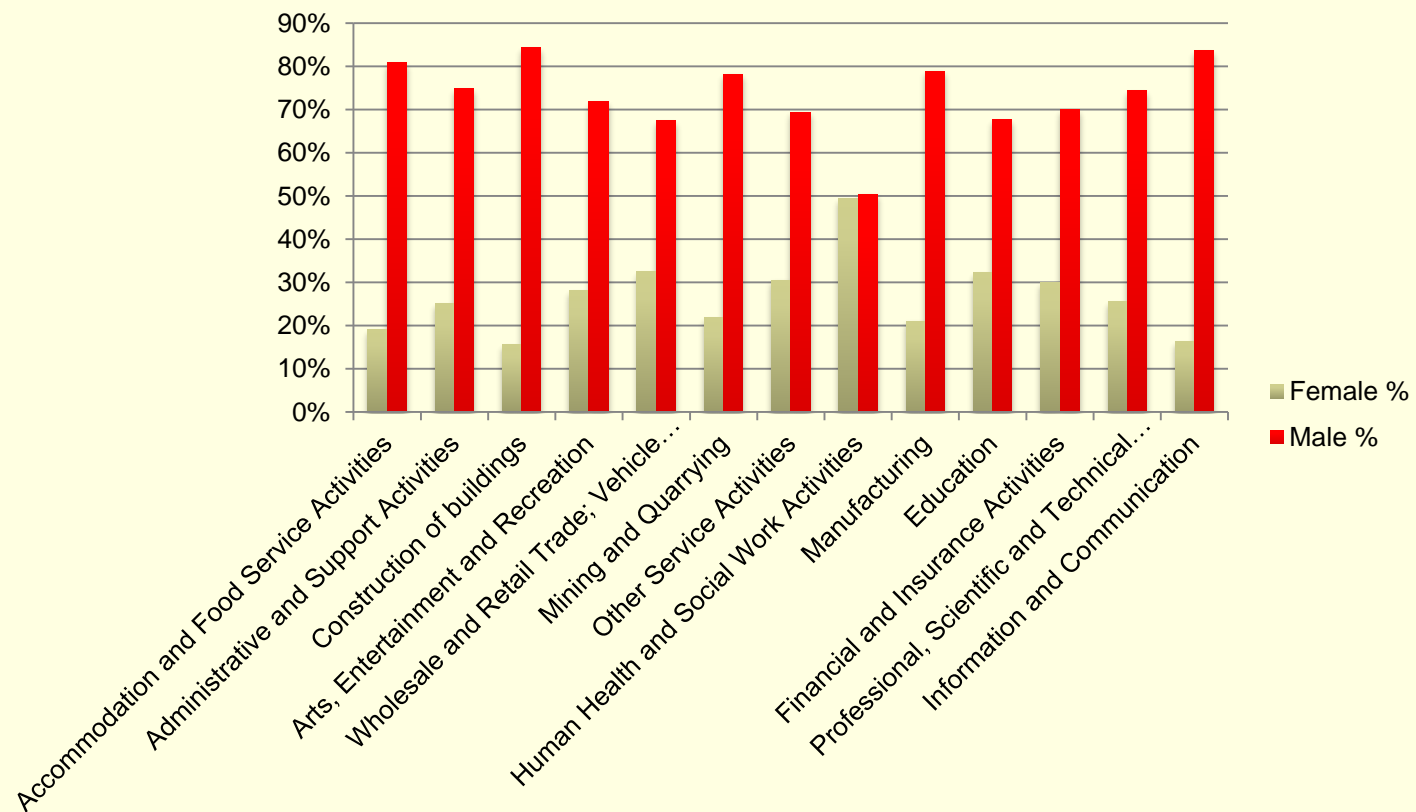
# Permanent and long-term arrivals, New Zealand – **Engineering professionals** by country of origin, 2013



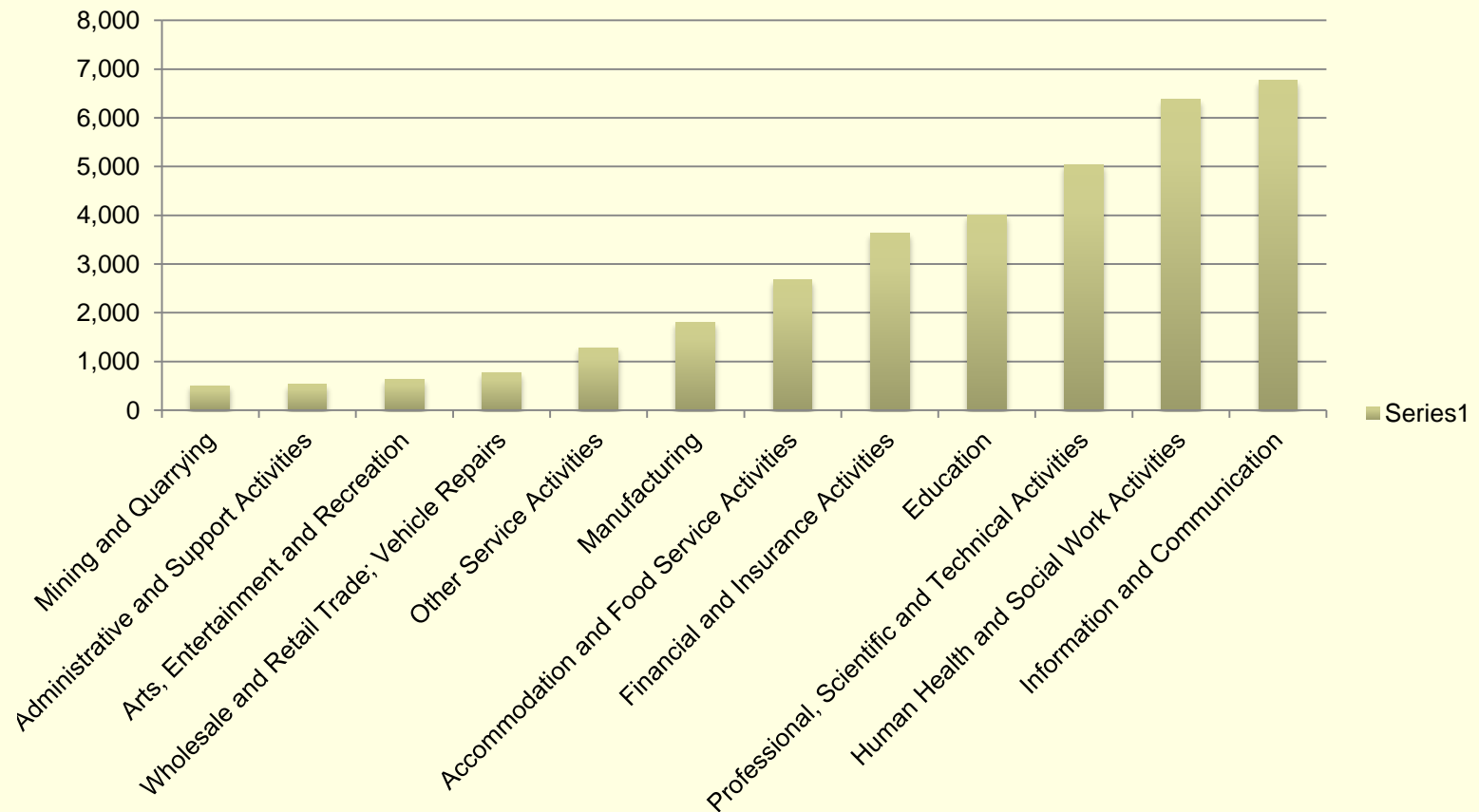
# Applicants for visas using sponsorship certificates – UK, 2013



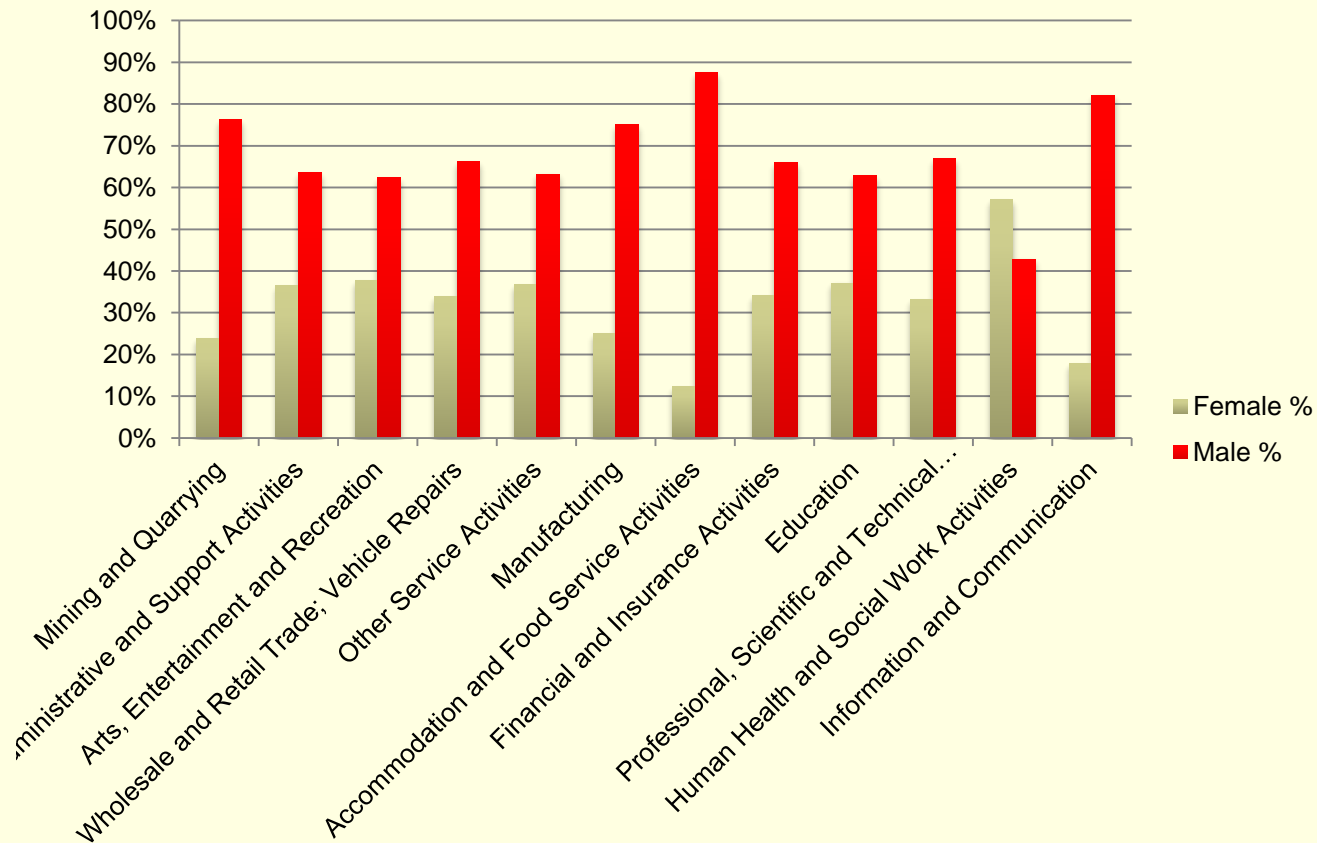
# Applicants for visas using sponsorship certificates by sex – UK, 2013



# Extension applications for sponsorship – UK, 2013



# Extension applications for sponsorship by sex – UK, 2013



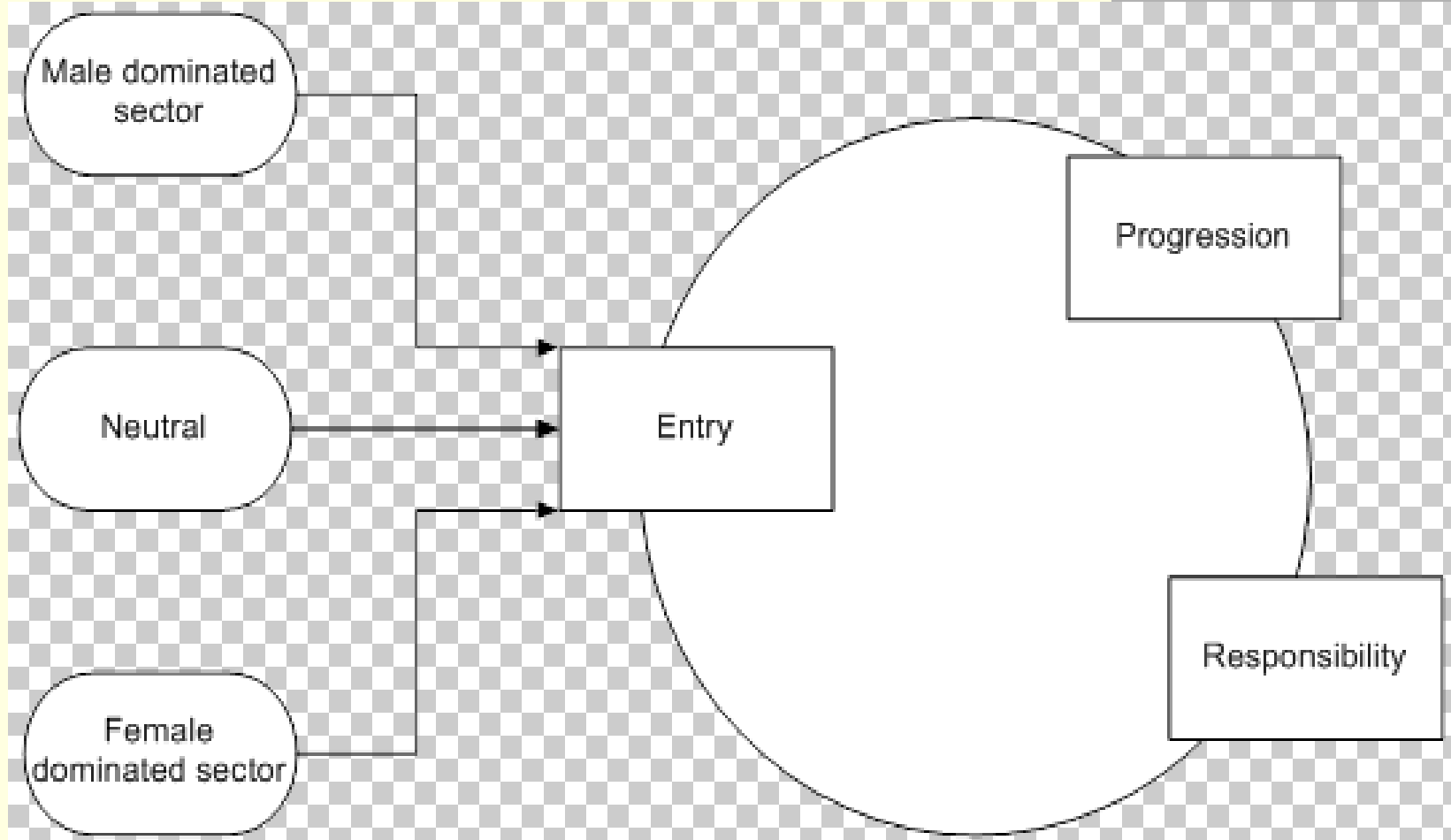
# Top five subjects for international student enrolment in Australia (2008)

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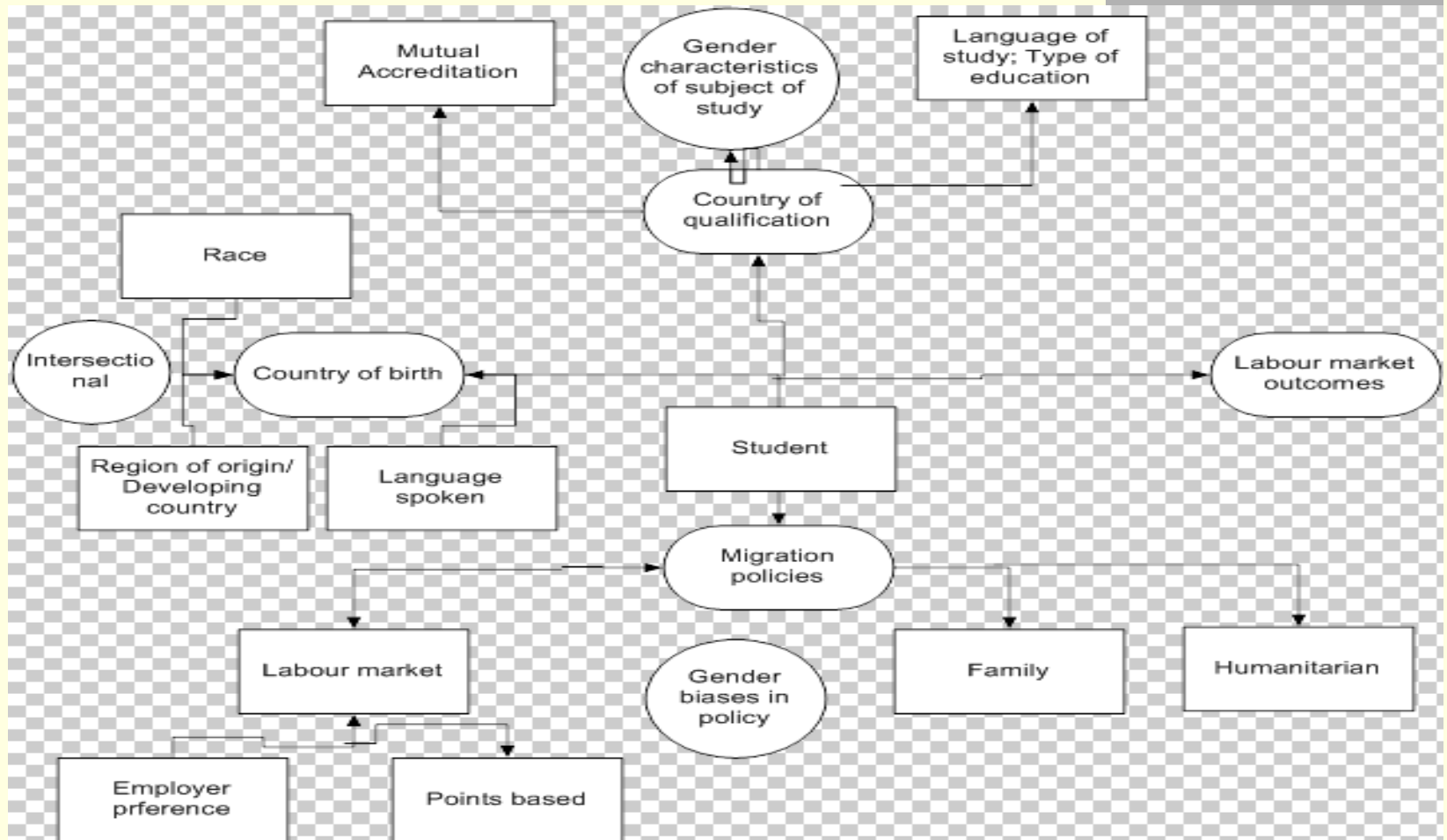
1. Business/commerce (48,922)
2. Accounting (20,210)
3. Information Technology (IT) (13,528)
4. Engineering (11,052)
5. Teaching (5,796)

(Hawthorne and Hawthorne, 2009).

# Type of labour market and outcomes



# Labour market outcomes – country of birth, country of qualification and migration policies





# Labour Market Outcomes

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- Individual (gender, age, marriage, presence of children)
- Firm (age profile, role models, hours of work, family friendly policy, pension policy)
- National/Provincial

# Provincial/national

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To regulate or not – Engineering

- Unregulated (Australia)
- Regulated (Canada)

# Conclusions

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Theoretical – double disadvantage?

- Single disadvantage
- Multiple disadvantages

Policy

- Inadequacies of 'integration' policy
- BME and migrant are not the same

# Future questions

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## Implications of mobility-scapes

- Beyond sedentary paradigm of migration
- New spaces of encounter and learning?