

# 54<sup>th</sup> ANNUAL SOROKIN LECTURE

DEPARTMENT OF SOCIOLOGY



## Dr. Rupa Banerjee (PhD)

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Toronto Metropolitan University

**Thursday, Feb. 5 | 4 pm**

University Club, 101 Administration Place

- Free and open to the public
- Reception to follow the lecture

## Recalibrating Canada's Immigration Architecture: Insights from Research on Economic Inclusion and Institutional Mediation

Over the past half-century, Canada's immigration system has been lauded as a global model for skill-based selection and successful integration. Yet beneath this reputation lies a deepening paradox: immigrants are increasingly well-educated but persistently underemployed, while temporary and employer-driven migration streams now eclipse traditional pathways of permanent migration. This lecture traces the structural evolution of Canada's "two-step" immigration system, linking the rise of the Temporary Foreign Worker and International Mobility Programs to broader transformations in state governance, employer power, and the commodification of skill.

Integrating findings from multiple projects, I highlight how immigrant selection policy, the education system, credentialing regimes, and labour market structures mediate immigrants' trajectories in Canada. I further consider how racial and gendered intersectional inequities are perpetuated through these systems.

By mapping these dynamics, the lecture argues for a recalibration of Canada's migration architecture that re-centres equity, inclusion, and long-term social cohesion over short-term labour market expediency. Ultimately, the presentation underscores how Canada's migration success story must be reimagined: from managing flows of talent to cultivating conditions for genuine belonging and shared prosperity.



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