

Workplace Discrimination

A Key Contributor Toward Mental Health Issues For New Immigrants

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Research Question: How has workplace discrimination and racism affected the emotional health of visible minority immigrants in Canada?

Abstract

- In Canada, one in five residents are foreign born
- Visible minority immigrants have been at risk of losing personal identities associated with the qualifications they brought to this country
- Individual health has been impacted by diminished job satisfaction and commitment, lower motivation to strive for leadership position and lower organisational citizenship
- Despite public policy that has urged Canadian cultural differences, many employers have not valued cultural diversity
- Policy is required to ease the transition of visible minority immigrants

Findings

- Immigrants represent 21% of the population and 60% of the total population growth
- Since 1991, there has been a noticeable increase in the number of immigrants from visible minority Asian and Middle Eastern countries
- There is a 40% earnings gap compared to their Canadian counter-parts
- Lack of uniformity in educational systems and professional practices globally have made assessments difficult
- Canadian employers impose requirements for Canadian work experience
- There has been evidence of biased hiring practices and lack of tolerance for foreign accents

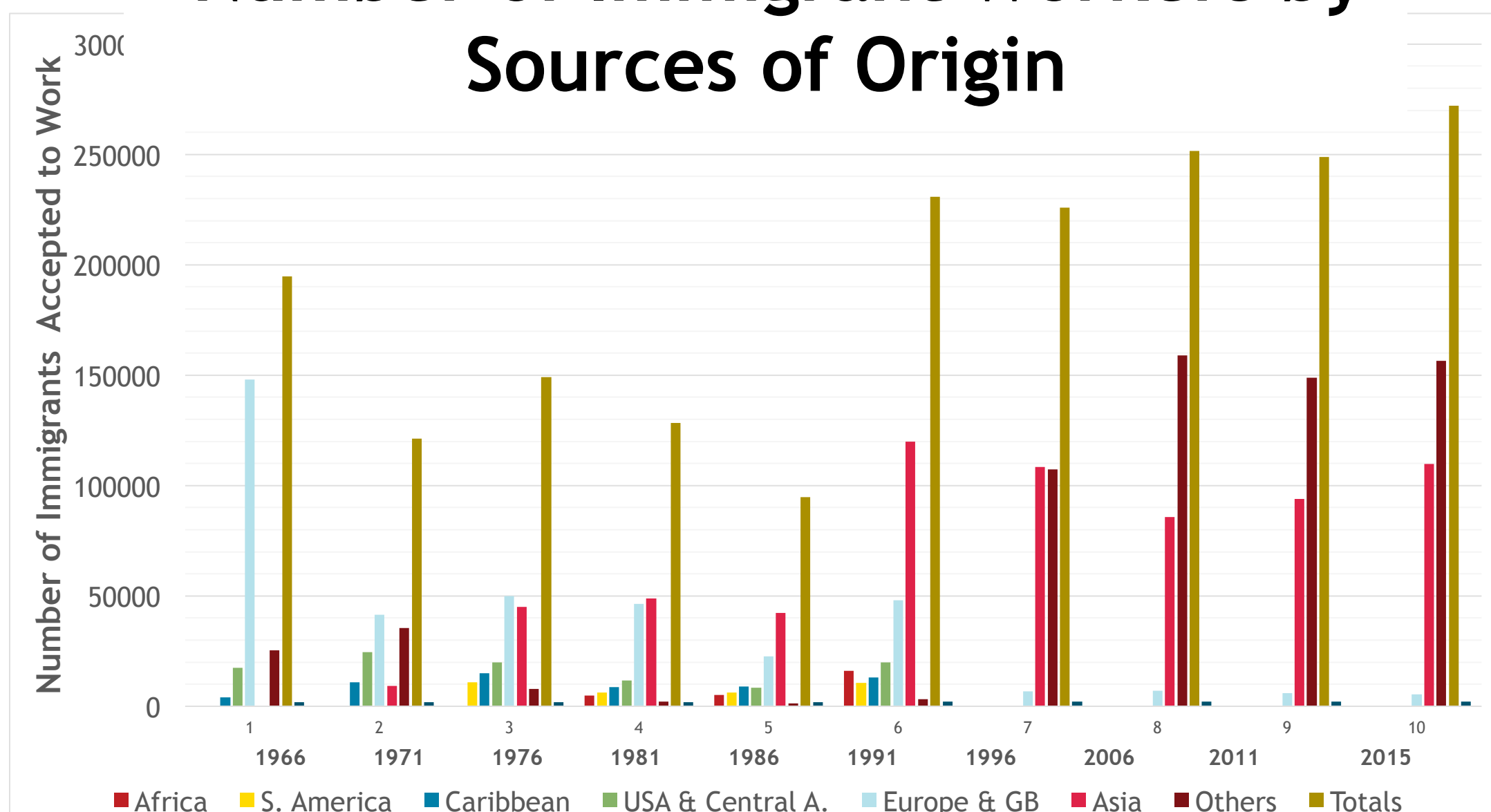
Conclusion

- Stress in workplace affects everyone but has a particular impact on visible minority immigrants who have not been able to secure the income that they expected to
- It appears that in their struggle to remain competitive, Canadian Employers have not valued diversity in the workplace
- As a country of 'settlement' those of us already here need to recognize how these immigrants can help Canada be more competitive in the global marketplace.
- Discrimination and racism have resulted in inequality which is illegal in Canada

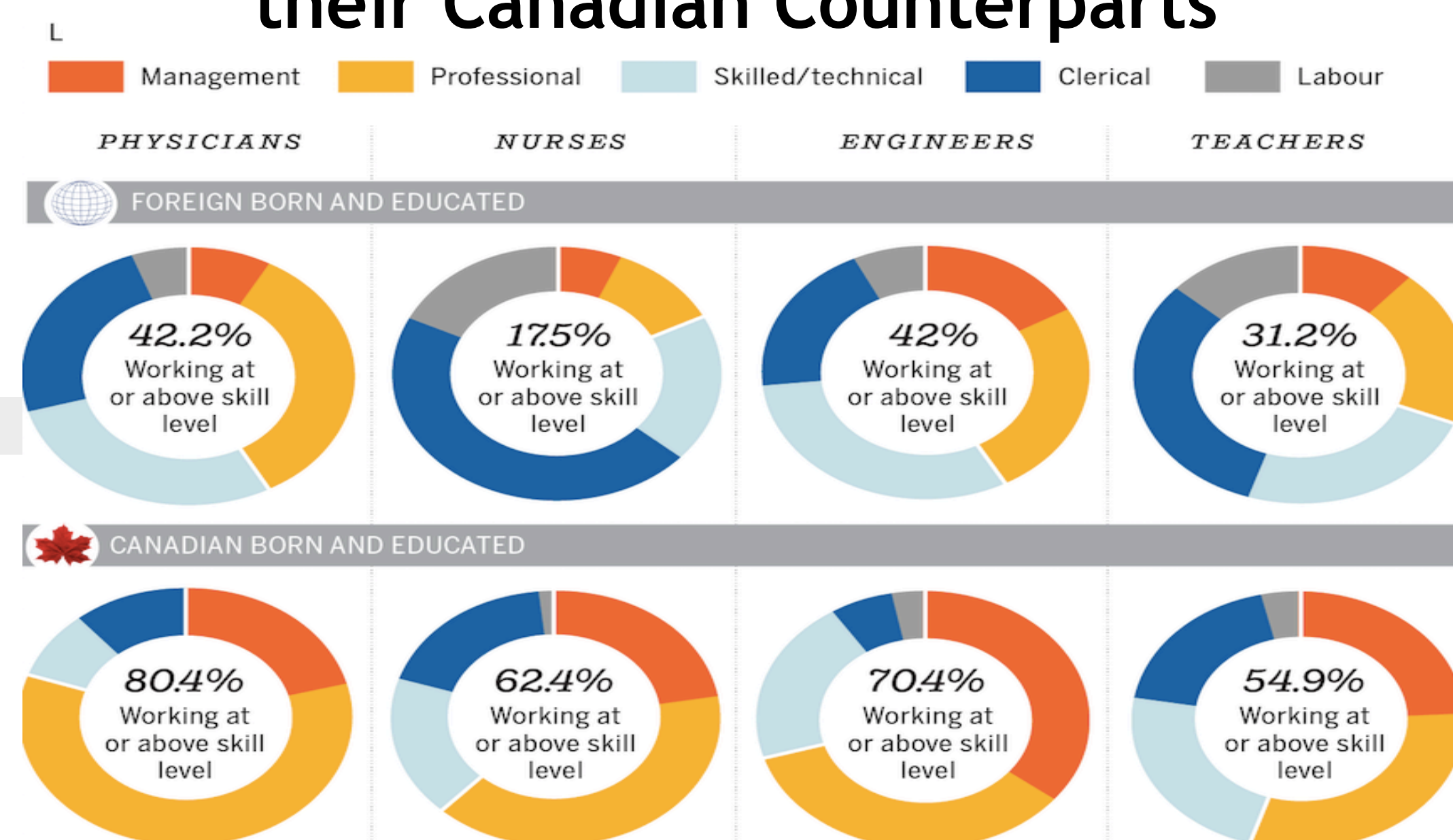
Methodology

- Literature review, collection and analysis of immigration statistics from 1960s to the present.

Number of Immigrant Workers by Sources of Origin



Level of Employment - Comparing Foreign Born and Educated Workers to their Canadian Counterparts



Recommendations

- Government policy to ensure that visible minority immigrants are given reasonable amount of Canadian experience in their area of speciality and that they could receive assistance in becoming licenced to practice
- Public/Private sector services to provide immigrants with free English and French assessments to encourage them to develop communication skills to ensure better integration
- Additional steps to be implemented to ensure all Canadian employers and workers are aware of their rights