

"It is not just about my work, my identities count": The influence of intersectional identities on the employment experiences of Black African immigrant women in Ontario, Canada ^[1]

Author: Amoako, J., MacEachen, E., Dodd, W., & Lopez, K.

Source: Journal of International Migration and Integration

Format: Article

Publication Date: 2 Oct 2023

AVAILABILITY

Access online [paid or institutional access] ^[2]

Abstract

Existing research on immigrants in Canada has identified singular aspects of identity (such as race) that causes inequities in their employment experiences. However, research on the impact of multiple intersecting identities on immigrants' women's work experiences is lacking. Without considering the intersecting identities of immigrants, policies and practices geared toward immigrants' well-being may not achieve their objectives. This qualitative study explored the impact of the intersectional identities on the employment experiences of Black African immigrant women in Canada. Participants included fifteen Black African immigrant women engaged in precarious jobs in Ontario. In-depth interviews were used to collect rich layers of information about participants' employment experiences in Canada. The theory of intersectionality was used to analyze the influence of participants' intersectional identities on their employment experiences. Our study results found that participants struggled in their search for professional jobs in the Canadian labor market due to the lack of recognition of foreign credentials. As a result, they worked in jobs perceived to be of "low status" and experienced poor labor market outcomes. Their experiences in the labor market were mainly reflected in their minoritization, especially as these social identities (gender, race, immigration status, and education) intersected. Equity-orientated research, policy initiatives, and practices are recommended to take an intersectional approach to understanding how social identities interact to amplify inequities for Black African immigrant women's employment.

Related link: Work in progress: Women in Canada's changing post-pandemic labour market ^[3]

Region: Ontario ^[4]

Tags: discrimination ^[5]

immigrants ^[6]

inequality ^[7]

intersectionality ^[8]

Source URL (modified on 7 Feb 2025): <https://childcarecanada.org/documents/research-policy-practice/25/02/%E2%80%99Cit-not-just-about-my-work-my-identities-count%E2%80%9D-influence>

Links

[1] <https://childcarecanada.org/documents/research-policy-practice/25/02/%E2%80%99Cit-not-just-about-my-work-my-identities-count%E2%80%9D-influence> [2] <https://link.springer.com/article/10.1007/s12134-023-01087-9> [3] <https://childcarecanada.org/documents/research-policy-practice/24/05/work-progress-women-canada's-changing-post-pandemic-labour> [4] <https://childcarecanada.org/taxonomy/term/7856> [5]

<https://childcarecanada.org/taxonomy/term/9322> [6] <https://childcarecanada.org/taxonomy/term/9338> [7]

<https://childcarecanada.org/category/tags/inequality-0> [8] <https://childcarecanada.org/taxonomy/term/9346>