

# Exploring the Interplay Between Pay, Career Barriers and Management Support: An Intersectional Study of Migrant Doctors

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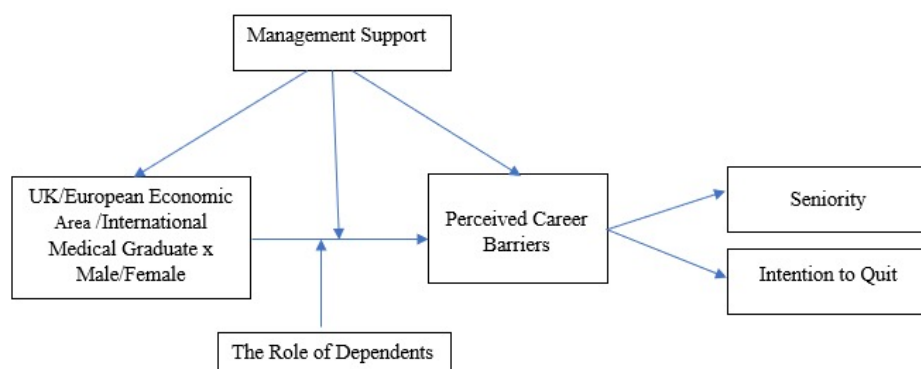
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The UK's National Health Service (NHS) is heavily reliant on migrant labour to deliver essential services. While evidence indicates that overseas doctors have less positive career outcomes that may result in pay gaps in comparison to UK-trained counterparts, extant theoretical explanations have been slow to consider the crucial role of workplace practices, and the degree to which pay gaps differ between multiple identity sub-groups. Adopting an intercategorical approach to analyse statistical survey data from 5,753 NHS doctors, we examine how pay gaps stem from career barriers and management support in male and female International Medical Graduate, European Economic Area and UK doctors.

The primary objective of our study was to explore factors that condition pay gaps between gendered migrant and non-migrant groups in a medical context, drawing on the role of workplace practices in enabling career progress and reducing turnover and pay gaps. Through the analysis of a large-scale survey of pay and job-related variables for migrant groups using an intercategorical approach, we noted that patterns of vertical segregation and longer

length of service act as explanations for pay differences, but for many migrant groups that there was a substantial proportion that is not explained, implying a potential role for discrimination. Further, we found that career barriers have a significant link to pay gaps by shortening careers and increasing disparities in seniority. Management support, on the other hand, significantly reduced the harmful potential of career barriers for most groups except for those at the intersection of migrant and parent.

Our findings provide insights into intersectional variations in career barriers and pay gaps for skilled medical migrants which point to penalties for migrants, especially migrant ethnicized women. Based on our findings we extend theoretical explanations of pay gaps by conceptualizing them as a complex multi-layered concept that embraces workplace practices as well as intersecting demographic identities. We also contribute to theory on skilled migration by highlighting the counter-intuitive shape of management support on migrants' careers and diversifying extant understandings of constraint and enablement in migrant careers.



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