

This result is in line with that obtained by Amuedo-Dorantes and De la Rica (2007) using another dataset (2001 Population Census) and methodology, which suggests that this finding is rather robust. Thus, following an econometric approach, these authors find that immigrants reach higher occupational achievements as their residency in Spain lengthens, even though there are important differences among regions of origin (the performance being especially positive for European countries outside the EU bloc and Latin America and negative for Africans, while immigrants from the EU bloc do not have occupational attainment discrepancies with respect to natives of the same skill level). Fernández and Ortega (2006) and Izquierdo *et al.* (2009) also provides evidence of assimilation of immigrants in Spain in terms of additional variables such as participation, unemployment rates, and wage gaps¹⁸. In particular, the latter estimate a reduction of around half of the wage gap in the fifth or sixth year using the 2005 wave of the Continuous Sample of Working Histories (INE).

3.5. Segregation of immigrants by region of origin

We next partition immigrant workers into six large regions of origin: the EU-25 and other countries, the Rest of Europe, Latin America, Africa, Asia, and the Rest of the World¹⁹. Figure 11 illustrates that most immigrant workers come from Latin America while the EU-25 bloc, Rest of Europe, and Africa have similar shares. Given the low presence of workers from the Rest of the World in the survey (0.5% in 2007) one should be careful about drawing conclusions for this group.

¹⁸ The incidence of over-education and temporary contracts in the immigrant population remain, however, unaltered five years after arrival.

¹⁹ We have included Iceland, Liechtenstein, Norway, and Switzerland in the group named “EU-25 bloc and others” since, even though these countries are not included in the EU, the immigration policies applied to them in Spain are similar to those within the bloc (Régimen Comunitario de Residencia). However, Romania and Bulgaria, which have been included in the EU-27 since 2007, were not included in this group since most of these immigrants are affected by a transitory regimen, which is similar to that of countries outside the European Union (Régimen General de Extranjería). The region named “Rest of the World” includes part of North America (Canada and the USA), Australasia, and Oceania.

Figure 11
DISTRIBUTION OF IMMIGRANT WORKERS BY
LARGE REGIONS OF ORIGIN (2007)

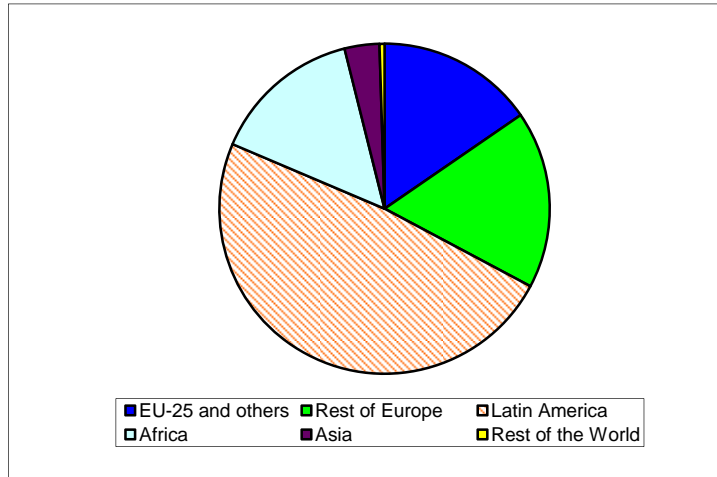


Figure 12 shows the segregation curves of each of these six demographic groups. It is easy to see that immigrant workers from the EU-25 bloc have the lowest segregation (the corresponding curve is above those of the remaining regions), while Latin American workers are less segregated than workers from Africa, Asia, and the Rest of Europe (see Table 3). In addition, according to most indexes, Asian workers are the most segregated group (excluding the Rest of the World), followed by immigrants from the Rest of Europe.

Figure 12
LOCAL SEGREGATION CURVES FOR IMMIGRANTS BY
LARGE REGIONS (2007)

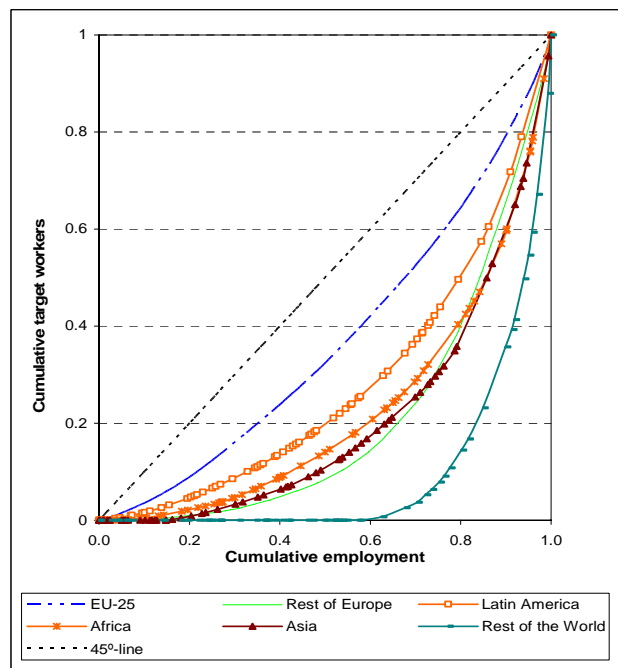


Table 3

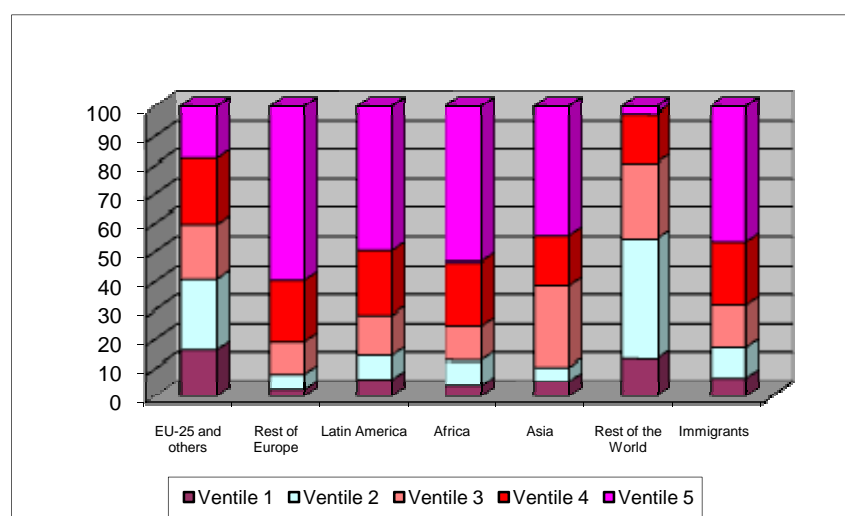
LOCAL SEGREGATION INDEXES FOR IMMIGRANTS BY LARGE REGIONS (2007)

LOCAL SEGREGATION	$\Phi_{0.1}$	$\Phi_{0.5}$	Φ_1	Φ_2	D^g	G^g
EU-25 and others	0.15	0.12	0.11	0.12	0.18	0.26
Rest of Europe	1.38	0.70	0.59	0.65	0.46	0.58
Latin America	0.40	0.33	0.32	0.37	0.33	0.44
Africa	0.84	0.55	0.53	0.72	0.41	0.55
Asia	1.90	0.72	0.62	0.78	0.45	0.59
Rest of the World	6.27	1.77	1.42	2.52	0.67	0.81

The study of the distribution of each large region across ventiles of total employment shows that workers from the EU bloc are evenly distributed among them –i.e., they work in occupations with both high and low immigration shares. However, those from Asia, Latin America, Africa, and especially the Rest of Europe tend to concentrate in the fifth ventile– i.e., in occupations with the highest share of immigrants (see Figure 13)²⁰. All of the above suggests that the distribution of immigrant workers from the EU bloc across occupations clearly departs from that of other groups of immigrants (perhaps as consequence of the higher educational level of the former)²¹. The small group of immigrants from the Rest of the World also follows a pattern different from that of other immigrants since it tends to concentrate in professions associated with second and third university degrees in teaching.

Figure 13

DISTRIBUTION OF IMMIGRANTS ACROSS VENTILES BY REGION OF ORIGIN (2007)



²⁰ This concentration is even stronger in the case of female immigrants, as shown in Del Río and Alonso-Villar (2010b).

²¹ Of the immigrant workers from the EU bloc, 43% have a university degree, compared to 25% from the Rest of Europe, 23% from Asia, 20% from Latin America, and 9% from Africa.

3.6. Segregation of immigrants by salary level

As pointed out by AV-DR, the members of the family of local indexes Φ_a are decomposable by subgroups of occupations. Thus, given a partition of the list of occupations in three classes, for example, the above measures can be decomposed as follows:

$$\Phi_a(c^l; t) = \sum_{k=1}^3 \left(\frac{C^k}{C^l} \right)^a \left(\frac{T^k}{T} \right)^{1-a} \Phi_a(c^k; t^k) + \Phi_a(C^1, C^2, C^3; T^1, T^2, T^3),$$

where C^l is the number of immigrant workers, C^k is the number of immigrant workers in class k ($k=1,2,3$), and c^k is the distribution of immigrants among the occupations included in class k .

The first addend of the above formula represents the *within-group* component (i.e., the weighted sum of segregation inside each class of occupations), while the second addend reflects the *between-group* component (i.e., segregation due to the distribution of immigrants among classes).

We now classify the list of occupations in three classes according to their average wages. For this purpose, the Spanish Structure Earnings Survey for 2002 has also been used since the EPA does not gather any information on wages. The above decomposition shows that the *between-group* component explains around 48% of the segregation of immigrants. In other words, the distribution of immigrant workers across occupations is strongly affected by the distribution of immigrants across low-, intermediate-, and high-paid jobs (this distribution clearly departs from that of total employment across the three classes of occupations). In fact, almost 64% of the immigrants work in the class of low-paid occupations, which represents only 41% of the jobs in the economy²².

4. RECENT EVOLUTION OF SEGREGATION

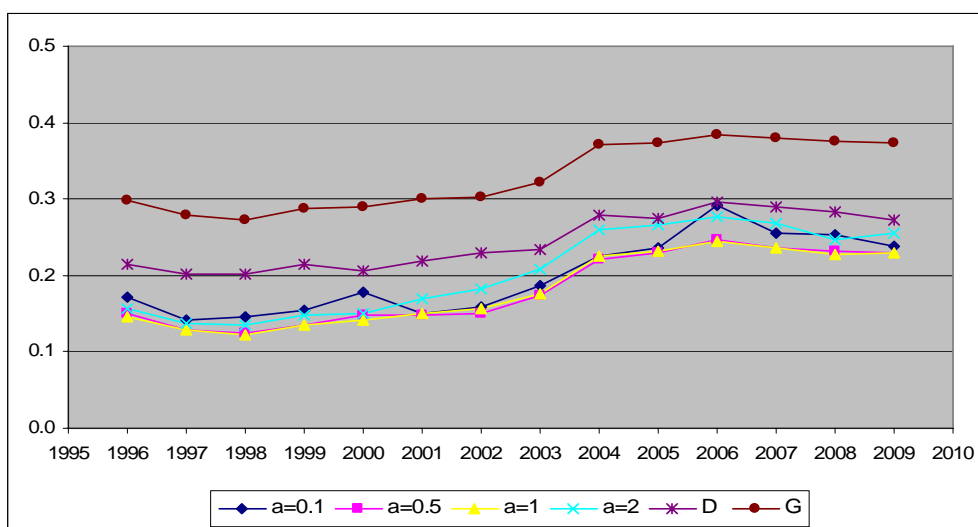
As mentioned above, immigration is a recent phenomenon in Spain. For this reason, even though the EPA gathers information from 1977 on, Figure 14 illustrates the evolution of occupational segregation of immigrants only from 1996 to 2009. The analysis reveals that the levels in 1996 were similar to those of 2001 according to most indexes, while Spain saw a noteworthy augment in the segregation level of its immigrant population at the beginning of the 21st century which halted in 2006. Both periods of time, 1996-2001 and 2001-2006, share a remarkable reduction in their unemployment rates (as shown in Figure 4)

²² In fact, Amuedo-Dorantes and De la Rica (2008, p. 13), in their study of assimilation of immigrants in Spain, suggest that “immigrants may only compete with low-wage natives”.

and also a notable increase in the number of employed immigrants, which was extraordinarily high in the second period. Thus, according to the EPA, employed immigrants went from 618,080 in 2001 to almost 3 million in 2006. The growth of this group was much smaller, however, between 2006 and 2009 since in 2009 there were 3.2 million employed immigrants. The economic crisis, the effects of which started at the end of 2007, has had important consequences in the Spanish labor market, as reflected by the unemployment rate, which increased from 7.95% in the second quarter of 2007 to 18.83% in the fourth quarter of 2009. The employment implosion occurring during these last years has been accompanied by a small reduction in the occupational segregation of immigrant workers, as mentioned above²³.

Our analysis suggests, therefore, a close relationship between the strong expansion of immigrant employment during the first years of this century and the increase in the occupational segregation level of this group, which halted with the recent sharp increase in unemployment.

Figure 14
EVOLUTION OF THE OCCUPATIONAL SEGREGATION
OF IMMIGRANTS (6 local indexes)



We focus now on the 2001-2006 period since at that time there were more changes in the segregation level. When we decompose this change, $I(c_{2001};t_{2001}) - I(c_{2006};t_{2006})$, in two components (see Table 4), one related to changes in the occupational structure of the economy, $I(c_{2001};t_{2001}) - I(c_{2001};t_{2006})$; and the other related to changes in the distribution

²³ Between 2001 and 2006, nearly 4 million jobs were created, of which around 3 million were filled with immigrant workers. Even though between 2006 and 2009 there was a decline of 3.8% in employment, immigrant employment still increased by 10.9% (the whole immigrant population also increased—see Figure 3).

of immigrant workers across occupations, $I(c_{2001}; t_{2006}) - I(c_{2006}; t_{2006})$, we find that the second effect was higher than the first (and of opposite sign)²⁴. This suggests that, on the one hand, the shift in the occupational structure of the Spanish economy that took place at the beginning of this century lead to an increase in the employment weight of occupations with large immigrant presence and, on the other hand, this change was accompanied by a stronger concentration of immigrants in some of these occupations. In fact, when we focus on occupations in which immigrants tended to concentrate in 2001 (i.e., those in which the proportion of immigrants with respect to total immigrant workers was at least 2.5%), we find that these occupations experienced an increase of 4.5 percentage points in terms of total employment, rising from 40.3% in 2001 to 44.8% in 2006 (see Table 5, bottom row). In addition, the immigrant employment rate in these occupations rose by 10.6 percentage points (from 54.6% to 65.2%). All of the above implies that immigrants tended to concentrate in these occupations to a greater extent than natives did.

Table 4

DECOMPOSITION OF THE SEGREGATION CHANGE BETWEEN 2001 AND 2006

Decomposition of local segregation, 2001-2006	$\Phi_{0.1}$	$\Phi_{0.5}$	Φ_1	Φ_2	D^g	G^g
$I(c_{2001}; t_{2001}) - I(c_{2001}; t_{2006})$	0.03	0.03	0.03	0.04	0.02	0.03
$I(c_{2001}; t_{2006}) - I(c_{2006}; t_{2006})$	-0.17	-0.13	-0.13	-0.15	-0.10	-0.12

Table 5

EMPLOYMENT CHANGES BETWEEN 2001 AND 2006 IN THE OCCUPATIONS IN WHICH IMMIGRANTS TENDED TO CONCENTRATE IN 2001

OCCUPATIONS	$\left(\frac{c_j^g}{C^g}\right)_{01}$	$\left(\frac{t_j}{T}\right)_{06} - \left(\frac{t_j}{T}\right)_{01}$	$\left(\frac{c_j^g}{C^g}\right)_{06} - \left(\frac{c_j^g}{C^g}\right)_{01}$	$T_{06} - T_{01}$	$C_{06}^g - C_{01}^g$	$\frac{C_{06}^g - C_{01}^g}{T_{06} - T_{01}}$
Domestic employees and other indoor cleaning personnel	11.71	1.45	4.83	478,793	410,224	85.68
Catering service workers	8.47	1.01	3.22	346,500	288,879	83.37
Workers at structural construction sites and the like	4.99	0.30	3.51	234,442	217,081	92.59
Retail workers and the like	4.32	0.10	-0.12	213,574	95,859	44.88
Agricultural, livestock, and fishing laborers	4.23	-0.12	0.19	41,677	102,933	246.98

(Follow)

²⁴ The same occurs when comparing 2006 and 2009, even though with reverse movements.

(Continuation)

OCCUPATIONS	$\left(\frac{c_j^g}{C^g}\right)_{01}$	$\left(\frac{t_j}{T}\right)_{06} - \left(\frac{t_j}{T}\right)_{01}$	$\left(\frac{c_j^g}{C^g}\right)_{06} - \left(\frac{c_j^g}{C^g}\right)_{01}$	$T_{06} - T_{01}$	$C_{06}^g - C_{01}^g$	$\frac{C_{06}^g - C_{01}^g}{T_{06} - T_{01}}$
Construction laborers	3.58	0.26	2.56	129,972	156,844	120.68
Personal service workers	3.39	0.54	0.98	238,774	106,736	44.70
Administrative management support professionals	3.14	0.17	-1.72	173,869	22,135	12.73
Workers dedicated to finishing construction and the like (painters and related workers)	2.80	0.12	0.73	162,366	85,684	52.77
Financial and commercial transactions support professionals	2.68	0.43	-0.85	191,042	36,804	19.27
Professions associated with 2nd and 3rd cycle university degrees in teaching	2.61	-0.01	-1.16	88,445	26,281	29.72
Management of companies with 10 or more employees	2.61	0.22	-1.55	116,881	14,729	12.60
TOTAL	54.56	4.47	10.61	2,416,335	1,564,189	64.73

Table 5 also offers a summary of the changes that occurred in each of these occupations in terms of employment and immigrant presence. We see that domestic and other indoor cleaning work increased by nearly half a million jobs (see column 4), 85% of which were filled with immigrants (column 6). The group of immigrants with the highest presence in this strongly feminized occupation (see Del Río and Alonso-Villar, 2010b) is Latin Americans, whose participation remained rather stable throughout the period (they comprise about 65% of the immigrants included in this occupation). On the contrary, the proportion of workers from the EU bloc working there decreased in the period (from 12% to 4%) in favor of European countries outside that bloc (which moved from 8% to 21%). Other occupations that experienced remarkable increases in the period are catering and personal services—which are strongly feminized—and structural construction work—highly masculinized. The employment growth in these occupations was also largely filled with immigrants (accounting for between 93% and 45% of their growth)²⁵. Moreover,

²⁵ The most important immigrant group working as structural construction workers in 2006 was that from Latin America, followed by Africa and Rest of Europe (representing 41%, 28%, and 22%, respectively, of the immigrant employment in this occupation). The



occupations related to unskilled labor in agriculture/fishing and construction underwent a higher increase in the number of immigrants than in the number of total jobs, which suggests that natives are leaving these two occupations²⁶. On the contrary, a low proportion of the employment growth in administrative management support and management of companies with 10 or more employees was filled with immigrants, which decreased the concentration of immigrants in these occupations (see column 3)²⁷.

The trend change observed between 2006 and 2009 is also interesting, especially given the important adjustments in the levels of employment and occupational structure occurring in the Spanish labor market. A detailed analysis of what took place during this period shows that even though there were different performances among occupations, the effects of these changes almost seem to balance in the aggregate. Thus, domestic service staff, an occupation wherein a large proportion of immigrant women were concentrated in 2006, experienced a notable increase in terms of immigrant presence, rising from 37% to 43% (something similar happened in the occupation labeled “construction laborers,” even though in this case employment declined rather than growing). On the contrary, the category “retail workers and the like” (in which immigrants represented 12% of total employment in 2006) ended the period with an immigrant presence of 15.3%—i.e., even though this share was lower than the immigration rate in 2009 (17.1%) the two figures are close, which might have favored the reduction of segregation. Another occupation showing an egalitarian performance is “personal service workers,” even though in this case there was important employment growth.

5. FINAL COMMENTS

Spain was, for a long time, an out-migration country. First, during the 19th and the first half of the 20th century, many Spanish workers emigrated to Latin

proportion of Latin Americans in personal services was even higher (70% of the immigrant workers). The distribution of catering workers has evolved from being distributed among Latin America, the EU bloc, Asia, and Africa (39%, 23%, 15%, and 14%, respectively) in 2001 to becoming mainly concentrated in Latin America and Rest of Europe in 2006 (52% and 18%, respectively).

²⁶ The share of agricultural/fishing workers from the Rest of Europe notably increased during the period, which in 2006 distributed immigrant employment rather equally among the Rest of Europe, Latin America, and Africa. Immigrant workers employed as construction laborers in 2006 were mainly from Latin America, Africa and Rest of Europe (45%, 29%, and 19%, respectively).

²⁷ Both in 2001 and 2006, most of the immigrants working in these two occupations were from the EU bloc and Latin America.

American countries like Argentina, Venezuela, Uruguay, and Cuba, and later to other European countries (Germany, Switzerland, and France, especially). This pattern changed, however, at the end of the past century, when Spain became a receiving country, mainly from Latin America, but also from other European countries (including those of the EU). This paper has shown that the extraordinary increase Spain has experienced in its immigrant population in the last few years has been accompanied by an important rise in the occupational segregation of immigrant workers, even though the current economic crisis has apparently halted to this trend. The intensification of segregation has been a consequence of two factors. On the one hand, those occupations in which immigrants tend to concentrate (in particular, domestic employees, catering workers, and workers at structural construction works) grew more than other occupations. On the other hand, jobs created from this employment growth were filled mostly by immigrants, all of which intensified the concentration of this group in a few occupations (mainly low paying).

Regarding the characteristics of employed immigrants, this paper has shown that the years of residency in Spain is a relevant variable in explaining the segregation of this group. In fact, occupational segregation of immigrants tends to decrease as their residency lengths, which may help to explain why young immigrants are much more segregated than the rest, and this result is line with several studies that analyze the assimilation of immigrants in Spain (Amuedo-Dorantes and De la Rica, 2007; Izquierdo *et al.*, 2009). With respect to the effects of educational achievements on occupational segregation, the study has revealed that the distribution of high-educated immigrants across occupations clearly departs from that of natives with the same educational level, since the latter are more segregated than other natives (perhaps as a consequence of the nature of the corresponding occupations), whereas the former are less segregated than other immigrants. This difference suggests that high-educated immigrants work both in occupations that match their skills and in others that do not, which is line with the higher extent of over-education found in this group of citizens (as pointed out by Fernández and Ortega, 2006). In addition, it has been shown that gender is a relevant variable in analyzing the segregation of immigrant workers in Spain since women contribute to explain 53% of the segregation of the whole group while they represent only 44% of the employed immigrants. Finally, the study has also given evidence of the remarkable differences in segregation regarding the country of immigrant origin. Thus, workers from the EU-25 bloc have the lowest segregation, perhaps as consequence of their higher educational level, while segregation is particularly intense among workers from Asia and European countries outside the bloc.

APPENDIX

Table 6
SUMMARY OF THE MAIN CHARACTERISTICS OF
IMMIGRANT AND NATIVE WORKERS (2007)

	Immigrant workers (%)	Native workers (%)
GENDER		
Women	43.6	40.5
Men	56.4	59.5
EDUCATION		
Low education	40.9	44.2
Intermediate education	35.7	21.3
High education	23.3	34.5
AGE		
Young (16-30 years old)	34.6	25.6
Middle-age (31-45 years old)	49.1	42.0
Elderly (46 years or more)	16.2	32.4
YEARS OF RESIDENCE		
Years of residence < 3	18.5	—
3 ≤ Years of residence < 6	31.3	—
6 ≤ Years of residence < 10	26.8	—
Years of residence ≥ 10	23.4	—

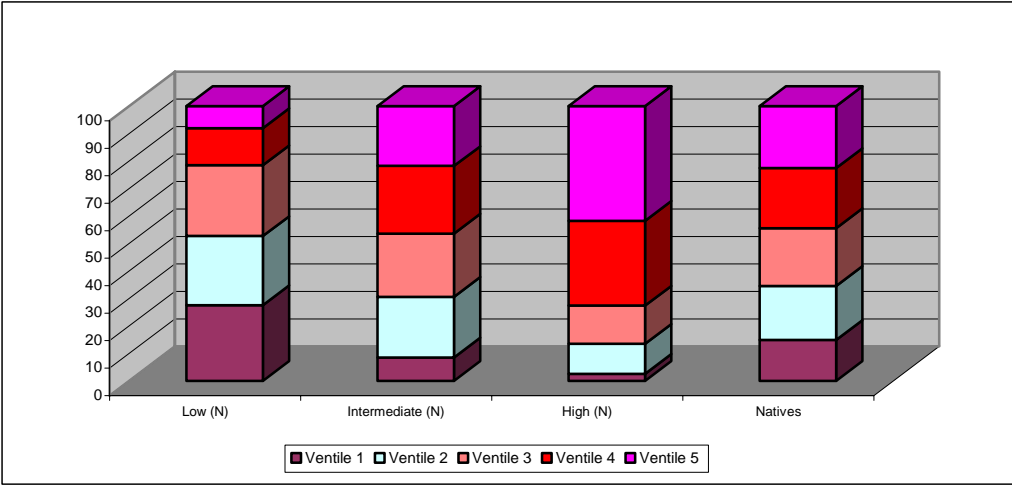
Table 7
LOCAL SEGREGATION INDEXES OF
NATIVES BY EDUCATIONAL LEVEL (2007)

LOCAL SEGREGATION	$\Phi_{0.1}$	$\Phi_{0.5}$	Φ_1	Φ_2	D^g	G^g
Low education	0.96	0.34	0.23	0.17	0.26	0.33
Intermediate education	0.65	0.28	0.22	0.18	0.26	0.35
High education	0.56	0.49	0.45	0.49	0.41	0.52

Table 8
THE TOP (bottom) 10 OCCUPATIONS WITH
THE HIGHEST (lowest) IMMIGRANT PRESENCE IN 2007

The top 10 occupations with the highest presence of immigrants	$\frac{c_j^I}{t_j}$ (%)	$\frac{t_j}{T}$ (%)	$\frac{c_j^I}{C^I}$ (%)
96. Construction laborers	45.28	2.41	6.69
94. Agricultural and livestock and fishing laborers	43.83	1.60	4.31
91. Domestic employees and other indoor cleaning personnel	40.43	6.59	16.37
50. Catering services workers	36.02	4.84	10.70
71. Workers at structural construction works and the like	30.14	5.13	9.51
74. Extractive industry workers	27.91	0.14	0.25
90. Unskilled retail workers	25.10	0.44	0.67
97. Manufacturing industry laborers	22.83	1.05	1.47
98. Transport labourers and freight handlers	20.88	1.24	1.59
78. Food, beverage and tobacco industry workers	20.74	1.00	1.28
Total		24.44	52.84
The top 10 occupations with the highest presence of immigrants	$\frac{c_j^I}{t_j}$ (%)	$\frac{t_j}{T}$ (%)	$\frac{c_j^I}{C^I}$ (%)
10. Executive and legislative power of the public administration; management of organizations of interest	0.00	0.13	0.00
95. Mining labourers	0.00	0.02	0.00
82. Fixed machinery operator foreman	0.28	0.23	0.00
80. Team managers and those in charge in fixed industrial installations	1.00	0.14	0.01
62. Skilled workers employed in other agricultural activities	2.66	0.31	0.05
27. Professions associated with a 1st cycle university degree in natural and health sciences, except in optics, physiotherapy and related sciences	2.78	1.08	0.18
28. Professions associated with a 1st cycle university degree in teaching	3.90	1.92	0.46
23. Law professionals	4.51	0.75	0.21
40. Accounting, finance services employees, and production and transport support services employees	5.35	1.66	0.54
32. Technicians in child education, flight instructors, vehicle navigation and driving	5.45	0.22	0.07
Total		6.46	1.52

Figure 15
DISTRIBUTIONS OF NATIVE WORKERS ACROSS VENTILES,
EDUCATIONAL LEVEL (2007)



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SÍNTESIS

PRINCIPALES IMPLICACIONES DE POLÍTICA ECONÓMICA

España ha sido durante décadas un país de emigrantes, los cuales se han dirigido, principalmente durante el siglo XIX y la primera mitad del XX, hacia países de América Latina como Argentina, Venezuela, Uruguay o Cuba, y ya durante la segunda mitad del siglo pasado hacia países europeos con economías intensamente demandantes de mano de obra, como Alemania, Suiza o Francia. Este modelo se ha visto modificado en los últimos años, durante los cuales nuestro país ha pasado de ser un país emisor a convertirse en un país eminentemente receptor de inmigración, siendo en la actualidad uno de los principales nodos dentro de la red de flujos internacionales. Aunque esta inmigración es, en buena medida, de naturaleza laboral, la cuantificación de la segregación ocupacional de la población inmigrante en el mercado de trabajo español apenas ha sido abordada en estudios empíricos, a pesar de la importante contribución de la misma a la hora de explicar las diferencias salariales promedio entre nativos/as e inmigrantes.

Varias son las causas que podrían explicar las discrepancias entre ambos colectivos en su distribución por ocupaciones. Así, en primer lugar, las oportunidades de trabajo de los/as inmigrantes recién llegados probablemente dependen en buena medida de las redes sociales y familiares con las que cuentan en el país de llegada, lo que puede favorecer su concentración en determinado tipo de trabajos. En segundo lugar, las diferencias culturales y/o en el idioma entre los países de salida y llegada pueden dificultar los procesos de asimilación en el mercado laboral, especialmente si los empresarios del país receptor tienen actitudes discriminatorias. Y tercero, los activos relacionados con el capital humano que poseen los y las inmigrantes pueden alejarse de los acumulados por los/as trabajadores/as nativos/as, no sólo en relación al número de años de escolarización sino también respecto a los conocimientos específicos requeridos en el país de llegada.

La literatura ha destacado las negativas consecuencias asociadas a la existencia de elevados niveles de segregación ocupacional y/o residencial en la población inmigrante, por todo lo cual debería ser objeto de atención tanto en el ámbito político como en el académico. Así, la tendencia contrastada a concentrarse en trabajos de escaso status y nivel salarial afecta negativamente a los niveles de pobreza de este colectivo. Por otro lado, esto también afecta a cómo los otros grupos los ven y como ellos y ellas se ven a sí mismos/as, lo que puede condicionar sus logros futuros. Es más, un elevado nivel de segregación puede dificultar la integración de las generaciones futuras de ciudadanos/as, inmigrantes de segunda generación. Se ha llegado a afirmar, incluso, que la segregación potencia la pérdida de un “lenguaje compartido” y de unas “normas y valores culturales” comunes, lo cual dificulta la paz y la coordinación social.

Este trabajo ha mostrado que el extraordinario incremento que ha experimentado la población inmigrante en España en los últimos años ha ido acompañado de un

importante aumento de la segregación ocupacional de los/as trabajadores/as inmigrantes (aunque la actual crisis económica parece haber frenado dicha tendencia). La intensificación de la segregación ha sido consecuencia de dos factores explicativos. Por un lado, aquellas ocupaciones en las cuales la población inmigrante tendía a concentrarse inicialmente (principalmente empleo doméstico, y en el sector de la restauración y la construcción) incrementaron su peso en la economía, creciendo en mucha mayor medida que otras. Y por otro lado, el empleo creado fue ocupado principalmente por trabajadores/as inmigrantes, lo cual ha intensificado la concentración de este colectivo en unas pocas ocupaciones (habitualmente con salarios bajos).

En relación con el estudio de las características, este trabajo ha mostrado que los años de residencia en España es una variable relevante a la hora de explicar la segregación de este grupo. Así, los niveles de segregación ocupacional tienden a disminuir con la antigüedad en el país. Con respecto al nivel educativo, este estudio también revela que la distribución entre ocupaciones de la población inmigrante altamente cualificada se aleja de la población nativa con similar nivel educativo, al estar ésta última mucho más concentrada. Esto sugiere que el primer grupo trabaja tanto en ocupaciones acordes a su nivel educativo como en otras donde se intuye un elevado nivel de sobrecualificación. Por último, los resultados también reflejan la existencia de mayores niveles de segregación entre las mujeres inmigrantes que entre los hombres inmigrantes, identificándose, además, notables diferencias en los niveles de segregación experimentados por los diferentes subgrupos dentro de la población inmigrante según sea su región mundial de origen.

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